

UDMPU General Membership Meeting  
Minutes— 11/12/09

Present: Maureen Anthony, Jocelyn Bennett-Garraway, Mark Benvenuto, Mike Canjar, Erika Combs, Jeanne David, Garbette Garraway, James Graves, Sarah Hollier, Alan Hoback, Mohan Krishnan, James Lynch, Doug MacDonald, Lorri MacDonald, Mary O'Shaughnesea, Stephen Manning, Kris McLonis, Mostafa Mehrabi, Gail Mitchell, Todd Ray, Jennifer Rike, Tom Stanton, Jim Tubbs, Prasad Venugopal, Larry Zeff, Kathy Zhong

I. Call to Order

Canjar thanked McLonis for bringing pizza.

In response to his observation that there were new members in attendance, Canjar introduced himself and UDMPU board members including Zeff (Contract Maintenance), Manning (Grievance), McLonis (Treasurer), and D. MacDonald (acting secretary for Hill-Vasquez).

II. Canjar reviewed proposed meeting agenda and invited members to add items.

A motion was made to approve the proposed agenda and the motion passed.

III. A motion was made to approve the minutes for the 9/29/09 General Membership meeting and the motion passed.

IV. Announcements

Canjar made a number of announcements.

(a) UDMPU Memorial Scholarship Fund- Canjar reported that the fund was established in order to provide scholarship money to students with financial need. Money is to be contributed by UDMPU on behalf of members who have passed away. Canjar indicated that the original hope was for the fund to be an endowed fund. However, given the university administration's rules which require that an endowed fund have at least \$25,000, it has not attained endowed status— At present the fund only has about \$8,000. Canjar indicated that members will be solicited by the UDMPU to make donations to the fund. All donations will be tax deductible for members.

Some discussion ensued as to how the funds are dispersed. Canjar stated that some money was dispensed last year. Canjar added that student interest in applying for scholarships through the fund may increase if the fund obtains endowed status.

(b) CHP Meeting- Canjar indicated that the UDMPU is aware of issues that faculty have been having in CHP regarding workload and workload calculations. He explained that efforts to address problems around workload were part of the

recent contract negotiations. He added, however, that since the implementation of the new contract, problems have persisted in CHP. A meeting is set between CHP members and UDMPU on 12/7/09 in Commerce and Finance Room 208.

(c) Dental Billing- Canjar stated that the contract currently permits faculty and family members of faculty to get up to \$3,000 per year of dental coverage through the UDM Dental School. Thereafter, members are required to pay 25% of dental costs. Canjar reported that the Dental school has recently been making the error of billing members for services even though the members did not surpass the \$3,000 cap. He indicated that if members should get a bill they should call the Dental school (speak to Lynne Sikawa, at [walshpl@udmercy.edu](mailto:walshpl@udmercy.edu) and/or 313.494.6752). If problems persist after speaking to the Dental school, then members should contact either Zeff, Manning, or Canjar.

Canjar added that if members have received a bill and paid for it, provided that the members are below the \$3,000 cap, they could contact the Dental school for a refund.

A member raised an issue with prescription co-pays indicating that the plan with HAP is not consistent with expectation and members are overpaying. Canjar indicated that the UDMPU will contact Human Resources and follow up about this.

Other members reported that there were some problems with Blue Cross in the past but that these difficulties seemed to have been ameliorated.

(d) Technology Concerns- Canjar stated that in the last general membership meeting, several members raised concerns about problems with IT and technology support. Since that meeting, IT completed a survey and has attempted to improve its services. Canjar said that members appear to feel better about the situation and to see an improvement of service.

One member reported that there have been some problems with bandwidth— Apparently IT reallocates bandwidth from classrooms to dormitories later in the day. Has caused some problems with evening classes. The member indicated that Ed Tracy was contacted. If problems persist with class internet access, contact Mr. Tracy

(e) Teacher Certification- Canjar reported that the UDMPU is aware of the problems with teacher certification and is closely monitoring it.

(f) Board of Trustees- Canjar shared that he learned that the current Chair of the board of trustees (Bill Young) is not continuing as chair and is being replaced by Sr. Schiller. Canjar indicated that this change may be viewed by members as a positive move on the board of trustees.

## V. Treasurer's Report

McLonis reported that there is a total of \$122,140.57 in UDMPU Bank accounts with \$52,128.64 in Checking and \$70,011.93 in Savings. McLonis indicated that interest payments from the bank were made on 09/30/09 and 10/30/09. A service charge was deducted on 10/20/09. In addition, McLonis reported that a total of \$17,470.85 coming from member dues was deposited and a check of \$15,382.45 was sent out to MEA.

McLonis pointed out the difference in amounts coming in from members and going out to MEA is due to her challenges in tracking down and getting new members to pay dues (she noted that dues are retroactive to start of year and do not start at time of signing up with UDMPU). Canjar added that most dues go to MEA. Only \$40 of member dues stay with the UDMPU.

Discussion ensued about (i) investing some of UDMPU's funds to get better interest and lower services charges and (ii) the possibility of UDMPU leaving MEA and pursuing membership with AAUP. With regards to point (i), Canjar responded by saying that service charges are related to the need of UDMPU to have paper records of bank transactions (e.g., cancelled checks) for accounting and auditing purposes. He further stated that interest rates are not much better for different types of bank accounts. In terms of point (ii), Canjar, Zeff, and Manning spoke to the pros and cons of MEA. Canjar indicated that he is neutral with respect to MEA vs. AAUP. He added that MEA has provided good legal support in recent times and that UDMPU members have not been quick to provide support to committees attempting to gather information on the issue of whether or not to pursue AAUP membership. Canjar also noted that the MEA gave the UDMPU advanced information regarding the problems with teacher certification in the education program. Canjar remarked that the MEA also bonds UDMPU executive members. Manning stated that the MEA does not place any monetary limits on legal costs and that they have permitted us to select our own lawyer. Zeff stated that in his opinion, a pro for staying with the MEA is that they provide good legal representation. A con is that the MEA is more oriented to pre-college educational needs and issues. The AAUP, in contrast, is exclusively committed to higher education, is more professional, is the source to which UDMPU has turned to regarding governance and faculty issues and has lower dues. However, AAUP has no legal fund. McLonis remarked that MEA dues are 1.5% of salary with a cap at \$620 per year. Canjar indicated that with AAUP, each local decides on the percent of salary for dues. Zeff also noted that while MEA provides contract negotiation support, the UDMPU has not utilized it for contract purposes because the MEA is not effective.

One member (Venugopal) added that if the UDMPU were to opt to leave MEA, then there is a possibility that the university administration may view the contract as null and void and members will be in a difficult position.

A motion was made to accept the Treasurer's report and the motion was passed.

## VI. Grievance Report

Manning indicated that issues around dental bills and prescription co-pays have been, or are in the process of, being addressed. He also reported the following issues- (a) possible fire code violations in a building undergoing some construction (b) promotion and change of tenure status of an instructor without a search, (c) students being placed in classes without prerequisites and administrative change of grades without approval from affected faculty, (d) parking grievance- long standing and ongoing issue, (e) CHP problems with online class schedule (courses are now listed but no instructor names provided).

With regard to problems with online class schedule, Venugopal indicated that he sees this as a problem with the Banner system and, as such, as an MFA issue. UDMPU perceives it as a working conditions issue.

Discussion ensued wherein members presented additional concerns including inadequate heating (Nursing, Briggs 350, Reno) and potential problems around using space heaters. Canjar stated that the university cannot confiscate heaters, they can only tell faculty not to use them.

A motion was made to accept the Grievance report and the motion was passed.

## VII. Executive Liaison Report

Canjar indicated that all E.L. matters had already been discussed in the meeting.

## VIII. New Business

Canjar stated that the solicitation to faculty for donations to the Memorial Scholarship Fund will state to whom checks should be made and where they should be sent.

Some discussion regarding the possibility of investing UDMPU money ensued.

## IX. A motion was made to adjourn the meeting and the motion passed with adjournment at 2pm.

Respectfully submitted  
Douglas A. MacDonald  
Acting Secretary