

UDMPU General Membership Meeting

Minutes – 9/29/09

Present: Maureen Anthony ; Stokes Baker; Mike Canjar; Erica Combs; Barry Dauphin; Jeanne David; Cindy Gillham; James Graves; Carla Groh; Gary Hillebrand; Heather Hill-Vásquez; Alan Hoback; Hsiao-Lan Hu; Joslen Letscher; James Lynch; Doug MacDonald; Lorri MacDonald; Kris McLonis; Stephen Manning; Kathy Marshall; Mostafa Mehrabi; Ruth Miller; Mary O’Shaughnessey; Todd Ray; Donna Roe; Jill Spreitzer; Katy Snyder; Jim Tubbs; Kate Walters; Karen Waters; Carol Weisfeld; Joanne Yastik; Sandy Yost; Larry Zeff; Kathy Zhong

- I. Call to Order.
- II. A motion was made to approve the proposed agenda and the motion passed.
- III. A motion was made to approve the minutes of the 3/31/09 General Membership meeting and the motion passed.
- IV. Treasurer’s Report.
 - a. McLonis reported \$44,643.37 in checking and \$70,020.01 in savings for a total of \$114,663.38 in the Comerica accounts.
 - b. Recent activity includes a check in the amount of \$17,718.17 to the MEA for union dues.
 - c. Canjar communicated that only \$40 per member of our dues goes to the local union (the UDMPU) and that this money is spent on maintaining the website, on secretarial help during the annual elections, and on refreshments and related supplies for General Membership meetings.
 - d. A motion was made to accept the Treasurer’s Report and the motion passed.
- V. Gratitude was expressed to McLonis, L. MacDonald, Walters, and Lynch for their help in procuring refreshments and related supplies for the General Membership Meeting.
- VI. Discussion regarding possible change from MEA membership to AAUP membership.
 - a. Canjar indicated that this possibility had been discussed prior to contract negotiations but, as these negotiations took longer than usual, we have not been able to pursue the possibility.
 - b. Canjar provided both positive (when UDMPU was sued) and negative (theater negotiations) examples of the MEA’s handling of UDMPU issues.

- c. Differences in dues structures between the MEA and the AAUP were discussed. In connection with this, the point was made that AAUP members are expected to fund their own legal expenses and that most of the AAUP dues money stays with the local and becomes this legal fund. It was suggested that, as an MEA affiliated organization, we are perhaps spending more money but still acting like a AAUP organization -- except that the later hires its own legal representation.
- VII. Grievance Report.
- a. Grievance Officer Manning reported—as he did at the last General Membership Meeting--that, as has been the practice in the past, the majority of his work is spent on “pre-grievance issues.” The one outstanding grievance relates to parking issues.
 - b. Canjar then informed those present that, if any bargaining unit member has an issue that they think might be considered a contractual violation, then she or he should contact one of the members of the Grievance Committee: Canjar, Zeff, or Manning. Canjar also emphasized that if a bargaining unit member is asked to meet with a Dean or other supervisor regarding his or her work performance that that member is entitled to have union representation present at the meeting.
 - c. Canjar also indicated that the UDMPU contract is available on line and McLonis announced that she had a few hard copies available if people wished to pick one up after the meeting.
 - d. Conversation then turned to a wide-spread dissatisfaction with AV services on campus and whether or not this could be considered a contractual violation as it has a potentially negative effect on working conditions and teaching quality. A number of problems were shared. Canjar asked individuals to send e-mails detailing problems to a member of the grievance committee (canjarm@udmercy.edu; zeffl@udmercy.edu; manning_s@udmercy.edu).
 - e. A concern was raised regarding courses taught in the nursing school not being entered into the Banner system which is causing problems with the establishment of Blackboard pages. The issue will be addressed.
 - f. A motion was made to accept the Grievance Report and the motion passed.

VIII. UDMPU President's Update.

- a. Canjar communicated that we are now in the second year of the five-year contract.
- b. Canjar also indicated that the UDMPU officers (Canjar; Zeff; McLonis; Hill-Vásquez, Manning) hold an Executive Liaison (E.L.) meeting each month during the school year and during the summer as needed with the administration (Zarkowski; Nelson; Abatemarco).
- c. Canjar communicated that an equity study, as required by the contract, will be conducted this academic year in order to compare UDM faculty salaries with comparable institutions and ensure equity with regard to UDM salaries.
- d. Canjar then discussed issues in connection with ensuring that Section 9.4 (Chairperson / Area Coordinator Salary for Additional Service) of the contract is being followed. The goal all along has been a more equitable distribution of additional salaries between and among the colleges. There have been particular problems in two colleges. These problems include (1) the submission of incorrect sets of data in connection with the application of the piece of the formula (which has become known as the "Q-Factor") as indicated in Section 9.4 and (2) the creation of college budgets which did not account for the additional salaries. Canjar indicated that new contract letters indicating the changes in salary should have been sent out in one of the colleges and he asked to be informed if any chair or chairs have not received their new letters. Fundamentally, after several meetings overseen by Canjar and Zeff, and conducted with the concerned and affected parties, most problems appear to have been resolved. Some chairs present at the meeting, however, raised concerns regarding lost course releases and other issues and Canjar indicated that he would meet with these chairs at the conclusion of the meeting.

IX. Other Issues.

- a. A discussion ensued regarding changes to the prescription drug plan – specifically, changes to the co-pay policy. Under the new plan, the same co-pay is required as before but for a 30-day, rather than a 90-day, prescription. The new plan requires prescriptions to be filled for 30 days only until the individual plan holder is on record for receiving a prescription for 60 days. After that, the plan holder will be allowed a 90-day

prescription with the same co-pay. As we did not agree to this provision during contract negotiations, Human Resources is working with the insurance company to try to eliminate this requirement and to seek some reimbursement for plan members.

- b. One or more UDMPU members present indicated that prescriptions previously filled under the old plan are now being denied under the new plan. Canjar indicated that if any member is having problems with his or her health care benefits that they should contact a member of the Grievance Committee (see e-mail addresses in VII d above).
- X. A motion was made to adjourn the meeting and the motion passed with adjournment at 1:45 p.m.

Respectfully submitted,

Heather Hill-Vásquez

UDMPU Secretary