

UDMPU General Membership Meeting Minutes – 1/22/08

Present: Maureen Anthony; David Bartley; Mike Canjar; Roy Finkenbine; Jim Graves; Mary Higby; Heather Hill-Vásquez; Alan Hoback; Bonnie Korn; Doug MacDonald; Lorri MacDonald; Kris McLonis; Matt Mio; Gail Mitchell; Mary O'Shaughnessey; Liz Roberts-Kirchoff; Bob Ross; Karen Selby; Linda Slowik; Trichia Thomas; Jim Tubbs; Prasad Venugopal; Kate Walters; Gerry Wehmer; Larry Zeff

The meeting was convened at 12:50 p.m.

I. Canjar reminded those present of the annual election meeting to be held 3/27/08 at 12:45 p.m. Carol Weisfeld has agreed to chair the elections committee. Canjar urged all UDMPU members to attend. The Election Process Procedure document will be distributed electronically as well as by regular mail to all bargaining unit members who are eligible to vote.

II. Minutes of the 11/29/07 General Membership Meeting were approved.

III. Grievance Report.

a. Zeff (via e-mail correspondence from absent Grievance Officer Manning) reported that all previous items are "status quo save one." This one item is an update regarding the law suit brought against the UDMPU and the UDM administration by a bargaining unit member. All charges against the UDMPU and the UDM administration have been dismissed. In addition, as the Board has been informed previously, the MEA is seeking reimbursement of its legal and court costs as allowed by the original law suit. The UDM administration is also seeking reimbursement of its legal and court costs as allowed by the original law suit. As the Board has been informed previously, the seeking of these court costs may become part of an overall settlement between the bargaining unit member and the UDM administration. Talks have been initiated regarding this settlement.

b. A motion was made to accept the Grievance Report and the motion passed.

IV. Treasurer's Report.

a. Treasurer McLonis reported the amount of \$41,691.62 in the checking and the amount of \$69,193.34 in the savings for a total of \$110,884.96 in the Comerica accounts.

b. Recent activity includes a deposit of a check from Human Resources in the amount of \$16,667.70 to cover MEA dues. A check to MEA will be written this week to cover dues.

c. McLonis will be requesting a reimbursement check in the amount of \$77.91 to cover the cost of refreshments for today's general membership meeting.

d. McLonis alerted bargaining unit members to the option to opt out of All-Inclusive Membership. The following link explains the benefits of A.I.M. : http://www.mea.org/MEA-Retired/faqs_aim.html. When MEA members complete their membership forms, they are automatically enrolled in A.I.M. unless they check off a box on the form stating that they wish to opt out of this benefit. However, those who did not opt out at their initial time of enrollment or who joined before 2003 and were, thus, not offered the option to opt out, may fill out a form available from McLonis (e-mail mclonika@udmercy.edu).

e. As Doug MacDonald is stepping down from the Audit Sub-Committee, the UDMPU is seeking a new member for the Sub-Committee. In order to comply with UDMPU by-laws, the Audit Sub-Committee monitors the UDMPU's financial activities and creates two reports (one for

January – July; one for August – December). Lorri MacDonald volunteered to replace Doug MacDonald on the Sub-Committee.

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

V. Professional Negotiating Committee (PNC) Update.

a. Chief Negotiator Zeff reported that the PNC has been meeting regularly and has been reviewing internally the six categories of items. As reported previously, sub-committees from the UDMPU and the UDM administration have been formed to address each of these six categories and a regular schedule of meetings has been established. Beginning with the current week (the week of 1/21/08) the sub-committees will establish a series of regular meeting times so that negotiations will be consistent and ongoing.

VI. Job Advertisement Added Language Issue.

a. Initial items discussed:

1. significant concerns regarding lack of faculty input
2. breach of Letter of Agreement 13
3. current involvement of both UDMPU and MFA in reconciling the issue
4. lack of uniformity across the university regarding job search processes and the language of job advertisements

b. Prasad Venugopal reported that the MFA officers have been following up with the Interim AVP regarding the issue. The Interim AVP has agreed that there is a need for faculty input regarding the issue.

c. Venugopal reported that the following history was communicated by the Interim AVP to the MFA officers. The advertisement language under discussion originated in 1993 and remained in effect until 2004. In 2004 the ALT revisited both the language and the hiring procedure packet. The revised language ("core values" was changed to "mission and vision") and the revised procedure packet was approved by the ALT in 2004 and was supposedly distributed to all Deans also in 2004. In November 2005, the then AVP again distributed the revised language and hiring procedure packet to Deans.

d. Venugopal stressed that (1) the language and procedures packet have not been used with any consistency across the university and (2) very few faculty have seen the procedures packet.

e. Venugopal and Zeff reported that the UDMPU Board has agreed that the distribution of a policy that, once applied, affects faculty without previously being discussed and vetted among the faculty is a violation of Letter of Agreement 13 contained in the contract which, in part, reads as follows: "Both parties acknowledge the importance of shared governance process as the appropriate decision making model at the University of Detroit Mercy."

f. Venugopal reported that the MFA devoted the majority of its last meeting (1/17/08) to creating an advertisement language to recommend to the Interim AVP. In addition, in the coming weeks, the MFA will be reviewing and recommending revisions to the hiring procedure packet. Venugopal stressed that all MFA meetings are open to interested faculty who wish to attend.

g. Venugopal also reported that the MFA officers have asked for an interim policy from the Interim AVP regarding job advertisement language.

h. The job advertisement issue will also be discussed at the Executive Liaison meeting between the UDMPU officers and the administration to be held later in the day (1/22/07)

g. Additional items discussed included how the language of job advertisements communicates the nature and identity of UDM and, thus, any changes will affect how that nature and identity is defined and understood. Changes will, in turn, affect the types of applications we will receive for faculty positions.

VII. A bargaining unit member raised concerns regarding a new promotion and tenure guidelines document that has been disseminated. The document appears to be intended for clarification purposes only and thus does not contain any new policies. Any and all new policies would first have to be vetted by the MFA and the UDMPU and include faculty input in order to abide by the shared governance process.

VIII. The meeting was adjourned at 1:35 p.m.

Respectfully submitted,
Heather Hill-Vásquez, Secretary