

FSU Executive Committee Meeting 9/24/15

Members Present: John Hess Ursula Tafe Marlene Kim Peggy Walsh Doreen Drury Andres Henao-Castro Linda Dumas Karen Suyemoto

Others Present: Lorenzo Nencioli, FSU Membership Coordinator Jill Ferreira, FSU Administrative Assistant Caroline Coscia, FSU NTT Grievance Officer Larry Kaye, NTT Grievance Officer Al Leisinger, NTT Grievance Officer

A. Announcements

1. Board of Trustees Meeting at UMB last week- A lot of students attended, PSU President and Marlene spoke; there was news coverage as well. There was discussion of financial aid and student loans and difference between the two. There was an organizing meeting re student fee increases. The organizing plan is to redirect energy of the committee to the Fair Share campaign.
2. UMB Smoking Policy- The Admin wants to implement policy in October but needed to meet with unions first. Meetings to be set soon.
3. Update on NTT conversion- We have now had conversion take place but we will need to file grievances on some issues, primarily around continuous employment issues (i.e incorrect FTE's) as well as Associate Lecturer issues (incorrect assignment of title to new NTT hires). The FSU needs to know if there are part-time Lecturers, Senior Lecturers, and Senior Lecture II's who wanted extra work by department (that will help us determine if current Associate Lecturers who saw an increase in percentage of time this semester were incorrectly given courses).
4. Background checks for new employees- New policy has just been approved but we don't know how it will be implemented; a 5 member panel (all Admin) will examine background check results and make a determination as to viability of candidate. There was discussion of having a faculty governance body have a say in this issue. Health and Safety Committee- The labor-management Health and Safety Committee needs to be reactivated. Linda Dumas will provide advice to H and S Committee; Deb Metzel, FSU member in School for Environment, interested as well. There was discussion of the issue of side doors being locked in all class rooms and the fire safety hazard that presents.
5. Evaluation of Senior Personnel- The Dean of CNHS and the Dean of CSM are coming up for review. There was discussion of whether or not FSU members should be encouraged to participate in the review.

B. Business

1. Newsletter update- Only one of the three people interested in the Associate Newsletter Editor position is available, so she will be writing articles this semester but doesn't have contacts on campus. The next newsletter will have articles on Fair Share, distressed students, faculty governance, Health and Safety Committee update. The FSU needs examples for these. (NEASC report will have info on Admin transparency; John Hess will ask Peter Langer re report).

2. Blackboard mandatory training and use for classes- Admin wants to require all faculty to train in Blackboard. Will not require you to conduct online classes if there are cancellations but hope it will happen. Discussion of whether it should be mandated; issue of assumption of faculty and student access to technology. It was noted that the 'training is horrible'.
3. Labor-Management committee to examine merit increases for NTTs- The FSU needs to find members of the committee (committee charged with reviewing merit awards and ensuring that NTT received merit who are eligible and that merit is only awarded for work members are contracted to perform). The FSU will need merit award data by department (TT versus NTT). Ursula Tafe will be on committee..
4. Bargaining- We will need to bargain CAPS, DL, Research Intensive Semester for junior faculty, plus some smaller items. Only had 1 response last year for call to bargaining team. (Motion for Larry Kaye, Rachel Rubin, Caroline Corscia to be on the bargaining team. Motion seconded. **Motion to approve Larry Kaye, Rachel Rubin, Caroline Corscia as bargaining team members is unanimously approved.**
5. FSU Party Committee Recommendations- There was discussion of the committee's proposal (see below) that **Motion to approve amended proposal #1 (FSU pays \$300 for October party, with an additional all-member party in May) is made, seconded, and approved.**
6. Organizing chairs update- We need to get more signatures ASAP. 10 chairs have already signed.
7. Fair Share Campaign update- There was discussion of Fair Share initiative and process for getting signatures. Members are encouraged to take petitions and get signatures as soon as possible.
8. Supreme court decision and membership drive- There was discussion of the pending Supreme Court case. General support was given to the idea that the FSU should attempt to be on agenda at department meetings to discuss union benefits and the value of the union. Ex Com members will be responsible for getting on agenda for following departments: English: Peggy; Karen: Psych and Anthro, John: American Studies but will ask Rachel; Rubin if she will do it; Caroline and Ursula Poli Sci; Linda: Nursing; AL: Math;
9. JCC procedure **Motion to approve FSU proposed policy for selecting members to the JCC (see below) made, seconded, and passed.**
10. Reports from ad hoc 2014-15 Committees
 - Elections committee- Caroline: we hope to present proposed policy at next Ex Com meeting.
 - 2:2- Members need to look at info.
 - Bylaws- Will meet soon.
 - Communications Committee- FSU needs find additional members (Heike Schotten and Amy Todd already on committee).

FSU Parties Committee Proposal

(Ellen Frank [Chair], Ursula Tafe [Member], Andrés Henao Castro [Member])

September 23, 2015

Having met on Wednesday September the 23rd, the FSU Parties Committee would like to submit the following two proposals for the consideration and vote of the FSU Executive Committee on the use of the 500 dollars that are currently available in the budget of the FSU for this subject:

Proposal 1: To organize two parties, the first one hosted by the FSU for all campus union members to celebrate our collective efforts, the second one to all members of the FSU to celebrate the end of the year.

- i) The first party would be scheduled on Friday October the 23rd, so as to coincide with the scheduled paycheck for that day. This would be a celebration party on the great work and activism done by all of the Unions, and their successful securing of the money that was appropriate to pay for faculty and staff raises. With that purpose in mind, and in order to save some money for the end of the academic year party, we suggest to have this party on Campus, after 4:30pm, with the expectation that it would facilitate the attendance of all campus union members. The estimated budget for this party would be 300 dollars. Ellen Frank, member of the FSU Parties Committee, has volunteered to help organize the event on the condition that another member of the FSU volunteers to help her with all the logistics.
- ii) The second party would be scheduled some time in May of 2016, as a celebration of the end of the academic year. Taking into consideration the money that was spent in that very same party last year, we are suggesting to allocate 200 dollars for that party. President of the FSU Marlene Kim offered her house as venue for that party last year, and member of the FSU Parties Committee, Ellen Frank, has also volunteered her house as an alternative. However, we would also like to ask other members of the FSU with a house that can accommodate more members of the FSU, if they would be willing to host the event. The final planning and the members in charge of the logistics should be determined in a future date.

Proposal 2: To allocate all 500 dollars to the first party, scheduled on Friday October the 23rd, as a celebration party to be hosted off-campus, hence the budgetary need. And to reserve any additional money up to 200 dollars, in the event that it becomes available, to the future end of the academic year party to be scheduled on May.

PROPOSED FSU POLICY FOR ELECTION/SELECTION OF JCC MEMBERS

From Article 2.2 of the [JCC bylaws](#):

2.2 Membership and officers of the JCC:

(a) Membership of the JCC shall consist of the president and the chair of the grievance committee of each chapter and such other officers and members of the executive governing body of each chapter as will provide seven (7) members from the MSP and four (4) from the FSU. **The chapters shall separately determine the mode of selection and recall and the terms of office of their respective members.**

Proposed FSU policy:

The President of the FSU and the Chair of the Grievance Committee shall be members of the JCC. Their term of office on the JCC shall be coterminous with their term of office as President and Grievance Committee Chair respectively.

Prior to the end of every academic year, the FSU Executive Committee shall select 2 additional members from the same body to serve on the JCC for the subsequent academic year.

The selection process shall be as follows:

- 1) Ex Com members will be invited by the FSU President to run for the 2 JCC positions open to them.
- 2) Should only 2 members express interest, they shall automatically be selected to serve on the JCC. Should more than 2 members express interest, a secret vote of all members of the Executive Committee will occur to elect 2 members. The top 2 vote recipients shall be elected. A quorum of 50% of voting Ex Com members shall be required for the vote to proceed.

Recall of JCC representatives: Any Executive Committee member may request a recall vote of the 2 FSU members of the JCC who are not the FSU President or Chair of the Grievance Committee. A recall request may be initiated at any point during the academic year but the recall vote will occur during the next regularly scheduled, in-person meeting of the Executive Committee. A recall vote shall be done by secret ballot. If 50%+1 of voting members vote to recall the JCC representative, the member shall be considered recalled immediately (a quorum of 50% of all Executive Committee members will be required for the vote to be valid). He/she will be immediately replaced by the Executive Committee member with the 2nd highest vote total in the prior election. If

there is no such member, the FSU President will appoint a temporary replacement for the remainder of the academic year to be selected from the Executive Committee.