



Fruitful Negotiations – Sweet Results!



(Clockwise from left) Mike Austin, Lisa Cline (VSCFF Pres), Morna Flaum (VP), Lew Petit, Kelly Colby, Jonathan Kaplan & John Hoagland

Lead negotiators *John Hoagland* (CSU) and *Jonathan Kaplan* (LS) are jubilant. Negotiations began in April and concluded in May. As of June 15 our members voted nearly unanimously to accept the new contract!

John notes, “I was very pleased and surprised by how swift this negotiation was, which shows the commitment on both sides. It was a true negotiation. Both sides were very fair and worked towards agreements acceptable to all.”



Jonathan added, “We represented our entire bargaining unit to negotiate a contract benefitting everyone. We improved our contract, received recognition, and increased inclusiveness in our campus communities.”

Ask For What You Want

Our preparation included surveying members both electronically and in person. Prior to negotiations we refined our plan and determined our strategic asks. *Mike Austin* (CSU) says, “the pre-negotiating process helped us make an internal assessment.”



Lew Petit (VTC) adds, “The process allowed us to get the perspective of faculty from the other colleges and learn about the impressive things that are happening on the other campuses.”

Take Ownership & Action

Kelly Colby (LS) joined the team after realizing that his chief complaint with the last contract, the loss of the “teach a class- take a class” benefit, was something he really cared about. “It’s very difficult for our union to serve us properly without our input. Thankfully this is one benefit that our negotiations not only reclaimed, but vastly improved. Our new contract allows all part time faculty to take not one but **TWO** free classes per year!”

Our part time faculty contract was negotiated in just four sessions!

Social Gains – More Voice

Our approach to the negotiations was to ask not only for financial items, but to strengthen inclusion and give more voice to part time faculty in their departments and on campuses. Going

forward, part time faculty will be notified of their department activities and relevant meetings, so we can be more active in our departments if we wish. Our need for and expectation of inclusion – validated!

Annual meetings for part time faculty will be held on each campus so that we can keep updated on new policies and get face time with administrators as well as with our union Campus Coordinators.

PT Faculty Campus Committees will enable part time faculty to work with administration to foster communication and inclusion.

Morna Flaum (JSC), thought long and hard about how to build systems of connection and communication for part time faculty into the contract itself: “It will be up to all of us to develop our Campus Committees into valuable structures that support alternate paths for our growth and professional satisfaction.”



What’s The Bottom Line?

We bargained for a 2.5% average annual pay raise for a total of 10% over four years (2017-2021). Increases will come in the form of specific dollar raises each year to each pay grade:

- Sept. 1, 2017: \$37.00 per credit
- Sept. 1, 2018: \$38.00 per credit
- Sept. 1, 2019: \$39.00 per credit
- Sept. 1, 2020: \$40.00 per credit.

This Means That As Of 9/1/2017:

- Pay Grade 1: \$1282 / credit
- Pay Grade 2: \$1420 / credit
- Pay Grade 3: \$1571 / credit
- Pay Grade 4: \$1714 / credit
- Pay Grade 5: \$1853 / credit

History in the Making!

CCV Union Organizing Update



Delivery of Cards (Left to right) David Ellenbogen, Suzanne Rexford-Winston, Victor Ehly, Kathleen Moore, Sherry Barnard, all CCV Faculty.

On June 30, CCV faculty delivered hundreds of union cards, signed by a majority of CCV faculty, to the Vermont Labor Relations Board in Montpelier. Next, the VLRB will schedule an election.

For the last few years we at the VSCFF have been actively encouraging our colleagues at CCV to build their own union and negotiate their own contract. We know that we will all be stronger together. CCV faculty joined us in our work to Reclaim the Promise; they were an integral part of our campaign to increase state funding of the VSC by \$3 million this year.

The next stage for the CCV faculty is to keep moving forward in a unified way to win their election, negotiate a contract, and join our Local AFT 3180.

Reclaiming the Promise



Linda Olson, VP for higher education with AFT-VT, reports, “Our Reclaim the Promise collaboration with the Chancellor last year was successful, the VSC got a 3.88 million dollar increase in state appropriations!

“In the next legislative session we want to celebrate the work of our students to show legislators that an investment in public higher education is an investment in the future of Vermont.”

“If you have a student who has done excellent research that we showcase at the Statehouse, let me know about it! If you would like to serve on a steering committee to help organize this event at the Statehouse in January, contact Linda Olson at linda.olson10@gmail.com.”

VSCFF President Lisa Cline

“Plain and simple, the VSC couldn’t run without its dedicated and talented part-time faculty. While wages are always important, what I love about this contract is that it institutes specific changes which will make it possible for part-time faculty to be more involved in the life of their colleges. Ultimately, that’s a change that benefits everyone—we’re all stronger when we’re working together.”



1993 Wayback Machine



As we support our CCV colleagues building their own union, let’s remember that we did not have a union or a contract for part time faculty at VSC until 1993.

Gustav Verderber, part time faculty at JSC since 1990

[seen here in Newfoundland photographing humpbacks], shared some insights into VSC’s pre-contract teaching conditions, “Pay was somewhat arbitrary; on one occasion, the chairman of the department actually came into the classroom and handed me a slip of paper in front of the students. He’d written my proposed salary on the paper which I could accept or decline. PT faculty were not even issued keys to the classrooms--we had to interrupt full time faculty while they were teaching to get into our classrooms.”

“Worst of all was the job insecurity; the VSC were under no obligation to rehire any PT faculty regardless of their performance. Meanwhile, in order to continue teaching, we had to remain available to the VSC and not take on any other employment. I have the union to thank for the wonderful life I’ve been able to enjoy as a nature photographer, author, and educator here in Vermont.”

What About Health Insurance?

We also brokered a memorandum that will allow us to talk about health care benefits if the ACA is eliminated. Current ACA rules made it ill-advised for us to do more than that at this time. This was a noteworthy aspect of our negotiations and it might prove to be a very valuable step forward.

What About The Rest of Our Part Time Faculty Contract?

We left the rest of our contract the same. It's got a lot of great features! Don't take your current working conditions for granted; they've been improved by the hard work of your union colleagues and secured in our union contract. Just imagine what your work life would be like without the following:

- ✓ **7% Retirement Savings Match!** Free money!!!! Sign up for it, the savings add up quickly!
- ✓ **Professional Development Funds** – You may apply for funding for development or conferences each semester. We maintained our Professional Development benefit. But we did have to allow the administration to reduce the carry over dollar amount from \$353 to \$320 per person. If we used this benefit more we could bargain this back in the future.
- ✓ **Tuition Waivers and Discounts** for you and your family whether they are full or part time students at one of the VSC system colleges. Now part time faculty themselves can take TWO classes 100% FREE each academic year!
- ✓ **Academic Freedom** – Unconditional freedom (and ownership) of any material that you create relevant to any course, and there will be no unreasonable restrictions on any teaching methods.
- ✓ **Grievance Procedure** – regulates the process that provides you with support from union grievance officers when your contract rights have been violated or for disciplinary procedures.
- ✓ **Paygrades and salary commensurate with number of credits taught.**
Pay Grade 1 = 1-36 credits taught / Pay Grade 2 = above 36 credits taught
Pay Grade 3 = above 76 credits taught / Pay Grade 4 = above 116 credits taught
Pay Grade 5 = above 156 credits taught
- ✓ **Seniority** in course assignments
- ✓ **Peer Review Process** for part time faculty evaluations.
- ✓ **Notice of Vacancies** – right to an interview for any full time position for which you qualify
- ✓ **Course Cancellation** payments
- ✓ **Sick Leave**
- ✓ **Faculty Governance**

Any Questions?

Remember - it pays to read your contract and ask for clarification from your campus coordinators. If you don't know who your coordinator is check our [Part Time Faculty Electronic Bulletin](#). Email Morna.Writer@gmail.com to get links to our contract and the Electronic Bulletin Board. Call or text Morna Flaum (VP) at 802-730-2142 with any questions.



Our Union Community Needs You More Than Ever!

We would love to hear from you! Your simple actions and participation can help! Whether you want to bring your ideas to life through our Campus Committees, work on Reclaim the Promise, help organize our faculty student showcase, or support CCV faculty, contact our AFT Higher Ed representative Cindy Polinsky at cindyp@upvaft.org