



Fossil Free VSC

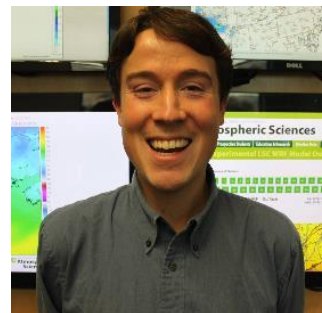
Fossil Free VSC, with Brendan Lalor and Jason Kaiser, recently convinced the Board of Trustees



Brendan Lalor (CU)

to make a fundamental change in our fossil fuel investments.

Fossil Free VSC is an alliance of students, alumni, faculty, staff and residents of the broader VSC community. Between February 2017 and Summer 2018, FF VSC met with the VSCS Board of Trustees and its Finance Committee in order to present a change.org petition, and to propose that we (1) shift the VSCS' endowment toward fossil-free investments, and (2) provide fossil-free retirement options for VSCS employees.



Jason Kaiser (NVU)

happy to report that the Board approved moving 20% of its endowment (approximately \$5.7 million) into investments that are screened to be fossil-free. While less

The swell of support from members across all VSC campuses moved the Board!

We're

than we had hoped, we consider this a valuable first step. This reallocation is a pilot endeavor, which will allow the VSCS to monitor and evaluate investment returns for similarly invested fossil free and non-fossil free portfolios. FF VSC plans to resurrect the issue once this comparative data is available.

The Board also agreed to provide low- and no-carbon retirement investment options to VSCS employees. Here are some of our new fossil free choices:

- Calvert Bond I (CBDIX), a no-carbon bond option;
- TIAA-CREF Social Choice Low Carbon Fund (TNWCX), a large blend domestic equity fund;
- Pax Global Environmental Markets Fund (PGINX), a global small/mid cap fossil fuel free fund.

Thanks to all who contributed to deepening the VSC's commitment to sustainability!

2nd Annual VSC Student Symposium

April 2nd 2019 – Save The Date!

Following our 1st Annual VSC Student Symposium we were greatly pleased by the tremendous response from over thirty Vermont State legislators and the public. We showcased the wide variety and professional quality of scientific research that VSC students are engaged in. We also featured students doing community service projects that benefit Vermont. VT legislators were

impressed! We gained a great deal of good will in Montpelier as a result. This year CU professor Gillian Galle and NVU faculty member Morna Flaum are working on the 2nd Annual VSC Student Symposium, and the Faculty Federation hopes it becomes an established tradition.

How Can YOU Help?

Tell us about students doing research or community service! We have room to showcase about 25 projects.



Gillian Galle (CU)

Gillian Galle is seeking students doing research in the sciences and social sciences, as well as students engaged in community service programs. So far Gillian has a "faculty point person" on each VSC campus: Janel Hanrahan (NVU-L); Leslie Johnson (NVU-J); and Michelle Sama (VTC). Gillian still needs a CCV faculty point person to find CCV students involved in research or community service, so please reach out to her!

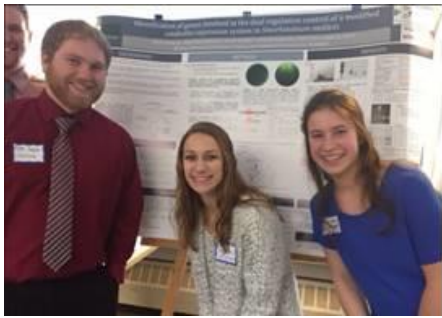
It's All About Our Students

But wait, there is more. Our vision is that this symposium will expand to include the arts as well as the sciences. Currently we are sponsoring a contest for a student designed logo and poster to advertise the Symposium. Morna is working with VSC administration to build a website devoted to the ongoing Symposiums. We also hope to have a student videographer to record the

symposium. In the future, we hope to include more, such as booths where students can showcase their internships, experiential learning, and studies abroad.

Join Us!

We've scheduled the symposium to take place in the Montpelier Statehouse Cafeteria between 4pm-6pm on Tuesday, April 2nd, 2019. Please call or text Morna at 802-730-2142 if you want to know more, if you would like to be a point person on your campus, or if you would like to find another way to be involved in this worthy and exhilarating project!



Students at our 2017 Symposium

Supreme Court: Janus

The Contract We Work For Protects Nonmembers Too

This July, in a decision that surprised no one, the U.S. Supreme Court ruled against public employees and their unions. The case, *Janus v. AFSCME Council 31*, held that requiring fair-share fees in public sector workplaces violated the First Amendment of the Constitution. Janus was a lawsuit that challenged a union's right to collect agency fees—also called “fair share”—from public sector employees who don't want to join a union while still benefitting from gains made in collective bargaining.

The Janus case was the seventh challenge to the Supreme Court's unanimous 1977 decision (*Abood v. Detroit Board of Education*) which granted the collection of a fair share fee from non-union members. In each of the six previous challenges, the court recognized that even though people

can decide whether to join a union, the union must represent everyone, even nonmembers, so it can ask nonmembers to pay their fair share.

The Best Offense is A Good Defense: Recommitment

Despite the loss of income that results when “fee payers” no longer pay their fee, public employee unions are still strong because their committed members understand the value they get for the dues that they pay. And now, perhaps because of the threat of Janus, we aim to get stronger.

Our strength isn't measured simply by the dues that are paid by committed members; it arises from the sense of ownership that active union members feel. Active union members stay connected to the issues of their workplace. Active members take on roles that help their peers and strengthen their institution.

Nationwide, AFT and other public union organizations like NEA, AFSCME and SEIU are rolling out Recommitment Campaigns. What is Recommitment? It boils down to one-to-one conversations with every member, sometimes including formal “recommits” to the union in writing by signing new membership cards. AFT has already won more than 500,000 recommits since the beginning of the year, and that is in just ten states predicted to be the hardest hit by Janus.

The workplace we have, the recourse we have to assure that people are not treated in an arbitrary manner and the organizational structures we have that maintain our benefits and job integrity, is possible in large part due to our union contracts. Vermont made news nationwide this year when our CCV colleagues won the right to their union in a landslide victory. But the lessons we all so recently learned from watching their painful struggle to form a union should not be forgotten or taken for granted. Full time and part

time faculty: we should all be engaged in conversations about the value of our unions. Know your contract and take advantage of your benefits!

VSCFF Leadership

We Are Here for You!

VSC Faculty Federation Officers:

Lisa Cline, President

Morna Flaum, VP

Julie Theoret, Treasurer

Anne Slonaker, Secretary

Grievance Officer:

Alison Lathrop

VSC Chapter Chairs

Julie Theoret – NVU Johnson

David Johnston – NVU Lyndon

Flo Keyes – CU

Chris Reilly – VTC

CCV Stewards

Kathleen Moore

Cindy Hill

Emily Casey

We Are Growing!

Our First Year with CCV

As we welcome over 500 new colleagues to the Faculty Federation, CCV faculty members continue to grow their union organization. Their membership is all part time, and they hail from over twelve different campuses. To address their unique organizational concerns CCV faculty have elected three Stewards to address issues that arise while making sure that the new contract is being followed by the CCV administrators.

On our end, the VSCFF Delegate Assembly is delighted to welcome delegates from CCV to the DA meetings. Our Bylaws need to be amended to include CCV delegates, and a subcommittee is engaged in this process already. A general vote by all VSC faculty to approve the amended bylaws will be scheduled in the Spring when the biannual election of VSCFF officers occurs.

The Enforcers

A Team Effort

This year, VSCFF grievance officers on each campus, along with our VSCFF President and AFT Vermont representative, have come together to form a Contract Enforcement Team. We meet periodically to discuss issues, potential contract violations, and grievances on each campus and as a VSC system. This type of cross-campus collaboration is lending strength to our work handling contract issues and grievances.

If you have any contract or workplace questions, please get in touch with your campus grievance person:

Contract Enforcement Team:

VSC Grievance Chair & Lyndon Grievance Officer

Alison Lathrop
alison.lathrop@northernvermont.edu

VTC Grievance Officer

Michelle Sama, - MSama@vtc.vsc.edu

Castleton Grievance Officer

Andrew Alexander
Andrew.Alexander@castleton.edu

Johnson Grievance Officer

Brad Moskowitz
brad.moskowitz@northernvermont.edu

Plus:

Lisa Cline, VSCFF President
lisa.cline@northernvermont.edu
Katlyn Morris, AFT VT Representative
katlyn.morris@aftvermont.org

AFT VT Treasurer

Emily Casey



Emily Casey is in her sixth year of teaching part-time at CCV. She is also one of the leaders for the CCV faculty, and one of the key organizers

of CCV's successful bid to unionize and become a chapter of the Vermont State College Faculty Federation (VSCFF). In

September, Emily took on yet another challenge and she is now serving as the treasurer for AFT Vermont.

Emily says "As a new union we face an array of challenges in terms of organizing and recruiting leaders or activating members to engage in the work of union building. Organizing a union is tough work and we are now moving into the next phase of the work as we put together systems to support our members, enforce our contract, and develop our membership. I've always framed my work within the big picture--unions support workers, whatever that work is, and they show individuals the power of solidarity."

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Building Power

Thanks to Our Members!

As we near the end of the year, I want to extend sincere thanks to all of you for your support of our union. It has been a big year for us in the Faculty



Federation: the first ever contract and over 500 new members at CCV; our continued efforts to organize faculty in the Distance Learning program at NVU; the first annual Student Symposium showcasing the work of our students for legislators and trustees at the Statehouse; and our successful response to the Janus decision in June. None of this would have been possible without you.

Those of us on the full-time faculty bargaining team have been particularly

appreciative of the emails, phone calls and input we have received throughout the negotiation process. There is no denying, it has been a difficult and slow road and your support has made an enormous difference.

A couple weeks ago on November 16th, the full-time faculty team met again with the administration and the mediator. Overall, the day was productive and we reached tentative agreements on a few more articles. However, while the tone of our discussions was cordial, the faculty and administration remain very far apart on core economic issues—salary, retirement and health insurance. We anticipate taking these articles to fact-finding in the very near future.

That's where you come in!

Fact-finding is a labor-intensive process that will require extensive research, data collection and analysis. We have a nice advantage in that these are precisely the skills our Faculty Federation members have in droves. Nevertheless, it will take effort. Once we enter fact-finding, our best strategy for winning the contract we deserve is to marshal the evidence and present our case in the most compelling way possible.

Because you have the skills we need, I encourage you to join our fact-finding team. Even if you have only a few hours to contribute, it will make a difference. Let me know as soon as possible if you can help in this next stage of our effort to win a fair contract for full-time faculty. We will be organizing and beginning work in early January.

Thank you again for all that you do to support our union and serve our students. Here's wishing each of you a great end of the semester, Lisa

CCV Contract

Benefit Highlights

The CCV Part Time Contract is in force until August 2021. Here is a link to the contract:

<https://www.ccvunitedfaculty.org/wp-content/uploads/2018/09/FINAL-CCV-Contract-2018-2021-with-Index.pdf>.

Some important benefits gained by this first contract include:

An expectation of re-appointment with a clear and transparent process for course assignments that can be grieved if violated.

Three Paygrades

\$120 per faculty member for professional development

Guarantee of 1 class in the fall and spring semesters for all faculty in pay grades 2 and 3.

Faculty Majority on all Curriculum Committees. Union right to recruit and elect faculty co-chairs and at-large members to all governance committees. Stipends are to be paid for faculty participating in governance.

VSC Part Time Faculty Contract

Use it or Lose it

The VSC Part Time Contract is in force until August 2021. Contracts are only as good as their implementation, so read here to understand the expected structure of the part time faculty work place: [<https://www.vsc.edu/wp-content/uploads/2017/10/Final-Part-Time-Faculty-Contract-2017-2021-July-2017-2.pdf>].

Make sure you are not leaving any benefits on the table! If you have any questions – ASK!! Your campus grievance officer and your college chapter chair are eager to make sure that all of our contracts are honored

and that issues are worked out equitably according to these guidelines.

Pension Contribution

Review Article XXII, Page 42: Part time faculty at VSC can set aside up to 7% of their income as pre-tax retirement savings with TIAA-CREF. The college matches dollar for dollar. To access this benefit talk to payroll on your campus, fill out the forms and open your TIAA-CREF retirement account. We are very fortunate to have this option, please use it!

Mileage Reimbursement

Review Article XXIII, on page 42 of our part time contract. There are some limitations to the mileage reimbursement but it would be wise to see if you qualify. If you have any questions contact your chapter chair.

Professional Development

Review Article XXIV starting on page 43 and consult with your campus coordinator on how to submit your request for funding. Ask for more than the limited amount offered; there are times when extra funds are granted simply because not enough of us are utilizing this benefit. This is a problem! In our 2017 negotiations we had to give up part of this benefit because not enough faculty were asking for professional development funds.

Seniority

Review Article XVIII, page 31: Appointments and Assignments to make sure that you are being allocated classes according to your rights and seniority. This aspect of our contract is one that our colleagues at CCV had to fight very hard to gain. Please don't take for granted that these rights exist. Not only do we have to negotiate for them, but we need to ensure that the contract is enforced.

Tuition Waiver

Review Article XXXII, page 50-51. After teaching five semesters, part-time faculty members can take up to two

courses free each year, no longer tied to the exact semester you are teaching. (Check out my example below!). This section of the contract also details information on how tuition waivers are granted for your spouse and independents.

Learn & Grow

Here's how I used my VSC Part Time Faculty tuition benefit: This summer I backpacked through Yellowstone and the Grand Tetons with an amazing NVU professor, Bob Genter, as he shared his lifelong passion for the geology and biology of the Yellowstone Plateau with us, his seven students. Not only did I make some amazing young friends, but I tapped into strength and endurance that I never knew I had.



Morna – In the Wild!

We hiked about 68 miles in a week and for fifty of those miles I carried a 40-lb pack. The last day I hiked 18.5 miles (with a 10-pound pack) and swam in the ice-cold waters of glacial Lake Solitude at the top of the Grand Tetons. I will never forget it!



Bob Genter – Explaining Glacial Moraines

So, whether you take a free class for professional improvement or you just want to have an amazing adventure, the “take two classes” benefit is a great part of our VSC part time faculty contract. What do you want to do?