



Solidarity Sunday

June 28, 2020

The pandemic has disrupted our communities, our routines, and it looks like it will disrupt the fall semester. These disruptions make it important that we, the faculty of Utica College, continue our discussions and dialogue for the benefit of our community. Therefore, AAUP-UC is initiating these Solidarity Sunday updates as questions and answers that will be sent to you periodically.

What has AAUP-UC been doing for its members?

The Board met seven times this month to address negotiations, teaching conditions, members' concerns and issues such as those described below, as well as held a general membership meeting on June 18th. The AAUP-UC negotiating team also met several times this month, and negotiated a tentative memorandum of agreement with UC. Members of the board have also been attending webinars and other training offered by AAUP national regarding coping with the crisis.

What is the status of our contract?

We were in negotiations with UC when the pandemic derailed the spring semester, along with the negotiations. The collective bargaining agreement (CBA) between AAUP-UC and UC expired on June 1, so we have developed a memorandum of agreement that, in combination with our preexisting CBA, will define our work relationship with UC. Ratification of the agreement depends on the results of a vote of the members of AAUP-UC. You should have received an email with the AAUP-UC/Utica College CBA Extension Ratification ballot on June 25. If you did not please contact Paul MacArthur. The ballot closes Thursday, July 2, 2020 at noon ET. We will begin negotiating soon on the successor agreement to take effect June 1, 2021.

We will take a big pay cut with this extension, what kind of deal is that?

AAUP-UC's priorities in the negotiation were job protection, then benefits, then salary. We succeeded in protecting our highest priorities and recommend those provide the greatest value to our members now and in the long-term. The pandemic has unfortunately highlighted the vulnerability of those members of the UC community who work without union representation, as they have faced numerous hardships, including cuts in salary, cuts in benefits, furloughs, and ultimately, layoffs.

Who does the negotiating?

Our negotiating team consists of professors Thomas Crist, Paul J. MacArthur, Thomas Rossi, Laurence Zoeckler and our legal counsellor, Mairead Connor.

What's next?

Due to the impact of the many changes that we face with the fall semester the AAUP-UC is initiating effects bargaining with UC. UC's decisions about instruction and service will impact how we work now and in the fall semester. Therefore, these negotiations are important for establishing conditions for that work. We recently distributed a survey about your concerns and priorities for teaching and other activities, and the results will be used to inform the priorities in these negotiations.

Who do I contact with questions?

The Governing Board officers are professors Adam Pack (president), Leonore Fleming (vice president), Xiao Xiao (treasurer), Jim Smith (secretary), and Paul J. MacArthur (past president). The Governing Board members at large are professors Jim Brown, John Cormican, Tom Diana, Amy Lindsey, Chris Riddle, and Chris Tingley. The grievance officer is professor Kirstin Walker. Additional information about AAUP-UC, including additional colleagues serving in leadership roles, is available at <https://aauputicacollege.org/>.

In Solidarity,

Adam Pack
President, AAUP-UC