



Solidarity Sunday

July 5, 2020

The disruptions due to the COVID-19 pandemic make it important that we, the faculty of Utica College, continue our discussions and dialogue for the benefit of our community. Therefore, AAUP-UC offers these Solidarity Sunday responses to questions we received this week.

I am having difficulty getting appropriate accommodations for the Fall or I have questions or concerns about some of the information coming from the administration. Who can I talk to in order to get some advice or some help?

The AAUP-UC's governing board and negotiators are currently working very hard on these issues, so please contact any governing board member with any questions or concerns. Even if we don't have an immediate answer or solution for you, the more informed we are about how people are being treated, the better. So, please reach out to us. Your feedback is very important. My non-UC email is: drpackuc@gmail.com.

What is the status of our contract?

The members voted to approve the Memorandum of Agreement (MOA) that extends our collective bargaining agreement through May 31, 2021. Please note the important deadlines listed in this MOA related to your new rights to postpone PDC, add a year to your tenure calendar, omit SOOTs, etc. You should have received copy of the MOA in a July 2 email from the AAUP-UC. It is also [available on our website](#). We are grateful for your participation in the voting.

When does the reduction in salary begin?

The reduction in salary will begin with the first paycheck in August.

What is effects bargaining?

Effects bargaining is a negotiation between a union and employer over how the employer's decisions might impact the employees and the work that they do. The goal is to prevent or resolve problems that arise from those decisions. Due to the impact of the many changes that we face in the fall semester, AAUP-UC has called for effects bargaining with UC. We thank you for the 85% participation rate in the survey. Your feedback is being analyzed to inform the priorities in the negotiations for establishing conditions for our work.

What were the results of the election?

Congratulations to our re-elected President, Adam Pack, our re-elected treasurer, Xiao Xiao, our re-elected Members-At-Large Board members, John Cormican and Chris Tingley, and our newly

elected Member-At-Large Board member, Denise Nepveux, who took office on July 1. We are grateful to all of the candidates who ran for their willingness to serve AAUP-UC. We also want to take a moment to thank Amy Lindsey, whose term ended on June 30, for her service on the Governing Board. We really appreciate her dedication to the union and her efforts to make our union stronger.

Why did my dean just send me a “Notice of Non-traditional Teaching Credits”?

Our collective bargaining agreement, which remains in effect because of the contract extension, defines “Non-traditional Teaching Credits” (p. 47). This involves teaching work that is not part of the traditional teaching load. These load credits are defined as credits that are accumulated by a bargaining unit member as compensation for participating in non-traditional teaching, such as an independent study and tutorial formats, directing a graduate thesis or research project, creating comprehensive graduate exam or supervising of stand-alone internships (those not constituting a course). The inclusive list of work is provided in the [collective bargaining agreement](#). These teaching credits are tracked and "upon accumulation of 45 load credits, a bargaining unit member is eligible for a 3-credit course reduction to be available to the affected bargaining unit member within three semesters unless other mutually agreed upon arrangements have been made..." This is recognition for taking on extra work, and it is important to track and submit this to the dean for credit load so that you get the earned reduction in teaching.

Finally, so we can update our membership records, we ask that you to provide us with a non-UC email address and, if you are comfortable, your cell phone number. Please send this information to Paul MacArthur at: aaup_uc@yahoo.com.

In Solidarity,

Adam Pack
President, AAUP-UC

Governing Board

President: Adam Pack	Vice President: Leonore Fleming
Treasurer: Xiao Xiao	Secretary: Jim Smith
Past President: Paul J. MacArthur	Governing Board Member: Jim Brown
Governing Board Member: John Cormican	Governing Board Member: Tom Diana
Governing Board Member: Denise Nepveux	Governing Board Member: Chris Riddle
Governing Board Member: Chris Tingley	Grievance Officer: Kirstin Walker

AAUP-UC's website: <https://aauputicacollege.org/>