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## Right Flier: Newsletter of the AAUP-WSU Volume 7, Number 1, October 2006

American Association of University Professors-Wright State University

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# The Right Flier

Newsletter of the AAUP-WSU

Volume 7, Number 1, October 2006

Editor, Henry Ruminski

Administrative Assistant, Connie Jacobs

## Message from the President: It's Your Union

By Anna Bellisari, President AAUP-WSU

Greetings to all, and especially to all the newest faculty members of Wright State University! Fall Quarter at WSU always gives me a sense of new beginnings, a feeling of restarting my academic engines after months of unstructured work, leisure, and travel. I traveled to Turkey this summer to visit an old friend who is on the faculty of a small private university in Istanbul. Through her I met several very courageous scholars and journalists, all active in one way or another in supporting the human rights, free speech rights, and minority rights of various groups among the Turkish population.

Since my return, one of these writers has been acquitted of the crime of "insulting Turkishness" in her very popular novels, but another faces a similar charge with a possible lengthy prison sentence. I came home with great admiration for these brave Turkish citizens.

Although we live under much safer conditions than my colleagues in Turkey, I'm still very grateful for our union. **Since the creation of our collective bargaining unit seven years ago, AAUP-WSU has worked tirelessly to develop a positive academic environment and to protect our academic freedom.**

We are now working under our third contract with the WSU administration, the result of many months of hard work by the Bargaining Council and our highly skilled Negotiating Team. Among the many benefits all of us now enjoy are reasonable minimum salaries at all professorial ranks, guaranteed faculty involvement in governance and establishment of departmental bylaws, transparency in promotion and tenure processes, just and efficient grievance and arbitration procedures, fair across-the-board and merit-based compensation, and one of the best employee health care benefit packages in Ohio, which now includes paid leave for new parents.

But our duly signed and sealed contract does not mean that our faculty union can sit back and put up its heels, even for the short while until the next contract is to be negotiated. In fact, the elected officers continue to maintain and operate our organization in an effective and efficient manner.

The Executive Committee meets weekly to deal with newly-emerging contract issues, to keep you informed of new developments, to bargain with the administration about parking, calendar creep and such, and to maintain our links with state and national organizations. This dedicated group of union leaders works for you, the Bargaining Unit Faculty of Wright State University.

**So this is actually YOUR union.** Your Regular Chapter Membership currently stands at 313, more than two-thirds of the entire Bargaining Unit Faculty. That is a very powerful indication of your interest and participation in AAUP-WSU, but it could be even better. It goes without saying that the larger its membership, the greater the strength of your union. Your recruitment of colleagues and friends who are not yet Regular Chapter Members will increase your union's strength, and your active involvement in a variety of ways will be very welcome indeed. It's YOUR union, and YOU can make it work even better.

### Parental leave gets national attention

Anna Bellisari, AAUP-WSU President, has been invited to present our new memorandum of understanding on paid parental leave at the AAUP Collective Bargaining Council semi-annual meeting in Washington in December. The presentation will be part of a workshop called "Making Academia More Family Friendly" to be co-facilitated by Anna and a leader from another chapter. The purpose of the workshop is to share with other chapters our new policy and our strategy for getting this language into the CBA.

# The Parking Shortage Situation

By Rudy Fichtenbaum  
Chief Negotiator, AAUP-WSU

There has been a severe shortage of parking for faculty on the Dayton campus starting this fall. The shortage of parking was precipitated by the unilateral decision of the administration to remove 60 faculty/staff spots from Lot 7 in front of University Hall as well as their failure to plan adequately for the loss of spots caused by construction of the Bio 3 building.

AAUP-WSU warned the administration that we considered the loss of 60 spots a mistake and a unilateral change in terms and conditions of employment. However, rather than filing an unfair labor practice we attempted to work with the administration. We recommended that they open Lot 9 (the visitor's lot) as overflow parking for faculty. The administration responded by agreeing that both faculty and staff could use the visitor's lot as overflow. While we were skeptical that this would be adequate we have a good record of working with the administration on this kind of issue, so we decided to give them a chance since they had responded in good faith to our concerns.

**By the beginning of the first day of classes this fall quarter it was evident to all of us that we had been right that the loss of 60 spaces in Lot 7 had caused a severe parking shortage.** To make matters worse, an entire row of parking spaces in the visitor's lot was occupied by golf carts on the first day of classes. In addition, students who had moved into the dorms on Tuesday had been allowed to park in Lot 8, and many had left their cars there overnight.

The AAUP-WSU Executive Committee responded immediately to the parking situation demanding that the administration provide more parking spaces. The golf carts and student cars were moved out of Lots 8 and 9 and the administration added 20 more faculty/staff spots in Lot 10 (on the north side of Millett Hall). Again we advised the administration that we considered this to be inadequate. We pointed out that most staff members arrive on campus by 8:30 am and they get first crack at the parking spaces designated for faculty/staff. On the other hand, many faculty members -- especially those who teach at night -- arrive on campus at various later times during the day. In addition, faculty members have other off-campus obligations and must leave and return to campus during the course of the day. Thus, it was the faculty who were bearing the brunt of the parking shortage.

For weeks after the beginning of school the parking problem has persisted. There are at times empty spots in Lot 10, but clearly faculty who have been parking around the edge of Lot 8 all quarter either do not want to park in Lot 10 because it is far from their offices or they do not want to have to spend time driving from lot to lot in search of a parking space. On this latter point, we have reminded the administration that our \$110 parking permit is a permit to park, not a hunting license.

After working with the administration informally to try and resolve the parking situation, the Executive Committee notified the administration that we considered parking a matter of terms and conditions of employment, and we asked to negotiate about the matter. Last Thursday (October 12, 2006) we gave the administration a draft Memorandum of Understanding on Parking. We hope to sit down with them soon to negotiate a satisfactory solution to the parking problem for Bargaining Unit Faculty.

When I first arrived at WSU 26 years ago faculty had designated parking spots that were separate from staff. The reason for giving faculty separate parking was not because faculty members were better than staff but because we had different needs and we play different roles in carrying out the mission of the institution. The elimination of faculty parking was one of many in a long line of usurpations of faculty rights, of diminutions of respect for faculty, that ultimately led faculty to demand collective bargaining.

**Our proposal to the administration centers on restoring designated parking for Bargaining Unit Faculty.** While we would have no objection to having designated parking for all full time faculty, we can legally only bargain on behalf of Bargaining Unit Faculty. Therefore, we have asked the administration to provide an adequate number of designated parking spots for Bargaining Unit Faculty in Lots 8, 11, 12 and 17. In addition, we have proposed that Lots 11 and 17 be gated, just as lots 8 and 12 already are. Our proposal also calls for faculty parking to remain as is at the Lake Campus, and on the Dayton campus near the Nutter Center and the Honors Community.

We will keep Bargaining Unit Members posted regarding our progress in negotiating a solution to the parking problems on campus via email and on our Web site. If you have any questions or concerns about parking, please call or email me at x 3085 or rudy.fichtenbaum@wright.edu.

# What is AAUP-WSU doing for you in this Banner year?

The officers of AAUP-WSU have been busy during the summer and fall dealing with a number of issues of concern to members. Some of those issues are covered in separate stories in this newsletter. The following summary includes issues that we wanted to inform members about, even though some may only affect a few members.

## **Anthem issues**

AAUP-WSU has been closely following three different issues affecting some of those who changed medical plans from United Healthcare to Anthem at mid-year. Many faculty members with dependent coverage received only one Anthem identification card. If you only received one card and would like additional Anthem identification cards, you can call Anthem Customer Service at 800-826-7987. You can also call this number to verify who the Anthem enrollment system lists as your covered dependents. This is particularly important if you have dependents who are over 18, but full-time students.

When these mid-year enrollments were put into the Anthem system, a number of dependent children aged 19 through 24 were not accepted for coverage. Anthem staff members and WSU Human Resource staff members worked to identify those children aged 19 through 24 whose enrollment should have been accepted. Those qualifying dependents who were identified were enrolled for Anthem coverage retroactive to July 1.

The final issue deals with individual out of pocket maximums. If you had out-of-pocket expenses during 2006 under the United Health Care system, those expenses apply to your annual out-of-pocket maximum. In some instances those payments made while covered by United Health Care may not be reflected on your statements from Anthem. The administration has been made aware of the problem and is working to make sure that no employee has to pay more than the annual out-of-pocket maximum. Be sure to monitor your information sheets from Anthem if you have had significant out-of-pocket expenses.

## **Calendar creep**

The Executive Committee continues to seek input on the problem of "calendar creep" -- the tendency of administrators in certain units to schedule duties for Bargaining Unit Faculty on academic year appointments further and further outside the three-quarter academic year. The draft agreement has been distributed by email. The Executive Committee needs to know if you support or oppose

the draft agreement. The issue was covered in a previous newsletter available at:

<http://www.wright.edu/admin/aaup/rightflier/vol6no3Apr2006.pdf>

## **Check your Pay Advice for errors**

A number of payroll errors have been reported and the Executive Committee continues to pursue efforts in correcting them. While most errors do not represent a significant amount of money, all members are urged to carefully examine their pay advice each month to make sure that all deductions are correct. If Human Resources or Payroll are unable to resolve any problems please let the Executive Committee know. Delays in depositing 403b deductions have already been reported and a solution is being pursued.

## **Paid parental leave**

At least three faculty members have taken leaves under the Agreement on Parental Accommodation which the chapter signed with the administration on Feb. 1, 2006. Interested members are urged to familiarize themselves with the provisions of the leave policy. It is available at <http://www.wright.edu/admin/aaup/pplmou.pdf>

## **Social Security reports**

If you received an annual Social Security report indicating no Medicare payments for the 2003, you are not alone. The university has verified that the information was sent to the Social Security Administration but the corrections could reportedly take up to a year to appear on individual reports. The absence of contributions for that year probably has little significance for most employees. If it does make a difference to someone retiring, the administration has agreed to help rectify the situation.

## **Tenure workshop attendance**

Grievance Officer Barry Milligan and Chief Negotiator Rudy Fichtenbaum conducted a fall quarter P&T workshop to review the procedures and answer questions from faculty members and P&T committee chairmen. The new deadlines are earlier and those seeking promotion and/or tenure need to start planning well in advance. Another P&T workshop will be offered in spring quarter.

## **The work continues**

Other issues which the Executive Committee dealt with or is still monitoring include proposed incentive programs in some colleges, annual evaluation questions, merit and market raise questions, classroom issues, proposed college limits for overloads, lab space assignments and office temperatures, to name a few.

## Health Care Board asks hard questions about feasibility of mandatory plan

*Rep. Widener admits no guarantee can be made that any money saved would be returned to schools*

**The Executive Committee believes the information in this article from the University of Cincinnati AAUP newsletter is important for our members.**

Having obtained more time to examine the issues, members of the Ohio School Employees Health Care Board— created by HB 66, legislation that is designed to move all K-12 and higher education employees into one, mandatory health care plan run by the State of Ohio— have begun the difficult work of researching such plans.

At their September 27th meeting, Board members asked hard questions of Rep. Chris Widener (R, Springfield)— many of them the same questions that the AAUP and K-12 school union leaders have been asking for a year.

1. Why were schools singled out? Why not pool all state and municipal employees?
2. What do you view as this Board's charge per the legislation: to simply deliver a plan, or to examine the feasibility of such plans?
3. How can a "mandatory plan" include an opt-out for "healthy" school districts and still be financially viable?
4. How can we be sure that any savings obtained will really be retained by the schools?
5. What would be the Legislature's reaction if this Board were to decide that the best way to decide cost-sharing between employees and the employer is to return those decisions to the localities—that is, send it back to the collective bargaining process?

**Rep. Widener's answers to these questions are instructive and give insight into the political nature of this legislation.**

He stated that K-12 schools were singled out as being the smallest of the three groups to be pooled: K-12, higher education, and municipal employees. "The plan is to see if it works with K-12, and then pull everyone else in."

Rep. Widener also stated that the legislation was written with the "presumption," based on the research done by legislative aides, that a mandatory plan is financially feasible and that the Board's charge is to design such a plan and deliver it. This is clearly a very large presumption and one that the Board's members, given the extensive research

they themselves are performing, are not comfortable with.

In answer to the question about an opt-out for financially healthy school districts who are "doing a good job" with their own health care plans or consortiums, Rep. Widener said that "legislatively and politically, this plan probably won't pass without an opt-out"— while simultaneously conceding that a mandatory plan that allows the healthiest districts to leave the pool will be very financially fragile.

A Board member asked if any health care cost savings under a mandatory plan could be guaranteed to be retained by school districts; that is, could the law forbid a reduction in state support equal to the amount saved.

**Rep. Widener admitted that some legislators had already asked how the State could "recapture" such savings, but that he and the current leadership are committed to a full retention of any savings by localities.**

The problem with this promise, of course, is that legislative leaders change frequently. And historically, no legislature has been able to resist "recapturing" savings at the State level. Finally, Rep. Widener noted that the Board has the full power to set the rates for employee's share of health care premiums and co-pays under HB66. He admitted that should the Board choose to return that power to the bargaining table, that was probably permissible under the law as written.

### What Next?

There is still a ways to go before HB66 can be imposed on state education employees: the Board is taking its role seriously and looking hard at the feasibility of such plans (including studies done in other states); the Legislature must vote "yes" again before it can be enacted; and K-12 and higher education employees across Ohio have been contacting their legislators protesting this attempt to strip local control and bargaining rights.

There will be another planning meeting of the Health Care Coalition (see <http://aaupuc.org/handsoffhealth.htm> for more information on the coalition) next month. Stay tuned!

**Deborah M. Herman, PhD  
Executive Director, AAUP—UC**

## Three attend AAUP Summer Institute at Portland State University

Three AAUP-WSU officers attended the AAUP 2006 Summer Institute at Portland State University in July. Rudy Fichtenbaum, Chief Negotiator for the chapter, attended in his capacity as member at large of the Collective Bargaining Congress. Rudy shared his bargaining expertise and experiences as a presenter in two sessions dealing with university finances and negotiating techniques.

Maggie McDonald, Member-at-large on the WSU Executive Committee, attended sessions on contract negotiations which included presentations on a variety of bargaining topics such as team dynamics; distinguishing issues from positions; preparing the initial proposals, tools and techniques; negotiating cooperative, non-economic, and economic issues; and additional strategies related to negotiations.

Following the presentations, session attendees were divided into four groups of four faculty negotiators and four university administration negotiators and were then given a simulation which provided the necessary information for the bargaining negotiations.

Maggie's faculty team prepared an initial proposal and then negotiated with their administration counterparts. The sessions were interrupted with additional information that could affect the progress and direction of the negotiations. After an agreement was reached, the teams again met as an entire group and shared the results for each team. The session leaders then graded the faculty and administration team in each group. Maggie's faculty team won!

Maggie said she learned a great deal from the sessions and came away with a much better understanding of the negotiating process and an even greater respect for the abilities of our past WSU negotiators.

Henry Ruminski, AAUP-WSU Vice President, said the grievance and contract administration sessions at the Summer Institute provided many interesting insights on how to handle various problems. In addition to suggestions on defending the CBAs, the sessions also provided information on how to protect the union and the grievance officer; how to insure that fair representation requirements are met and how to insure that faculty rights are protected in disciplinary actions. The WSU CBA was mentioned several times as a positive example and overall was rated one of the better CBAs discussed at the institute.

Henry said that he obtained valuable insights by hearing how other schools dealt with issues. He noted that many attending the session reported

much more adversarial atmospheres than exist at WSU. Both Henry and Maggie said that the interaction with colleagues from other institutions and hearing about the situations at other universities was useful.

### Amendment vote set for Fall Meeting.

Members will vote on a proposed amendment to the chapter's constitution at the fall quarter AAUP-WSU chapter meeting scheduled for Monday, Nov. 6 at 3 p.m. in 270 Allyn Hall on the main campus with a video link to the Lake Campus in room 220C Dwyer Hall. Because collective bargaining matters will be discussed, only Regular Chapter Members (Bargaining Unit Faculty who have joined our AAUP chapter) are eligible to attend this meeting.

The amendment would add a new section I within existing Article VIII.

*"I. No penalty for joining chapter*

*"Payroll deduction of dues for a person in the Bargaining Unit who becomes a Regular Chapter Member will begin no sooner than would payroll deduction of fair share fees had the person chosen not to join AAUP-WSU."*

The reason for this amendment is to avoid penalizing new members of the Bargaining Unit who join AAUP-WSU right away. The term "penalty" is apt since new BUFMs who do not join have a sixty day grace period before fair share fees (which are the same as membership dues) are assessed. Though this objective can be achieved by other means, the Executive Committee thinks it best to formalize the decision via the proposed amendment.

The only known objection is that the chapter's income would be reduced albeit very very slightly. Other agenda items will include reports from officers, including Treasurer's report and proposed budget for 2007 vote. Refreshments will be served.

### Assistant Grievance Officer Appointed

The AAUP-WSU Executive Committee has unanimously approved Glen Cebulash, to serve as an Assistant Grievance Officer, assisting Barry Milligan. Glen is an associate professor in the Department of Art and Art History. His teaching responsibilities include all levels of drawing and painting and senior level theory seminar.

Currently in his 10th year at Wright State he is a full-time working artist, who exhibits regionally and nationally, most recently at The Washington Artist Association in Washington Depot, CT. The Executive Committee thanks Glen for his commitment to helping AAUP-WSU better serve its members.

# Two honored for Service to AAUP-WSU

At its fall social, AAUP-WSU honored two of its members for the outstanding service they have provided to the chapter. Paulette Olson, outgoing President, and Jim Vance, Communication Officer received plaques acknowledging their efforts for the chapter.

Paulette served as our sixth president from 2004-06. Her citation read: "For leading AAUP-WSU to a series of successes: our third collective bargaining agreement, more family friendly and humane benefits, and more tenure track faculty, AAUP-WSU expresses profound gratitude and appreciation." Paulette's direction helped the chapter maintain its effectiveness in representing the faculty.

Jim served as AAUP-WSU secretary from 1999-2004 and has been Communication Officer since 2004. His citation read: "For your steadfast dedication to keeping our members informed and for developing and maintaining our nationally recognized website, AAUP-WSU expresses profound gratitude and appreciation."

Jim was recognized by the AAUP Assembly of State Conferences which selected our chapter for the Conference Communications Award for Outstanding Chapter Website.



Thanks again to two people whose service helps make WSU a better place for all of us.



The fall social, held in the Millett Hall Atrium included a buffet and entertainment.

## Election results are in AAUP-WSU Treasurer

Travis Doom, who ran unopposed, has been elected Treasurer with 74 votes. Travis has served as acting Treasurer since Larry Weinstein asked to be relieved of the position last summer.

Since Travis was serving as Member-at-large, his election as Treasurer opens that position on the Executive Committee. The committee will be formally seeking nominations soon.

Serving as Member-at-large is a good way to become involved in AAUP activities. The position requires attending Executive Committee meetings once a week while classes are in session. If you have thought about becoming more involved helping to represent faculty at WSU, give some consideration to running.

## Professor-at-large University P&T

As specified in our Collective Bargaining Agreement (CBA) AAUP was also responsible for conducting the election for the Professor-at-large seat on the University Promotion and Tenure Committee. Although AAUP-WSU conducts the election, the elected professor represents the bargaining unit faculty and not AAUP-WSU.

In the voting for Professor-at-large Larry Prochaska received 41 votes; Donna Cole, 37; Ann Wendt, 21; and Hans Sprohge, 10.

A run-off election will be held between Prochaska and Cole. All candidates were tenured members of the Bargaining Unit and have the rank of Professor. The Professor-at-large may also serve on department or college P&T committees but may only vote twice on any candidate.

## A Message from Cary Nelson, National AAUP President

Dear AAUP colleagues,

I am sending you this updated version of a story first published in *Inside Higher Ed* for two reasons: first, because many of you may not have seen the earlier *IHE* version; second, because I would like to offer it as a model of how we might share our chapter and conference stories with one another. Many chapters commemorate their histories—emphasizing key struggles over academic freedom or major labor disputes—at anniversary celebrations. Not all of them write actual local histories and put them on their Web sites. Very few chapters share their stories with AAUP members nationwide. We now have many ways of doing so—*Academe* publication, links from the national Web site, and e-mail distribution. The more we know collectively about one another's histories the stronger we are, especially if we include unique local color and detail.

### Solidarity Forever

It was Monday, September 4, 2006. The faculty at Eastern Michigan University had been on strike since September 1. Picket lines were up at a dozen places on campus—before the administration building, at all campus entrances, at loading docks, construction sites, and elsewhere. There was an inevitable, fluid conversation ongoing about what to do the next day. Should there be a mass meeting, a rally? Where should it be held? Events could derail any plans, but classes were scheduled to start on Wednesday, and it did not look like the administration would put an acceptable contract offer on the table. So people almost certainly needed to assemble the day beforehand.

Other Michigan public universities had accepted offers of raises ranging from 3 to 4 percent. Despite realizing that their faculty were already at the low end of the Michigan pay scale, the EMU administration had offered 2 percent and combined it with a new premium to be assessed for health care that amounted to roughly 1.6 to 1.8 percent of salary. The package was a wash. The union was also looking to help the students, who were unsurprisingly agitated that some classrooms had deteriorated to the point where neither heat nor air conditioning worked properly. Heavy coats worn in winter classrooms did not help note taking. So EMU's faculty union asked if the administration would be willing to receive an annual report recommending priorities for classroom repairs. The administration refused.

The refusal was an overt challenge to the union. Then the administration ramped up the pressure by adding that it would walk out of negotiations if the strike was not called off by 10 o'clock Tuesday night, the evening before classes were to begin. Late Tuesday morning consensus was reached that, save two pickets per site, everyone should gather that afternoon. Time and place were still in flux. I was in town, as national AAUP president, to offer my support and speak at the meeting. I was worried that no one would show up and said so. "They'll be there,"

union president Howard Bunsis replied with a smile. I cannot say that I was reassured.

What I had not calculated was how an extraordinary level of faculty solidarity would mesh with new technology. My previous experience with multiple picket sites had involved quite a bit of sending messengers running back and forth across campus. Now there were people with cell phones at every site. This was especially helpful when particular locations required additional troops, as when people needed to work at turning away delivery trucks. On one occasion I persuaded a Teamster member delivering hamburger buns to call his office, which agreed to cancel the rest of the week's deliveries. At a major university construction site, the concrete trucks had nonunion drivers. A cell phone call reached the concrete supplier, whose union loaders agreed not to load more concrete trucks. Other activists were taking cell phone messages in their cars and delivering water, picket signs, and modest edible treats as needed. Several retired professors took particular pleasure in running these on-demand delivery services.

I spent several hours on Tuesday morning visiting picket sites, introducing myself and talking with faculty, students, and university workers. The faculty were unvaryingly determined, though also anxious. False rumors abounded, as usual, but cell phone calls kept them under control, another political effect of new technology. I hadn't thought of cell phones as rumor control devices, but they enable members involved in job actions to make rapid contact with the leadership. The deeper anxiety was centered on the disruption of their faculty identities. They wanted to meet their classes on Wednesday. Most simply asked to be treated the same way other Michigan employees were being treated. A few said they'd settle for any offer that wasn't blatantly insulting. But because they were faculty they could not just picket; they had to talk these issues through. Happily, it was a bright midwestern day—75 degrees with a sheer sheet of blue sky above us. Spirits overall were more than high; they were stratospheric. Professors of English and engineering were one; they had shed their disciplinary skins. They were now part of that universal faculty that now and again focuses on their common destiny and mission.

At lunch time I made my way back to the negotiating room where I had first arrived the day before. It was a busy space. The union had been asking the administration for health care statistics for a year to no avail. Suddenly, at the penultimate moment, the data had arrived. Ordinarily this would have been a disaster. In the past, interpreting the numbers with sufficient mastery so as to suggest alternative solutions would have taken weeks. But union chapter president Howard Bunsis is a business faculty member more than comfortable with spreadsheets. What's more, the days of the smoke-filled bargaining hall had long disappeared. Each member of the bargaining team sat in front of a computer. A ten-foot-

high projection screen let everyone see spreadsheet proposals.

Meanwhile it had been decided that a large campus auditorium was the right place to meet. Power Point demonstrations were being prepared. E-mail messages went out to faculty. A phone tree got to work. An hour later we walked into an auditorium packed with hundreds of faculty. Scores of red AAUP caps dotted the room. There was applause, laughter, cheers, and pointed questioning, all echoing sharply against brick walls. My own presentation was easy. I assured everyone of continuing support from the national AAUP, and I emphasized that they were not fighting for their own interests alone. A highly conservative governing board was seeking to deny faculty any influence. This was a battle we needed to win for the country as a whole. Over forty years in the academy I have never seen a faculty so unified and determined. It was astonishing and exhilarating. Certainly the administration had a hand in inadvertently unifying the faculty. But constant communication between the leadership and the members helped turn anger into collective action.

The overwhelming majority of faculty contracts are, of course, negotiated without a strike. Both parties ordinarily prefer a solution and, despite competing financial aims, are willing to work toward one. The EMU administration's determination to break the faculty's will is not unprecedented but surely atypical.

As we left the hall a huge storm broke. A few especially brave members held their picket signs aloft amidst the deluge. Nothing less could have kept the rest of the faculty from the picket lines, though when the skies cleared they were all out on the streets again. A hundred of them were still there at 10 that night, chanting "Talk, Don't Walk" before the administration building, urging the administration to continue negotiating.

Meanwhile negotiations resumed. The faculty union predicted every administration action before it happened, including that the administration would deliver a "last and best" offer minutes before it broke off negotiations, just so it could claim the union hadn't responded to it. The union decided to draft a counter offer without seeing the administration's terms, though, as it happened, union leaders predicted exactly what it would propose. The team reduced its demands somewhat, printed out new spreadsheets, and delivered them to the administration negotiators at 9:58, immediately after receiving theirs. At first the administration representatives refused to accept the proposal, claiming it was already 10 pm, but the team proved otherwise.

The following morning, Wednesday September 5, more than 90 percent of the Eastern Michigan faculty honored the strike and did not attend their classes. Students picketed the administration the rest of the week. The union had advised new faculty to meet their classes, since they would otherwise not have health care coverage initiated. But the faculty had spoken with one voice, though a strike carries a special emotional burden for them. They would prefer to be partners with the administration. They cannot leave their classrooms, their offices, and their labs without psychologically leaving

much of themselves behind. It is not just a job; it is who they are. At EMU the administration decided to exploit that special loyalty. The faculty stood together in support of shared governance and fair practices. When nearly four hundred faculty members met again on Friday, September 7, not one suggested calling off the strike.

A week later, on September 13, the faculty decided the strength of their case meant they could change tactics and put another kind of pressure on the administration. They suspended the strike and offered to accept fact finding as a way of resolving their differences. If all parties could agree on an independent fact finder, a tentative contract could be written.

The offer to accept fact finding was repeated before the Board of Regents on September 19. Since then, progress on some points has been achieved. The faculty remains unified. That is the key in all labor disputes, the key as well in sustaining shared governance. Sometimes solidarity deserves to be remembered forever.

## FALL QUARTER CHAPTER MEETING

MONDAY, NOVEMBER 6, 2006 @ 3:00 PM

MAIN CAMPUS--270 ALLYN HALL  
LAKE CAMPUS—220C DWYER HALL

Because collective bargaining matters will be discussed only BUFMs may attend.

Refreshments will be served.

The following members serve on the AAUP-WSU Executive Committee.

Anna Bellisari, President	2923
Henry Ruminski, Vice President	2950
Audrey McGowin, Secretary	2791
Travis Doom, Treasurer	5105
Jim Vance, Communication Officer	2206
Maggie MacDonald, Member-at-Large	2470
Rudy Fichtenbaum, Chief Negotiator	3085
Barry Milligan, Grievance & Contract Admn.	4805

**MAIL TO:**