

CMU FA Courier

Your Union Brings News You Can Use!



Governor Whitmer will soon announce our two new Trustees. Riding off into the sunset are **Rick Studley** (not pictured) and **Robert Wardrop** (pictured right). Trustee **Isiah Oliver** will assume the seat of the Chair.

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SAVE THE DATE! Spring General Membership Meeting

Thursday, March 16, 2023
Via Zoom, from 5-6:30 p.m.
This is just a marker for your planning. Please join your Board of Directors for the **Spring General Membership Meeting** where we will discuss the State of the Union and hold elections for open seats on the Board and with the Reps! This is our opportunity to spend time with our Board to ask questions and share information. If you have questions

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GETTING READY TO BARGAIN! CALL to SERVE!

It is time to get ready for the build up to bargaining, my friends! We need to get our BARGAINING SUPPORT COMMITTEE* together to get this bargaining ball rolling. Members of the BARGAINING SUPPORT COMMITTEE have the opportunity to be a shaping force of the negotiations in 2024.

You can find the charge of the BARGAINING SUPPORT COMMITTEE here. If you are interested in serving our union on the road to bargaining, please contact Heather Polinsky (polin1he@yahoo.com) for more information or if you have any questions. It would be good to work with you!

RTP Spring Brown Bag!

Friday, February 24, 2023
12-1:45 p.m.
WebEx

Back by popular demand: the FA's Grievance Chairs (Phil Squattrito, Anne Hiebert-Alton, and Rob Noggle) host a lunch time workshop to answer questions, offer suggestions, and share information and experience with any and all interested members. Whether you are planning your tenure application, applying for reappointment, or going up for a Professor Salary Adjustment, the RTP Brown Bag is the workshop where these questions and more can be satisfied.

Please mark your calendars for **Friday, February 24**, from **12-1:45**, via **WebEx here**.

If you have any questions about the workshop, please contact me at garri2ae@cmich.edu or gooninproud@gmail.com. You can also contact Phil Squattrito (squat1pj@cmich.edu), Rob Noggle (noggl1r@cmich.edu), or Anne Hiebert-Alton (alton1ah@cmich.edu)

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OPEN BOARD AND REP SEATS!

We are coming around to that time of year when terms come to an end, and an opportunity for members to serve the union opens up! There are a number of seats on the Board of Directors and through the Colleges' representatives. Our Board and College Reps work together to steward the Faculty Association. If you're interested in service to the union at any level, or have questions about how to get more involved in the decision-making body of the Faculty Association, please contact Stephanie Matheson at maths1sm@cmich.edu. We would love to serve with you!

KNOW YOUR CONTRACT

ARTICLE 28

Sick Leaves

Pg 63, (Part 1 in a series covering Article 28)

One of the best benefits our union secures for us comes from **Article 28** and our sick-leave protections. This is a lengthy article in the contract, but is, perhaps, one of the most important articles to familiarize ourselves with – especially with what will no doubt be increased exposure to all kinds of new ways of getting sick. For this edition of **Know Your Contract**, we'll take a closer look at the first section of this Article:

SICK LEAVE ACCRUAL

The “money-time math” in this article can be a little confusing, but the basic breakdown of the Accrual benefit is as follows:

- Every member on a 10-month appointment accrues sick time that counts as 2/3 of a working day per pay period (twice a month) between the start of the fall semester (August 16) to the end of the academic year (May 15).
- Our 12-month members accrue sick time that counts for 1/2 a day's rate of pay per pay period. Twelve month faculty accrue from start (January 1) to finish (December 31).
- In the event that we take a reduced assignment, the number of sick time hours are determined by the terms of the reduced assignment in relation to the regular rate of pay for that member.
- All unused sick leave carries over from year to year, and all members of the union can build up a maximum of 130 days (1040 hours) of sick leave. At the same time, we cannot use more than 130 days (half a year of work weeks) at “one” time – within a single year or for one illness/injury. [Note: Our accrued sick leave shows on our pay stub in hours, where 8 hours = 1 day. The accrued hours divided by 8 equal the number of days.]

Sometimes, the leave we need exceeds the amount of sick time we have accrued. According to the contract, once sick leave runs out, we are removed from payroll and the clock on accruing sick time will pause, until we return from sick leave. Now, here's where we can and should celebrate the work of our bargaining team and our contract: if we run out of sick time, there is a **FACULTY ASSOCIATION SICK LEAVE BANK** that we have access to that can maintain our income while we recover.

What?! Wait, what?! You read just right. In the *next issue* of the *Courier*, we explore the next part of this Article: the **Sick Leave Bank**.

*If you have any questions about this **Know Your Contract** or any other part of the contract, feel free to contact Phil Squatrito (sqat1pj@cmich.edu), Rob Noggle (noggl1r@cmich.edu), or Anne Hiebert-Alton (alton1ah@cmich.edu)*



The Percolator The FA ACTION OFFICER



We receive quite a few emails from faculty, calling on the union to help with conflicts that erupt between faculty member and faculty member. Our contract protects us from actions by the university that violate safety and health in our working conditions. Likewise, when we (faculty) violate a university policy, the contract is what guides the action in work related matters of investigation or discipline. This also means that faculty cannot use the contract to grieve conflicts with other faculty.

Enter: the FA Action Officer!

Our Action Officer is charged with helping faculty handle disputes that arise between us. The Action Officer also works toward equitable solutions to problems for faculty, using training from diversity, equity, and inclusion workshops and conferences to offer a different perspective between colleagues.

We are fortunate to have **Dr. Maureen Eke** serving as our **FA Action Officer**. It is good to have a union that recognizes the dimensional needs of its membership.

If you have questions about an issue, a conflict, or the like, please feel free to contact Maureen at eke1nm@cmich.edu.

Your College Reps! (through Spring 23)

If you're in need of help around a contract question or have an issue you would like addressed by the Board of Directors, our COLLEGE REPS are the conduits between our colleges and the governance of the union! Hit them up!

- **College of Health Professions:** Marcia Mackey (PE&S), macke1mj@cmich.edu
- **College of Arts & Media:** Jiafei Yin (JOUR), yin1j@cmich.edu
- **College of Science & Engineering:** Stephen Juris (BIO), juris1sj@cmich.edu; Patrick Kinnicut (CS), kinni1p@cmich.edu
- **College of Education & Human Services:** Kristina Rouech (T&SE), rouec1k@cmich.edu (sabbatical leave)
- **College of Liberal Arts & Social Sciences:** Desmond Harding (ENG), hardi1d@cmich.edu; Neil Christensen (PSY), chris1nd@cmich.edu
- **College of Business Administration:** Scott Kowalewski (BIS), kowal2s@cmich.edu

The MISCELLANY

Searching for the VP!

Charge of the Vice President
Section 2, pp. 6-7

Have you ever wanted to know what really goes on in an "Article 7" meeting between Faculty Personnel Services and the FA? Have you ever wanted to help your union out at a whole other level?

Part of the perks-package that comes with the position, you will enjoy a close working relationship with the president, responsibilities that ensure the continued success of our FA, one course release per academic year, and a close proximity to all the exciting union action that takes place beyond what the average FA member sees or experiences!

If you're interested in more information, email me at gooninproud@gmail.com.

Scan-Tron, bygone?

At the start of the 2022-2023 Academic year, Provost Mathews made it clear at the Academic Senate that CMU was considering phasing out use of ScanTron testing forms and the machine that reads them. Provost Mathews has requested that faculty who find ScanTron to be an integral part of their pedagogy continue to use the ScanTron test forms and equipment, which keeps count of forms passed through it. ScanTron services are available through the Information Technology and IT Help Desk in Park 101. If you need additional information about ScanTron Services, you can contact the CMU Help Desk at 989-774-3662.

The **PINS** have arrived! Be on the look-out for your **FA lapel pin** to make its way to your campus mailbox! Wear them **PROUDLY**, my friends!



FERPA and Students Requesting Parent Conferences

Some of us have been hearing from parents, requesting a conference or otherwise the sharing of information about their child/our student. According to FERPA guidelines, once a "child" becomes "our student", they are no longer considered dependents of their parents, as defined by FERPA Law. This seems to be the provision that releases them from institutionally guaranteed access to their grades to outside parties (including their parents). This also releases CMU from the responsibility of answering to the parents of our students for our students' academic evaluations.

Check out the guidelines from the Registrar's Office [here](#).

Students who would like to release their academic information to their parents or other inquiring third parties can complete the [Authorization to Release Information form](#).

Happenings this Semester – On Campus!

January 30, 2-3:30 - The President's Hot Chocolate Social, Powers Ballroom

January 30, 7 p.m. - Student Government Association Town Hall with the President, the Provost, the CDO, and VP of Student Affairs. (will update with link if streaming becomes available)

February 8, 7-8 p.m. Liberated by Fashion: Black History and Culture, Research presentation by Dyes Matthews on the multiple and ongoing intersections of space and place, fashion, memory, and Black women in Harlem, NYC during the post-Civil Rights era. French Auditorium

Spring 2023 - CMU Museum of Cultural and Natural History events calendar: [Upcoming CMU Museum Events](#) for the spring semester.

Q: Why does the FA ask that **surveys** be reviewed by the **Survey Review Committee** before they endorse a faculty questionnaire?

A: Beyond what most of us consider when we design our survey instruments, there are questions that **could compromise the power of the union at the next negotiation**. We want to ensure that any survey coming to the faculty has been reviewed, so the FA can recommend whether faculty participate or suggest certain questions be avoided to protect **bargaining power**. If you have any questions about submitting surveys intended for faculty participation, or otherwise, please contact me at gooninproud@gmail.com.