

CMU FA Courier



Your Union Brings News You Can Use!

CONGRATULATIONS to the 2023 RECIPIENTS of the CMU EXCELLENCE in TEACHING AWARD!



DAWN NELSON (CHP/S&CD)



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JODI BROOKINS-FISHER (CHP/SoHS)



KIRSTEN NICHOLSON (CSE/BIO)

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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 please contact me at gooninproud@gmail.com!
Hope to see you there!

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RTP Spring Brown Bag!

Friday, February 24, 2023

12-1:45 p.m.

DON'T FORGET: 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.

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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SWAG UPDATE

Ordering Window Open Now!

As we work to get the first round of **hoodies**, **pins**, and **tshirts** out to you hardworking professional educators, we realize there are too many still without! We want to be visible on campus all the time -but especially NOW, as we move into **bargaining** (2024). Our Board has elected to open the ordering window to ensure that we ALL have a way to SHOW CMU who, where, and what we are: the most powerful union on CMU campus! If you have not ordered a **hoodie** or a **long sleeve polo**, please consider placing your order **here!** The order window will extend to **Friday, February 24**, at 11:59 p.m. Please let us know if you have any questions!

KNOW YOUR CONTRACT

ARTICLE 28 (continued)

Sick Leave Bank

Pg 63, (Part 2 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 second section of this Article:

SICK LEAVE BANK

Section 2 of Article 28 lays out additional benefits, brought to us by our union, that provides a bank of 600 days, accessible to all members of the union. These 600 days are not eligible for carry-over; they renew at the beginning of the year. In the event that this bank is reduced by use down to the fumes of 50 days, *we can donate our sick time to each other* through this union sick bank. We can use our sick time to take care of one another - make possible by our union contract.

During any given academic year, we are limited to no more than 26 weeks of sick leave. In some circumstances, this is more than enough time for a recovery or other arrangements to allow a return to work. In other instances, however, one semester might not be all we need to get back to our best. THIS is where the UNION can help with the availability of the Sick Leave Bank. We can use the days provided in the FA's Sick Leave Bank to "bridge" whatever cannot be covered by the allotted sick time accrued through the agreement with CMU.

If you are new to CMU, the first year you are employed you have access to five days from the union's Sick Leave Bank specifically for care of immediate family members if your accrued sick leave gets used up. While sick leave can be used for both individual and family needs, the sick leave bank can normally be used only for your individual medical needs. But since new faculty have had little time to accumulate sick leave, the union negotiated this special first year provision for using the sick leave bank for family needs.

NEXT: Continued from **Article 28: Returning from Disability, Ending the Year on Sick Leave, and the Charging of Sick Leave**

You can find the whole of this article beginning on page 63 of our contract. We will be reviewing more from this article in *Couriers* to come! Stay tuned!

If you have any questions about this Article, or any other part of the contract, please feel free to contact us!

*If you have any questions about this **Know Your Contract** or any other part of the contract, feel free to contact Phil Squattrito (sqat1pi@cmich.edu), Rob Noggle (noggl1r@cmich.edu), or Anne Hiebert-Alton (alton1ah@cmich.edu)*



The Percolator DUES CLUES



We've had some questions from the membership about the dues structure in our union, where our dues money goes and how our collective dollars work to **maintain, sustain, and serve** our membership.

Over the academic year, (September to May) the following organizations receive portions of our dues:

CMU Faculty Association (CMUFA)

Michigan Education Association (MEA)

National Education Association (NEA)

You may very well ask, "why do my dues go to MEA, and not the Faculty Association?"

Good question!

As a union that is protected by the MEA, we benefit from the following:

- access to legal, bargaining, financial, and organizing experts that work to make sure we have the answers and support we need when we need it.
- our MEA Uniserv Director works directly with union leadership to provide support and guidance in matters of the contract, when dealing with the day-to-day decisions of the CMU administration, including grievances and arbitrations.
- our MEA Uniserv Director also provides us a direct connection to MEA's services, including our MESSA representative.
- legal support in the form of retainers in the event that we need legal help outside what the union is able to provide.
- multiple opportunities to participate in training, conferences, conventions and other organized events that help us bargain better, understand our institution's finances and budgets, and training for organizing ourselves to grow the power of our union.

When we pay dues, twice a month, we're giving **MORE** than simply *money*.

We show support for our union's stability, strength, and its future with those dollars. We continue to provide means through which our Board of Directors can continue to steward the Faculty Association, including providing guidance through RTP, Article 16 investigations and meetings, and the everyday questions and concerns that arise out of nowhere but can find their answer in our union.

Our dues take care of **ALL** of us. The **MORE** of us there are, the lower our dues will be. All of us make conditions for our work on campus the best it can be when we invest in **EACH OTHER**, because after all, that's what a **UNION IS**: a community that cares for each other, and those to come.

THANK YOU for your commitment to this union. **THANK YOU** for your hope in a better campus life to come!

If you have questions about our dues structure, the benefits of MEA, or otherwise, please come to the **GENERAL MEMBERSHIP MEETING** on March 16th, 2023! We look forward to seeing you there!

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 qooninproud@gmail.com.

UNION BUGS = UNION PRIDE!

You may have noticed on your FA apparel, directly under our logo, that there's a "UFCW" nestled within an embroidered oval. At first glance, there might be some confusion: "Wait...I thought the FA was through MEA? Who's this 'UFCW' and why are they on our hoodies!?" That little tag is also known as a "union bug," and in this case, it serves as a signature of the textile union artist that embroidered our hoodies and our polos. You will also find that bug on our t-shirts for the screen printers that worked on our T-shirts. We hope that you can wear your hoodies, polos, and t-shirts with pride, knowing that we actively support the work, the craft, and the power of our union siblings! Wear those colors loud and PROUD! After all, YOU're in a UNION!



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 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 Mathson at maths1sm@cmich.edu. We would love to serve with you!

POVERTY SIMULATOR!

February 24, 9:15-12 p.m. The Poverty Simulator, hosted by HDFS, in French Auditorium. It is **free** to all CMU students, faculty, and staff. The Poverty Simulation is designed to help participants understand what it might be like to live in a typical low-income family trying to make ends meet from month to month. [Information and Registration here!](#) If you have additional questions, please contact [Gina McGovern here](#).

CALL to SERVE!

It is time to get ready for the build up to bargaining, my friends! We need to get our BARGAINING ISSUES 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!

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
- **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