

COUNCIL COMMUNICATOR

A Publication from the Council of AAUP-AFT Local 6075



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Know Your Council

This space will normally house a feature called “Know Your Council Rep,” where you can learn more about individual Council Reps and what they work on. For the first issue, however, here is an explanation of what the Council is and what it does.

Who we are:

Established by Article IX of the AAUP-AFT Local 6075 Bylaws, the Council consists of representatives (“Council Reps”— essentially, shop stewards) selected by their units to represent the interests of and relay information to their members. Council Reps serve two-year, renewable terms. The Union’s goal is to have all campus units (colleges, schools, departments, and divisions) represented on the Council.

What we do:

Under the bylaws, the Council’s role is to “make recommendations to the Executive Board regarding issues facing the Union and assist in mobilizing members to address those issues.” Council Reps are also a point of contact for member inquiries and concerns; this is often as simple as referring you to the right person to help you out, or taking issues to the appropriate Union officer or committee. At its monthly meetings, the Council talks about how to address challenges facing individuals, units, and the Union as a whole. For example, during the next round of contract negotiations, Council Reps will gather data, communicate with members, and review recommendations about contract terms. In recent years, the Council

has also organized the Union’s Academic Forum, an annual series of panel discussions developed to encourage informed dialogue around subjects such as selective salary, political action, and online teaching.

Do you know your Council Rep?

Currently, 41 faculty and academic staff members serve as Council Reps. If your unit is not represented, you can contact any Council Rep with questions or issues. If you would like to become a Council Rep for your unit or nominate someone for the position, please email Council Chair Kristen Chinery at kristen.chinery@wayne.edu to get the process started.

Calendar & Announcements

September 20, 1:00 pm	Social Justice Committee Meeting
September 22, 12:00 pm	Lecturer Meeting (Student Center, Hilberry D)
September 28, 12:00 pm	ASSC Welcome & Reception (McGregor)
October 10, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
October 10, 1:00 pm	Communications Committee Meeting (Union Office)
October 11, 1:30 pm	General Membership Mtg (Student Center, Hilberry E/F)
October 23, 1:00 pm	Social Justice Committee Meeting (Scarab Club)
October 25, 3:00 pm	Faculty Welcome & Recognition Reception (General Lectures Hall, Italian Room)
October 26, 12:00 pm	ASSC Professional Record Luncheon (Student Center)
November 14, 12:00 pm	Council Meeting (Maccabees, Room 3104.7)
November 15, 1:00 pm	Communications Committee Meeting (Union office)
November 23-24	University closed
November 30, 12:00 pm	ASSC Annual Review/Selective Salary Luncheon (UGL)

Issues and Grievances

Grievances are well-established procedures that our Union has for solving problems with the administration related to violations of the collective bargaining agreement (aka “the contract”), as well as issues involving wages, hours, or working conditions that are not clearly addressed by the contract.

A grievance often begins with a problem that arises among our members that does not get resolved where they work. The member(s) contact the Union, who investigates and tries to work out an informal solution with the Administration. If that is not successful, and the Union believes a violation of the Contract has occurred, a formal Notice of Grievance is filed, specifying what parts of the contract are related to the issue, and briefly summarizing the problem being grieved.

The administration and the Union schedule a Step 1 hearing of the grievance, when both sides meet and give testimony about the problem. The Associate Provost for Academic Personnel

hears the testimony and offers a written decision or solution to the grievance. If that decision does not satisfy the Union, the process moves to Step 2, which is arbitration. An arbitrator oversees a Step 2 meeting, which is more formal, and includes evidence and sworn testimony. The arbitrator is the neutral “decider” of the grievance, chosen from outside of the University. He or she issues a written solution or resolution to the grievance. Often the arbitrator’s decision ends the grievance. In the rare cases where the Union does not agree to the arbitrator’s solution, the grievance can be taken into the public courts.

48... This is the number of current cases that the Union is working on. Some may develop into or have already become formal grievances. Some involve individual members; others are for groups of members. The Union has a weekly Contract Enforcement Team meeting to discuss these cases. The team includes the Union’s President, Executive Director, Contract Implementation Officers, and Grievance Officers.

Know Your Contract

Most of us would prefer to read something a bit lighter than the contract to learn about policies for our working conditions at Wayne State. Even so, there are parts to our contract that everyone should know. We will feature one or two of those parts in each of our future issues. If you do not have a printed copy of the current contract, it is available online at <http://www.AAUPAFT.org/home/contract>.

Grievances are one of the most important parts of our contract, so important that there is information about grievances in a separate article in this newsletter. Article XVII: Grievance Procedure on page 56 of the contract (<http://www.AAUPAFT.org/home/contract/all-contract-articles/article-xvii-grievance-procedure>) is where you can look for a full description of how a grievance is to be handled between the Union and the administration. In addition, pages 188-189 of the printed index lists many of the topics that are important to why a grievance occurs.

Area	Issues / Grvncls	% Effort
All Unit	8	17%
Athletics	1	2%
Business	2	4%
CLAS	14	29%
Education	1	2%
Engineering	9	19%
Fine & Performing Arts	1	2%
SoM	5	10%
Student Affiars	5	10%
University Libraries	2	4%
Total	48	

