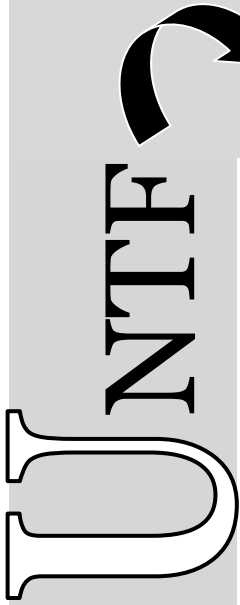


# Focus on the Issues



## Job Security for UNTF Members

Women have worked for a long time to smash “the glass ceiling” in the workplace that locked them into low-level jobs and prevented their advancement. For non-tenured faculty at MSU, it is more like “a cement ceiling.” Locked into short, fixed-term contracts year after year, even the most dedicated teachers begin to feel that MSU does not truly value our teaching—even though we teach a significant portion of classes at MSU.

Currently, no matter how talented or skilled the UNTF faculty, no matter how high our achievements, there is no real opportunity for advancement at MSU for UNTF members. Such a system, which does not recognize and reward achievement, skill, expertise, and dedication on the part of its teachers, is a structure that benefits neither the institution, the administration, the students, or the teachers. It is, in some profound sense, arbitrary and rigid and self-limiting.

Indeed, at the bargaining table, the University is proposing to lock all UNTF faculty into one-year contracts even though a significant portion of our members already work on multiple-year contracts.

One of the UNTF’s most important proposals in our current negotiations would be to create a system whereby UNTF faculty can advance in proportion to their achievement, years of experience, and value to their departments. The UNTF has proposed a 3-tiered structure of employment for instructors at MSU which would insure real job security.

One of the greatest benefits from this proposal would be the institution of regular, fair, and transparent performance reviews, a need that many of our members have cited.

## MSU Set to Roll Back Health Care

The MSU administration is moving to progressively take away health care provisions that have been in effect for a very, very long time.

Currently, the University is demanding that the UNTF—and all unions on campus—agree to eliminate post-retirement health care for all employees hired after July 1, 2010. The University has not been forthcoming, however, when asked whether the elimination of post-retirement health care would also apply to administrators like themselves.

The enormity and callousness of this move is matched only by the University’s speed in trying to force the unions to agree to this. This amounts to the University’s taking health care away from its employees after they have spent their lives working for the university—and when they are most vulnerable.

At the bargaining table, the UNTF team is also facing a demand from the University that we agree that all new hires in our bargaining unit will pay 50% of their health care costs.

While the University claims that such draconic cuts are justified by the current economic situation, their hypocrisy is evident in the fact that this would only apply to a portion of University employees, not to all. Clearly, the University is contemplating setting up a new class system at MSU: one class that merits health care and one that does not.

When we compare the demands to cut off employees’ access to health care to the administration’s recent enormous raises of up to 58%—all over a 3-year span—we can only be amazed by the administration’s insensitivity to what such inequity signifies to its employees and to the public at large, and by the lack of commitment to fundamentally fair treatment of its employees.



\*March 2010\*

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## Stable

UNTF Proposals

### Wages:

45,000 base pay for 9 mo contract  
56,250 base pay for 12 mo contract

### Health Insurance:

0% co-premium for base plan

### Job Security:

Multi-year contracts after 3 years  
5 year contracts after 6 years

### Grievance Procedure:

30 days to file a grievance

### Lay off:

Notice on April 1<sup>st</sup> for Fall Semester and September 1<sup>st</sup> for Spring Semester. Cancelled class = 33% of expected salary. Layoff based on seniority if qualifications are equal.



## Scary

Admin Proposals

### Wages:

20,939 base pay for 9 mo contract  
26,295 base pay for 12 mo contract

### Health Insurance:

50% co-premium for base plan

### Job Security:

Up to 1 year contracts

### Grievance Procedure:

10 days to file a grievance  
University can file Grievance against union!

### Lay off:

14 days notice. Can be laid off for almost any reason at any time. No seniority.