



Solidarity Sunday November 22, 2020

The disruptions due to the COVID-19 pandemic make it important that we, the faculty and librarians of Utica College, continue our discussions and dialogue for the benefit of our community. Therefore, AAUP-UC offers these Solidarity Sunday responses to questions we received. Also, be on the lookout for a short survey from the AAUP-UC within the next two weeks.

What is happening with effects bargaining?

The AAUP-UC and Utica College signed a MOA on October 21 and have come to some agreements regarding the changes in work conditions this year. The complete MOA, including the full compensation details can be found on our website, but the highlights are: 1) If you are teaching an on ground or hybrid undergraduate class, you will receive additional compensation in load credits (see section 18.4 of [the contract](#)) for students that go online until the end of the semester, even if it is for disciplinary reasons. This will be retroactive to the beginning of the semester, and will include Spring 2021. This does not apply to classes that are already fully online for all students in the section, nor for students that are online temporarily due to quarantine, etc. It also only applies to undergraduate students. 2) Bargaining unit members will additionally get three (3) load credits for each college-defined hybrid class they teach. 3) After you receive your SOOTs during this academic year, you will have two weeks to decide if you will keep them in your future materials for consideration or not.

If you see a member of the negotiating team (Tom Crist, Paul MacArthur, Tom Rossi, Laurence Zoeckler) please thank them for the work they put into this in what was already a pretty awful semester.

What do I do if I find that my spring course has been over enrolled beyond the course cap?

Always check your courses to make sure they are not over-enrolled without your permission. Only the bargaining unit member teaching the course section has the authority to over-ride the course cap, and you may not be negatively or adversely evaluated for choosing not to over-enroll your course(s). You should notify the respective chair and dean if your course has been over-enrolled, and copy that notification to Grievance Officer Kirstin Walker (kfwalker@utica.edu). If you are being pressured to overenroll your course, or if you have questions about changes in enrollment since your course has moved to hybrid format, for example, email any member of the governing board and/or Grievance Officer Kirstin Walker.

Do I need to sign a form defining my responsibilities when I choose to serve on a committee?

No. If you choose to serve on a committee you do not need to sign any form agreeing to specific responsibilities to serve on that committee. If you are being pressured to do so, contact the Grievance Officer Kirstin Walker (kfwalker@utica.edu) or email any member of the governing board.

I think there is something wrong on my paycheck, what should I do?

You should always doublecheck your paystub and make sure that it is correct, for example, checking that your TIAA contributions are being taken out at the correct percentage (see section 19.8 of [the contract](#)), and checking that you are receiving the correct amount of overload pay (see section 18.3 of [the contract](#)).

Are there other rights in the Collective Bargaining Agreement that I should be aware of?

Yes, [the contract](#) is full of important rights you have as a member of the union. For example, you get the right of first refusal regarding your course (see section 8.18(B) of [the contract](#))

When is our next General Membership meeting?

Our next General Membership meeting is February 24, 2021 from 3:30-5:30pm. Information about how to access the virtual meeting will be sent out in February. Our Spring General Membership meeting is always the last Wednesday of February (see section 20.5 of [the contract](#)).

When is the next election cycle for the AAUP-UC and what positions will be available?

A call for nominations for the next election cycle will be sent out in April. Open positions include Vice President, Secretary, and three at-large board positions.

As we near the end of what has been an incredibly demanding semester, we congratulate all of you for your outstanding work throughout the entire semester. We hope that our members take advantage of the slightly longer winter break to recharge and get some well-deserved rest. Once we're all vaccinated, we look forward to organizing a great AAUP-UC event celebrating the extraordinary efforts of our members.

In Solidarity,

Adam Pack
President, AAUP-UC

Governing Board

President: Adam Pack

Treasurer: Xiao Xiao

Past President: Paul J. MacArthur

Governing Board Member: John Cormican

Governing Board Member: Denise Nepveux

Governing Board Member: Chris Tingley

Vice President: Leonore Fleming

Secretary: Jim Smith

Governing Board Member: Jim Brown

Governing Board Member: Tom Diana

Governing Board Member: Chris Riddle

Grievance Officer: Kirstin Walker

AAUP-UC's website: <https://aaputicacollege.org/>