



Solidarity Sunday

August 22, 2021

Hello fellow AAUP-UC members! For the next few weeks, we will revive a practice we started last year, Solidarity Sunday. This weekly newsletter is meant to provide up-to-date information regarding contract negotiations/ratification, our ongoing health and safety efforts, and various other topics, including start-of-the-semester details. As always, if you have any other questions, please reach out to anyone on the board (contact info on the website). Happy Sunday!

What is the status of the Collective Bargaining Agreement extension ratification?

This voting period for ratification opened on Thursday, August 19, and will close on Thursday, August 26, at Noon (EDT). You should have received a ballot via email from BallotPoint Election Services (notice@ballotpoint.com) that included instructions for voting on the extension of the AAUP-UC/Utica College Collective Bargaining Agreement (with some modifications). *If you did not receive this ballot, please check your Spam and Trash folders. If you still cannot locate your ballot, or you have any other questions regarding the ratification process, please contact Paul MacArthur no later than Wednesday so he can obtain replacement credentials for you or answer any questions you may have.*

Can an administrator, success coach or other staff member over-enroll my course above the course cap?

No. Only you can choose whether or not to over-ride your course cap. As noted in Article 8.13(d)(5) of the collective bargaining agreement, "Over-enrollment of any course section requires approval of the bargaining unit member teaching the course section."

Can I face negative repercussions for refusing to over-enroll my courses?

No. The collective bargaining agreement explicitly states, "No bargaining unit member shall be negatively or adversely evaluated for choosing not to over-enroll his/her course(s)."

What do I do if I find that my course has been over-enrolled beyond the course cap without my permission?

You should notify your respective chair and dean if your course has been over-enrolled without your permission, and copy that notification to AAUP-UC Grievance Officer Kirstin Walker (kfwalker@utica.edu).

What do I do if I am being pressured to over-enroll my course?

If you are being pressured to over-enroll your course, email any member of the governing board and/or Grievance Officer Kirstin Walker.

Can I be forced to take on an overload?

No. Overloads are voluntary for all bargaining unit members. You cannot be negatively or adversely evaluated for refusing to teach an overload. If you are being pressured to teach an overload, email any member of the governing board and/or Grievance Officer Kirstin Walker.

What is the status of our social gathering?

Last Spring (when COVID cases were actually declining), we all agreed that a social gathering was needed, to see each other face to face, and to celebrate making it through the hardest year for higher ed since the Vietnam war. We are still committed to this project, but – given that Fall is about to start, and COVID cases are no longer declining – we are planning for a Spring 2022 event. Party-planning-pro Tom Rossi has agreed to step out of Event Retirement to lead this effort, assisted so far by journeyman planner Dan Tagliarina. If others are interested in helping, please contact one of them. Our discussion at the Spring meeting suggests the event may or may not be a picnic or other format, and might be potluck or something else, possibly including healthy options, or not. So, details need a wee bit of firming up. One thing is for sure, we WILL get together, and we WILL celebrate both COVID becoming a memory, and our relationships with each other. OK Two things.

Do you have any updates that don't fit easily into a "FAQ" format?

Why yes, thank you for asking.

First, I have received word from management that seat spacing will be increased at convocation this year, relative to the uncomfortably-intimate spacing of years past. It will not be six feet, but it will be more than usual. If you are uncomfortable about attending convocation in person, please contact your dean or the provost and cc Adam Pack or Kirstin Walker. Although we are being strongly encouraged to attend in person, you will be excused if you are concerned for your safety.

Second, we reached out to management to ask about how vaccine cards are being verified. Anyone who survived last year's Cheat-O-Rama assumes that Chegg now has a page devoted entirely to vaccine cards. We got the answer we were hoping for – all vaccine cards (students and employees) are individually verified with state records, and any scofflaws will be reported to the appropriate authorities.

When will we see our pay go up?

If the MOA is ratified (see above) on August 26, HR will adjust our pay according to the agreement, and our paychecks after that will reflect the new amount (including ALL raises). Since changing the payroll multiple times (once now for PDC/promotional raises, then again for MOA increases) would certainly result in many many errors, we have agreed to let HR do all the adjustments at once. This will include a retroactive adjustment, to make up for the paychecks we receive before the change. If the MOA is not ratified on 8/26, then we will have HR adjust for the non-MOA changes (including retroactive pay), and we will deal with a future MOA when/if it happens. PDC raises and promotional raises were earned *independently of the MOA*, and will be added whether or not the MOA passes. We are simply allowing HR to do all the changes at once to minimize errors.

When is our next General Membership meeting?

Our next scheduled General Membership meeting is September 29, 2021, from 3:30pm-5:30pm. Please put this on your calendar. More information about this meeting will be sent out in September. Our Fall General Membership meeting is always the last Wednesday of September. Per the collective bargaining agreement, the College may not schedule any meetings that require the attendance of bargaining unit members during this time. If you are asked to attend a meeting during this time, please let Adam Pack and/or Kirstin Walker know.

In Solidarity,

Adam Pack
President, AAUP-UC

Governing Board

President: Adam Pack

Treasurer: Xiao Xiao

Past President: Paul J. MacArthur

Governing Board Member: Linnéa Franits

Governing Board Member: Tom Rossi

Governing Board Member: Chris Tingley

Vice President: Leonore Fleming

Secretary: Jim Brown

Governing Board Member: John Cormican

Governing Board Member: Ariel Gratch

Governing Board Member: Dan Tagliarina

Grievance Officer: Kirstin Walker

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

What's in Your Union Made Picnic Basket?



look for these products for your next picnic

HOTDOGS:

- » Ball Park
- » Boar's Head
- » Foster Farms
- » Hebrew National
- » Hofmann
- » Hormel
- » Oscar Mayer

SAUSAGES:

- » Gianelli
- » Kroger brand

BREAD AND ROLLS:

- » Wonder Bread
- » Alfred Nichols Bakery
- » Stroehmann
- » Arnold
- » Francisco

CONDIMENTS:

- » French's mustard
- » Gulden's mustard
- » Heinz ketchup
- » Jack Daniel's barbeque sauce
- » Vlasic pickles and relish

SNACKS:

- » Munchos
- » Funyuns
- » Rold Gold
- » Frito-Lay
- » Doritos
- » Chex
- » Mikesells Potato Chips
- » Mission Tortilla Strips

SODAS AND JUICE:

- » A&W Root Beer
- » Canada Dry Ginger Ale
- » Coca-Cola Products
- » Kool-Aid Sticks
- » Ocean Spray Cranberry Juice

BEER:

- » Miller
- » Coors
- » Anheuser-Busch
- » Black Eye Ale
- » Black Hawk Stout
- » Blue Heron Pale Ale
- » Budweiser



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