



The

# NEGOTIATOR

AUGUST 2008 • COLLECTIVE BARGAINING INFORMATION FOR WMU PART-TIME INSTRUCTORS



## A union for WMU part-timers is long overdue...

### What we have

- Stagnant pay scales
- Inequitable employment policies, often arbitrary and inconsistent
- Tenuous working conditions with no real job security
- No institutional voice
- No regular means for hearing and redressing our grievances . . .

These are but a few items that lead us to believe we should unite to bargain collectively over our wages and the terms and conditions of our employment.

### Where we are

During the summer we began contacting colleagues, seeking the input of all part-time instructors. We will be continuing these conversations over the coming weeks, and we hope to speak to you soon. We will also be mailing you more fliers like this one presenting the case for collective bargaining in more detail. You can communicate with us by sending email to [piooffice@aftmichigan.org](mailto:piooffice@aftmichigan.org) or to any of the undersigned. See the sidebar about upcoming question-and-answer sessions.

Curious?  
Please come  
to a  
Q&A session  
for part-  
timers  
in the  
Bernhard  
Student  
Center:  
**Wednesday,  
Sept. 10,  
7-8 p.m.**

**Thursday,  
Sept. 11,  
4:30-5:30  
p.m.**

Want to be  
more active?  
Ask about  
attending a  
Retreat,  
Saturday,  
Sept. 20



### What we can do

Dear colleagues, we have a right to organize under the laws of Michigan and under the moral standard of justice. Recent union victories for nontenure-track

and part-time instructors at the University of Michigan, Wayne State, and Henry Ford Community College, as well as for the graduate students working as teaching assistants here at WMU, have proven that we can create change for the better by working together.

### The PIO

We part-time instructors recently formed the Professional Instructors' Organization (PIO—AFT Michigan). Instructors from several departments are joining together, committed to the goal of gaining a voice at WMU.



*Did you know...*

*A large percentage of undergraduate classes are taught by part-time instructors? What happens without us?*

### In solidarity,

*The PIO Organizing Committee  
Janet Heller, convener, joined by Jeffrey Abshear, Tim Bober, Janet Bohac, Steven Cartright, Kathryn Curtis-Smith, Violene Cuvillier, Linda Dick, Shanda Blue Easterday, Martha Faketty, Arthur Falk, Gail Landberg, Michael LoPresto, Thomas Ludwig, and Ronald Russo.*