

PROFESSIONAL INSTRUCTORS ORGANIZATION

The *Negotiator*

MARCH 2011

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PIO OFFICERS

Steve Cartwright

President

Karl Schrock

Vice-President

Arthur Falk

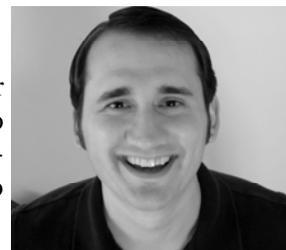
Secretary-Treasurer

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Meet Our New Administrator

This semester PIO welcomed Kevin Wordelman into the fold as our new full-time administrator. Kevin will work with our members to enforce our contract with WMU, expand and engage our membership and, ultimately, strengthen our position in the community to better protect and expand the rights of part-time faculty.



Kevin received a B.A. from WMU in 2003 with a major in Political Science and a minor in Communications. He was heavily engaged in campus activities as an undergraduate and knows the university well. Since graduating, Kevin completed graduate coursework in law and urban planning at Wayne State University, and has returned to WMU as a graduate student in Public Administration. Kevin was born and raised in Toledo, Ohio, a community steeped in the American traditions of unionism. He has lived in Southwest Michigan for the past three years, with his wife Andrea and their son Oliver.

We encourage all part-time faculty to contact Kevin this semester. Email him, call him, meet him for coffee. Tell him your story, discuss your challenges as a part-time instructor, and share any comments or questions you have about PIO or your employment at WMU. The more Kevin learns about you, your departments and your colleagues, the more effective he will be in helping PIO build a strong and sustainable presence on campus. Kevin shares our belief that all part-time instructors are either PIO members or potential members and we hope it won't be long before you all have a chance to meet him.

Do You Have Senior Status?

There are at least 111 part-time instructors at WMU with senior status this semester and many more will earn senior status this semester. Article 11 of our contract provides that an instructor who has taught six of the last eight semesters (not counting summer sessions), will take priority over other junior candidates in departmental hiring decisions, unless the department chair demonstrates in writing that the other candidate "possesses demonstrably superior qualifications."

While some instructors will earn seniority this semester, departments are currently making hiring decisions for fall 2011. PIO wants to help ensure that all part-time instructors who WILL have senior status at the end of this semester are reappointed to teach this fall. If you think you have or *should have* seniority this semester, contact us immediately and we will be happy to contact your department on your behalf.

WINTER MEMBERSHIP MEETING AND RECEPTION

Our winter membership meeting is on **WEDNESDAY, APRIL 20** at our office at **729 Academy St.**

A cocktail reception will begin at **4 PM**, with the business meeting to begin at **5 PM**.

Members will review and vote on the annual plan and annual budget, offer and vote on resolutions and discuss their vision for the PIO. Non-members are encouraged to attend, but may not vote.

PUBLIC POLICY UPDATE

Informed and engaged members make for a powerful union. It is very important for PIO members to be aware of potential legislation that, if implemented, could affect their pay, working conditions and job opportunities. The PIO, therefore, urges all instructors to educate themselves about current events and to make their views known to their elected state officials.



- ◆ According to the Michigan Information and Research Service, a number of proposals in the state legislature this session would drastically affect higher education in Michigan and infringe upon the autonomy of our state university system. According to Michael Boulus, Director of the Presidents Council, each proposal would require a two-thirds majority of both houses and a statewide referendum to amend the state constitution, which has provided for autonomous state universities since 1850. Here are a few examples:
 - ⇒ Sen. John PAPPAGEORGE (R-Troy) has introduced SJR B, which would require a **5-percent pay cut for university employees**. He introduced similar legislation last term for all public employees, but argued then that universities did not require a constitutional amendment.
 - ⇒ Sen. Mark JANSEN (R-Gaines Twp.) introduced SJR C, demanding a **25-percent health care premium increase** for university employees.
 - ⇒ Rep. Al PSCHOLKA (R-Stevensville) introduced HJR D, which would **cap tuition increases to the rate of the Detroit Consumer Price Index**.
- ◆ Governor Rick Snyder released a report in January, which argued that the average compensation for public-sector employees (state and local) has risen faster and higher than for private-sector employees over the past decade and that the average compensation for state employees is more than double that of private sector employees. A report released in February from the Economic Policy Institute, however, roundly rejected Governor Snyder's analysis, as it failed to account for the higher average levels of education among public-sector employees. When education levels are considered, according to the EPI report, full-time state and local employees (including teachers) earn an average of 5.3-percent **less** than private-sector employees. (www.epi.org)
- ◆ Governor Snyder's proposed budget for 2012-2013 would **cut higher education funding across the state by at least 15%**. An analysis by the Kalamazoo Gazette found that **WMU alone stands to lose between \$16 and \$22 million next year**, depending on any tuition increases. Any cut in higher education funding for 2012 would be in addition to the 18% funding cuts that state universities have suffered over the last decade. ("Gov. Rick Snyder's budget proposal stirs concerns...", February 19, 2011) **For more updates, visit our website: <http://mi.aft.org/pio>.**

Contact Your Elected Officials

Michigan House of Representatives, PO Box 30014, Lansing, MI 48909

Sean McCann (D) - 60th District, (517) 373-1785, seanmccann@house.mi.gov

Margaret O'Brien (R) - 61st District, (517) 373-1774, margaretobrien@house.mi.gov

Jase Bolger (R) - 63rd District, (517) 373-1787, jasebolger@house.mi.gov

Michigan State Senate, PO Box 30036, Lansing, MI 48909

Tonya Schuitmaker (R) - 20th District, (517) 373-0793, sentschuitmaker@senate.michigan.gov

Mike Nofs (R) - 19th District, (888) 962-6275, senmnofs@senate.michigan.gov

Governor Rick Snyder (R), PO Box 30013, Lansing, MI 48909, (517) 373-3400, rick.snyder@michigan.gov

U.S. House of Representatives

Fred Upton (R) - 2183 Rayburn House Office Building, Washington D.C., (202) 225-3761

U.S. Senate

Carl Levin (D) - 269 Russell Office Bldg Washington D.C., 20510, (202) 224-6221

Debbie Stabenow (D) - 133 Hart Senate Office Bldg, Washington D.C., 20510, (202) 224-4822



Change to Michigan Gun Law Could Allow Concealed Weapons in Classrooms

Senate bill no. 58, introduced by state Senator Mike Green (R-Mayville) in January, would repeal a Michigan law that prohibits anyone, even concealed weapons permit-holders, from carrying guns in several public places, including college campuses, dormitories and classrooms. Under the proposal, any one of the more than 250,000 Michigan residents with a concealed weapons permit could carry a gun into college classrooms, churches, bars, arenas, stadiums and more.

“This is a very bad idea,” said Dr. Steve Cartwright, PIO President and instructor in the History Department. “In my twenty-one years at WMU as a student and employee, I have always felt safe on campus because of the no-guns policy. I fully trust the WMU Department of Public Safety to maintain the peaceful atmosphere we enjoy on campus. I would no longer feel safe if the gun-free policy were overridden or undermined by misguided legislation.”

Since 1971, WMU has banned “any firearms or other dangerous weapons” from campus, with exceptions only for police officers or authorized instruction-related activities. Violations of the university’s weapons policy are punishable by suspension or dismissal. According to university statistics, campus police made 15 weapons-related arrests from 2007-2009, seven of which occurred off campus on public property.

“We thought the major concerns were laptops and cell phones in the classroom,” said Dr. D. Terry Williams, PIO steward and former chair of the Department of Theatre. “Now we have to worry about guns? This is a clear threat to the security of both faculty and students.”

PIO would like to hear your opinions on this issue. Please email us at piooffice@aftmichigan.org and let us know what you think.

2011 Membership Survey



The most important role of membership in PIO is the opportunity to guide the activities and determine the leadership of our union. The most thorough, democratic and convenient method for gauging the preferences of our members is through online surveys. Every year, we will conduct at least one survey during spring semester, to establish goals

and priorities for the coming academic year that best reflect your wishes. (Every other year, in the fall semester, we will also poll our members on leadership elections.)

Without membership input, we cannot effectively conduct the business of this union. Our general goals of higher wages, better benefits, job security and overall job satisfaction will remain in place, but the journey we take to those ends must be guided by PIO members. You will soon receive an email with instructions for completing a short online survey. Please take a few minutes and let us know how we are doing, how you are doing and where we should go from here.

2011 PIO Stewards

Jeffrey Abshear

Art

Steven Cartwright

History

Arthur Falk

Africana Studies

Anthropology

Comparative Religion

Gender & Women’s Studies

Philosophy

Robert Humiston

Music

Michael LoPresto

English

Thomas Kostrzewa

Haenicke Institute

Lee Honors College

Glenn Roehrig (acting)

Office of Field Placement

Karl Schrock

Music

Kathy Williams

Dance

D. Terry Williams

Theatre



Get to Know the PIO



PIO has **264 members** teaching at WMU this semester, 62% of all part-time instructors, with more members joining each day.

The English Department has 25 part-time instructors teaching this semester, **20 of whom are PIO members**, more members than any other department. The Family & Consumer Sciences and Physician Assistant Departments are tied for the most part-time instructors with 28 this semester and **30 members** between them.

Part-time instructors are teaching **1,899 credit hours** this semester, or roughly **633 classes**, and we are nearly **40% of all faculty at WMU**. The average part-timer is teaching 4.5 credit hours this semester, for an **average salary of \$4,629**, or **\$1,028 per credit hour**. Let there be no doubt, that WMU could not function without its part-time faculty!

There is Power in a Union!

A powerful union requires a strong network of executive officers, committees and stewards. PIO needs stewards in every department. We understand the time demands on part-time instructors, but stewardship is NOT necessarily a time-consuming commitment.

As a steward, you will be asked to attend monthly PIO meetings, maintain communications between PIO and your department, provide insight about your department, identify new part-timer instructors and engage members. If you are interested in learning more about stewardship, or PIO in general, please contact us today. If you make it to our Winter membership meeting (see page 1), you will see your stewards in action.

Contract Fun Facts!

Our contract with WMU includes new rights and opportunities that you might not be aware of:

- **Article 19.1.** Increased minimum base pay for all instructors to \$750 per credit hour
- **Article 19.2.** Additional pay for continuing instructors of \$23 per credit hour
- **Article 19.5.** Wellness payments for all part-time instructors of \$20 per credit hour
- **Article 19.6.** Part-time instructors may use Sindecuse Health Center, including its pharmacy.
- **Article 19.8.** Employee tuition remission for up to four credit hours in the semesters you teach
- **Article 5.6.** Part-time instructors have access to the Student Recreation Center on main campus. The SRC offers an indoor climbing wall, basketball courts, squash, racquetball and tennis courts, a swimming pool, weight room, aerobic room and much more **for only \$90 per semester**, less than \$25 a month! By comparison, an individual membership at the YMCA of Greater Kalamazoo costs \$47 a month. Contact the SRC at 387-4REC for more information.
- Between the last paycheck of fall semester and the first one of spring semester, **there used to be a gap of six weeks**, causing budgeting difficulties for many part-timers. No longer. The gap was eliminated by **Article 19.4** of the contract.