



# Bargaining Tele-Townhall

April 30, 2020

## Our UAOSU Bargaining Team Members:

**Bill Thomas**, Botany and Plant Pathology

**Jan Medlock**, Biomedical Sciences

**Kelly McElroy**, Library

**Mark Novak**, Integrative Biology

**Victor Reyes**, INTO OSU

**Filix Maisch**, Mathematics

**Kathleen Stanley**, Sociology

**Louisa Hooven**, Horticulture

**Steve Shay**, History

**Marisa Chappell**, History

Join our union, view bargaining proposals, and more at [uaosu.org](http://uaosu.org)



# Agenda

- COVID-19 & context of our union's current work
- Bargaining update
- Next steps to winning a strong contract
- Questions & Answers

# COVID-19 Work

- Weekly meetings with Administration
- Collaboration around things like leave expansion, tenure clock extensions, optional use of eSETs, etc.
- Helping individual faculty resolve issues around leave use, non-renewal, work expectations, etc.
- Kenny Maes will serve on the Culture of Care Committee to address COVID-19 impacts
- OSU must negotiate with us over any of the more drastic responses they might consider (e.g. furloughs or wage cuts), and we've already negotiated protections around layoffs and the rights laid-off faculty retain
- Will proactively engage with Administration about the conditions of any return to in-person work

# Contract Gains Secured

## Job Stability

- Two-year contracts for all fixed-term faculty once they have achieved promotion
- Continue the practice of three-year contracts for faculty at second promotion (e.g. Senior Instructor II) where it exists
- Nonrenewal of promoted Fixed-Term faculty requires four months' notice prior to expiration of appointment
- Nonrenewal of non-promoted Fixed-Term faculty requires one months' notice prior to expiration of appointment, if the faculty member was employed for a full academic year
- Promoted Fixed-Term faculty may only be non-renewed for performance, lack of funding, or curricular changes, and will have the right to review the rationale for these decisions
- Layoffs will be controlled by contract language, not at the full discretion of the Employer. Laid off faculty will retain rights to reemployment in their position for two years

# Contract Gains Secured

## Promotion & Tenure

- Promotion pathways for Research Associates, Instructors (PAC), and Instructors (ALS)
- Aligned promotion pathways for Instructors (ESL)
- Instructors, Faculty Research Assistants, and Research Associates eligible to be granted (not go up for) promotion 4 years from hire or last promotion and after 3.0 FTE years in service
- Professors (Practice), Professors (Senior Research), Professors (Clinical), and Professors (Extension) eligible to be granted (not go up for) promotion 6 years from hire or last promotion and after 4.5 FTE years in service
- Once eligible, Fixed-Term faculty choose when they go up for promotion

# Contract Gains Secured

## Position Descriptions & Workload

- All position descriptions will be brought up-to-date over the next three academic years, via a consultative process
- Position descriptions will accurately reflect work performed and be used as the basis for evaluations, merit increases, and promotion & tenure reviews
- All units will create standard teaching workload policies by September 2021
- Full-time/part-time status cannot be used as the basis for setting different per course FTEs
- Faculty will ordinarily receive one term advance notice of their course assignments
- All units/colleges will create policies describing the minimum number of course releases for pre-tenure faculty

# Contract Gains Secured

## Grievance Process

- Clear & enforceable grievance process ending in third-party arbitration
- Incorporation of many policies into the contract, making them enforceable via the grievance process
- Process and information used in promotion, tenure, renewal, merit distribution, and other decisions are subject to the grievance procedure
- Claims of discrimination, harassment, and bullying are subject to the grievance process
- Strong, grievable academic freedom protections

# Where We're Still Fighting for Wins

## Benefits

### Secured:

- 90% employer contribution to family insurance premiums of Postdoctoral Scholars (up from 0%)
- Continued health insurance and retirement benefit contribution rates for all eligible faculty
- Guarantee that the 6% employee pick-up will be redirected to salary if the employer's ability to pay the pick-up is ever changed in state law

### Still Fighting For:

- Continued 100% employee premium contribution for Postdoctoral Scholars
- Addition of Postdoctoral Fellows to the Postdoc Scholar health plan, with the same employer contribution
- Locking in PEBB and PERS as the health and retirement plans to be offered for the life of the agreement



# Where We're Still Fighting for Wins

## Equitable & Inclusive Employment

### Secured:

- Committee to reevaluate processes and policies related to the Equal Opportunity and Access Office, harassment, bullying, and discrimination

### Still Fighting For:

- Expanded family and medical leave—6 weeks in 2020; 9 weeks in 2022; 12 weeks in 2023
- Child Care Task Force to work with campus partners to recommend strategies to address child care needs
- \$500 for reimbursement of the visa and/or SEVIS fees of a faculty member (if not on an employer-sponsored visa) or their family member
- Course releases to acknowledge exceptional service work performed, often by women, faculty of color, and faculty from other underrepresented communities

# Where We're Still Fighting for Wins

## Research Support

### Secured:

- Employer must provide and maintain facilities and equipment necessary to job duties
- Right to refuse hazardous work and procedures for addressing workplace safety issues

### Still Fighting For:

- Bridge funding to provide stability for research faculty and OSU's research enterprise—3% of all grant overhead
- Overhead return to PIs—5% returned for direct investment in the research program
- 50% reduction in graduate tuition charged to grants

# Where We're Still Fighting for Wins

## Salary

### Secured:

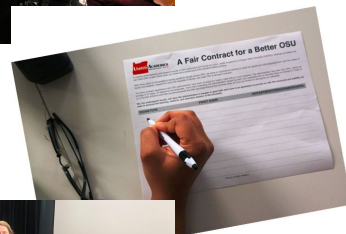
- Salary minimums for all categories of Fixed-Term faculty
- FY20 merit raises extended to bargaining unit members, with expanded eligibility to faculty at <0.50 FTE and to those who have moved jobs within OSU, retroactive to January/February

### Still Fighting For:

- Guarantee that FY20 merit raises will be distributed in June 2020
- 1.5% merit pool for FY21, unless OSU experiences significant reductions to state funding and/or enrollment
- Reopener negotiations in Spring 2021 to determine compensation for 2022-2024
- Committee to investigate salary inequities to inform 2021 reopener negotiations

# Strength in Unity

- Hundreds of faculty signed onto our Fair Contract Now Petition
- UAOSU member testimony at Board of Trustees meetings
- UAOSU members attending Board of Trustees meetings
- Meetings with over a half dozen elected leaders
- Letters of support from elected leaders and community allies
- Hundreds of faculty members attending bargaining
- Membership in our union growing every day
- Rallying with and supporting our labor cousins
- Leafleting at university events
- Membership matters testimonials and pictures from UAOSU members
- Op-eds published in local papers
- And more!



Join our union, view bargaining proposals, and more at [uaosu.org](http://uaosu.org)



# Next Steps to Winning a Strong Contract

- Join with us and become a member of UAOSU  
Go to: **[uaosu.org/join](https://uaosu.org/join)**
- Send an email letter to President Ray, Provost Feser and the OSU Board of Trustees  
Go to: **[uaosu.org/letter](https://uaosu.org/letter)**
- Attend Bargaining on May 11th, 10am-1pm  
Watch your email for the Zoom registration link

# Questions?

**Press 1 on your phone to raise your hand**