**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Wayne State University

Name and Title of Individual Responding:

John D. Vander Weg

Interim Associate Provost for Academic Personnel

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

1,775 Faculty appointed at 50% or more

270 Academic Staff appointed at 50% or more

Bargaining Agent: Wayne State University Chapter of the AAUP-AFT Local 6075

Date of First Contract: 1972

Number of Succeeding Contracts: 16

**Web address of current contract:**

http://provost.wayne.edu/bargaining/aaup.php

**2b. Description of Faculty Bargaining Unit(s) – Size and Composition**

490 Graduate Teaching Assistants and Graduate Student Assistants (research not related to studies and miscellaneous support work, for example, with a faculty member who edits a journal)

Bargaining Agent: Graduate Employees Organizing Committee-AFT (GEOC)

Date of First Contract: 1999

Number of Succeeding Contracts: 4

**Web address of current contract:**

http://provost.wayne.edu/bargaining/index.php

**2c. Description of Faculty Bargaining Unit(s) – Size and Composition**

730 part-time faculty (working up to 49.9% assignment)

Bargaining Agent: Union of Part-Time Faculty-AFT Local 477 (UPTF)

Date of First Contract: 2008

Number of Succeeding Contracts: 1

**Web address of current contract:**

http://provost.wayne.edu/bargaining/index.php

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

AAUP-AFT

Negotiations were concluded in late February, 2013, with final ratification on March 20, 2013. Major items in the final contract included:

* Eight-year agreement running to March, 2021.
* Continuation of Agency Shop agreement for the life of the contract.
* Compensation plan: for year 1 (2012–13), all members of the bargaining unit received a single, lump-sum “signing bonus” of $1,000; year 2, salaries increased by $1,000 + 1.375% ATB, with selective salary increase (merit) up to 1.375%; years 3–8, 1.25% ATB and selective/merit up to 1.25%. On or after March 20, 2016, the Administration may, upon vote of the Board of Governors that the University is in “serious financial distress,” prospectively void the contracted ATB and selective salary increases for the forthcoming contract year; AAUP-AFT to submit the matter to binding arbitration within 30 days of notification.
* Medical benefits subject to the following changes:

1. Implement a three-tier prescription drug (Rx) co-pay schedule of $5.00/$20.00/ $45.00 for all medical plans;
2. Institute a $100 emergency room co-pay across all plans (co-pay shall be waived if covered member is admitted);
3. Increase office visit and urgent care co-pays from $15.00 to $20.00.

In addition, a joint AAUP/Administration committee “shall be formed to review the University’s health insurance program, identify and review possible health insurance options, and make recommendations to the President or his/her designee and to the President of the Association. The Committees goal is to provide recommendations on a package of high quality plans that may be offered to bargaining-unit members that is cost effective and competitive with plans offered at other universities and elsewhere.”

* Modification to the annual review process of all tenured and tenure-track faculty (which forms the basis for selective salary adjustments) to include the following:

1. Faculty are now required to participate in annual reviews; failure to participate will result in (1) no selective salary increase, no faculty travel funding, and loss of service credit toward sabbatical leave eligibility for first instance, or (2) for second instance in a five-year period, the penalties listed in (1) and the forfeiture of the ATB salary increase for the upcoming year.
2. Faculty salary committees are required to identify peers who are performing below departmental norms and expectations or substantially below norms and expectations. For those performing below expectations, peers are required to provide suggestions for improvement. For those performing substantially below expectations, a Peer Mentoring Committee of faculty at or above the individual’s rank is formed to assist the faculty member in creating and following an improvement plan. The Peer Mentoring Committee is also then charged with reporting the success of the agreed upon improvement plan to the unit salary committee.
3. In the event that the improvement plan is unsuccessful, a faculty member may be assigned an alternate workload in future years or other consequences up to and including dismissal.

* A new requirement for units to develop and implement Peer Evaluation of Teaching has been put in place.

**GEOC**

The new, two-year agreement was ratified as of February 1, 2013, to run through February 28, 2015. Major items in the final contract included:

* Continuation of Agency Shop agreement for the life of the contract.
* Salary increase ATB of 3% in first year (2012–13), and 2% in 2013–14 and 2014–15.
* Most benefits remain the same as those for AAUP-AFT.
* A new childbirth/childcare leave benefit was added.
* A new reimbursement of the SEVIS fee paid by international students was added. By University policy, this benefit was also extended to non-represented Graduate Research Assistants.

**UPTF**

No changes or reinterpretations of the existing contract.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

During a December, 2012, lame duck session, the Michigan Legislature passed, and the Governor signed into law, “Right to Work” legislation that banned compulsory union membership and agency shop agreements as a condition of employment for both private and public employees in the state. The law took effect on March 22, 2013, for all collective bargaining agreements ratified on or after March 22. The legislation also defined “re-opened” agreements as “new,” limiting existing agency shop agreements to those contained in contracts that were in place on or before March 21, 2013.

New legislation also banned retroactive salary payments under collective bargaining agreements for all public employees.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

The AAUP-AFT agreement continued the University’s “phased retirement program” for tenured faculty. By March 1 of any year, a tenured faculty member may request up to three years of 50% service with the continuation of all benefits to be followed by full retirement.