

**Academy for Academic Personnel Administration
Fall 2015
Round Table Report**

1. Institution Information

Name of Institution/System: Wayne State University

Name and Title of Individual Responding:

John D. Vander Weg

Associate Provost and Associate Vice President for Academic Personnel

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

1,575 Faculty appointed at 50% or more

290 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/index.php>

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

480 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, Local 6123 (GEOC)

Date of First Contract: 1999

Number of Succeeding Contracts: 5

Web address of current contract:

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

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

725 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

Currently beginning the fourth year of an eight-year CBA, running to March, 2021.

Under this CBA, faculty and academic staff who refuse to participate in the annual selective salary review process (merit salary process) are subject to sanctions. For the Faculty, the first refusal in a five-year period results in the loss of merit raise, no university-funded travel, and loss of service credit toward sabbaticals; the second refusal in a five-year period has the same sanctions plus the loss of the negotiated ATB increase (1.25% for remaining life of the CBA). In July, 15 represented faculty were identified as having refused to participate for the second time; that group of faculty were denied the ATB scheduled to take effect on August 19, 2015. Although the AAUP threatened a grievance over the loss of ATB in 2014, no grievance was filed and this year's ATB sanctions were accepted without notice by the AAUP.

Represented Academic Staff are also subject to sanctions for not participating in merit reviews. For staff, the first refusal results in no merit increase; the second refusal in a five-year period also results in the loss of the negotiated ATB increase. There were no represented staff subject to the second-level sanction as a result of the merit review process in 2015.

The AAUP has threatened a grievance over the low-productivity faculty peer mentoring process called for in the cba. I will update the status of this at the meeting.

GEOC

We concluded negotiations on a successor agreement in March, 2015. Among the requests during bargaining, the GEOC asked for:

1. Free child care on campus for up to three dependents
2. Free parking in any campus lot or structure
3. A single salary tier with an average 30+% salary increase in the first year
4. “Joint” dues/fees authorization with the Part-time Faculty Union
5. Agency shop language

The final, three-year agreement had the following features:

1. Establishment of a 3N Committee to study and recommend Child Care changes (joint with GEOC, Administration, and Academic Senate)
2. Parking for represented employees at the standard student rate (a reduction from \$7/day to \$3.50/day; larger discount if purchased for the semester via payroll deduction)
3. Two-tier salary structure (Physical and Life Sciences; Social Sciences and Humanities); average 2.5% salary increase each year for three years
4. Reimbursement of the federal I-901 SEVIS fee after one year of employment in the bargaining unit and maintenance of academic good standing during previous enrollment periods.
5. No agency shop; such agreements were banned under Michigan’s “Right to Work” legislation.

UPTF

No changes or reinterpretations of the existing contract. A successor agreement will be negotiated in the spring of 2016.

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

The UPTF, with financial support from Michigan AFT, has a new, full-time staff director as of September, 2015. The former staff-sharing arrangement between the UPTF and GEOC was dissolved in February, 2015, during the negotiations for the GEOC agreement.

In November, 2015, the Administration won a binding arbitration with the AAUP over the definition of “subsidy-conditioned” employment of represented academic staff.

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.):

WSU instituted its fourth RIF in five years over the summer, with reductions taking effect by September 1. Although the formal RIF did not affect those in the academic unions, most other represented groups on campus (nine other unions) saw layoffs and bumping under the terms of their agreements. Some AAUP-represented academic staff, notably those in renewable contract status, were not renewed upon the conclusion of their contracts, but no formal layoffs of “protected” academic staff took place.

The Administration offered a retirement incentive program for AAUP-represented faculty and academic staff in late 2014, with retirement dates effective no later than August 30, 2015. Eligibility was restricted to those age 65 or over on January 1, 2015, and the incentive was based on a formula taking into account age and years of service (minimum of ten years of service). Approximately 75 faculty and academic staff elected to retire under the incentive program (290 were eligible to do so).

The CBA’s phased retirement program for AAUP faculty and academic staff remains in place for those who have reached a minimum of 60 years of age with a stated minimum number of years of service.

- Tenured faculty with 10 years of service may choose to reduce their effort (and annual salary) to 50% for up to three academic years, at which time they must fully retire. During the period of reduced effort, faculty remain fully benefited.
- Academic staff with tenure or employment security status may elect an “early retirement buyout” plan. Staff with 10 to 19 years of service will be paid an annual payment of \$8,500 for three years from retirement; staff with 20 or more years of service are paid \$12,000 annually for three years. In addition, staff are eligible to participate in medical coverage at the active staff rates for up to three years after retirement (subject to Medicare eligibility).