A Strong Local:
Representing Full-Time, Part-time, Faculty, Counselors and Librarians in One Unit

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Organizing: Mobilizing and Powerbuilding
COMPETENCY: ORGANIZING

• Competency Levels 1 and 2
  – Level 1: Foundational
  – Level 2: Mobilizing & Power Building

• Themes Covered in this Session
  – Create conditions of continuous association growth and strength.
  – Foster the development of leaders at all levels of the organization.
Meet Your Presenter

• Associate Professor Political Science
  – Full-time faculty (16 years)
• Current President of local (8 years)
• Negotiating Team Member (3 contracts)
• Current President of Michigan Association of Higher Education – MAHE (4 years)
• Current Member-at-Large of National Council of Higher Education (NCHE)
Quick Survey

• Higher Education Members?

• Classification:
  – Faculty?
    • Full-time? Part-time? Counselors? Librarians?
  – Staff?
    • ESP?
  – Administrator?
  – Retired?

• Local union leader?

• Unit represents multiple job descriptions?
Schoolcraft College

- 2 year Community College
- Located in suburban Detroit
- Approximately 13,000 students (credit)

- Food service workers, faculty, clerical, and maintenance workers are unionized (MEA/NEA).
The Faculty Forum

• Local union representing all faculty
  – 400 Adjuncts
  – 100 Full-time

• The unit encompasses:
  – Teaching faculty
  – Counselors
  – Librarians
Challenges

• Providing a voice for all members.

• Growing member engagement.

• Crafting an equitable contract for differently situated groups.

• Maintaining membership.
Strategies for Success

• Local Structure

• Negotiations

• Communication
Structural Considerations

• Representation on the Executive Board
  – All positions are open to all members.
  – Two Vice-president posts:
    • Full-time
    • Part-time

  – Current Board is comprised of Full-time teachers, Part-time teachers, Librarians, and Counselors

• Does your local have specialized leadership posts?
Votes as Voice

• Elections require all members have equal votes
  – Previous fractional voting model

• Contract ratification requires either:
  – Majority “yes” vote from full-time and part-time members.
    Or
  – 2/3rd “yes” vote from all the ballots cast.

• How is your contract ratified?
Negotiations

• Negotiating teams have contained members from ranks of adjuncts and full-time faculty.

• Reach out to specialized/minority groups for direction on contract questions.
  – Survey of members
  – Counselor and Librarian job descriptions

• Work to extend benefits to all groups.
  – Recognize the need for differences too.
Communications

• Senate Meetings
  – While disciplines are the unit of representation, adjuncts are classified as their own discipline for purposes of representation.

• E-mail communication (two-way)
  – Billing statements
  – Contract Negotiations

• Website

• What place do you see for social media in your local?
Crafting A Shared Vision

• Faculty Driven Awards
  – Teaching Awards
    • Full-time
    • Part-time
  – Union Service Awards

• Annual Year-end Celebration
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  
  – Restructure your current local to ensure represented groups have input.
  – Establish interactive communication patterns.
  – Create mindful negotiations.
Closing Forum

• Questions?

• Comments?

• Concerns?
Please complete the evaluation for this breakout session!