UCC AAUP NEWSLETTER NOVEMBER 2016 Issue

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| **Welcome from the President!**  In my first full semester as our new President, I wish I had more cheery news to report in our first newsletter.  I don't. We still have no agreement on a new contract; we are still under AAUP sanctions for a governance system that has diminished the role of the faculty, and we still get little respect from the administration.  The only heartening news is that more of us are getting involved in the continuing fight for a better UCC.  Faculty stepped up and created a survey, responded to it, and delivered the results to the board. More new faculty faces spoke and showed up in support at the June board meeting at which we delivered the news of the AAUP sanctions.  Faculty have volunteered to be stewards and are taking the lead in improving our face-to-face communication.  Faculty have recently submitted proposals to the GLC to restore Robert’s Rules of Order and Faculty Voting at meetings. Faculty have created this newsletter.  Most all of us feel the College is moving in the wrong direction.  I can't stop this alone, nor can the exec.   We must act together.  If you don't like what is happening to this College, and you'd like to see it change, please get involved with the Union (which is made up of all of us full-time faculty).  Show up, speak up, stand up, and take action.  I am thankful for those who are leading the way, and I urge you to join them!  -Derek McConnell, President of AAUP-UCC Chapter" |

**Know Your Contract….**

**Question: How does sick time accrue in reference to short-term disability?**

In the beginning of each academic year faculty are allocated ten (10) days of sick time. These days are also part of your “elimination period.” If a member is out on disability, the first ten days are drawn from your “elimination period.” After those ten days, the faculty member goes on short-term disability.

**(Page 60)** - In order to maintain salary continuance, unused sick days will be utilized during the elimination period for temporary disability benefits. If the faculty member continues to be disabled after the four (4) month period, accumulated sick days may be used during the balance of the six month temporary disability period to supplement the insurance carriers payments on a one (1) sick day for each two (2) days of disability.

At the beginning of each academic year, commencing September 1, 1984 each faculty member will be credited with ten (10) days of sick leave allowance for absences caused by illness or injury. Sick days used will be compensated for pursuant to Section A.1. of this article. Unused sick days may accumulate year to year with no maximum limit. Accurate records shall be maintained of sick days used and sick days accumulated to reflect a running balance. This balance shall be tallied and recorded by the Human Resources Department, the record of which will be made available to individual faculty members upon request. If no records are available at the date of this Agreement it will be assumed that no sick days have been used and the total accumulated will be tallied from September 1, 1984, or from the date of his hiring whichever is later.

**Questions about the contract for future Newsletters should be sent to any member of the exec.**

**KNOW YOUR EXEC….**

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**What’s new at National AAUP**….

At the annual conference of AAUP the membership voted unanimously to place Union County College on sanctions. This resulted from an A-1 investigation into violations of AAUP standards on governance and academic freedom. More detailed information can be found at aaup.org and in the July/August issue of Academe.

**Our AAUP Rep, Jaime Owen Daniel**

Jamie Owen Daniel, the new director of organizing, has worked in higher education and in labor and community organizing since 1982. She completed a doctorate in English at the University of Wisconsin-Milwaukee in 1995 and taught at the University of Illinois at Chicago until 2004. She worked as an organizer and contract negotiator for a local union representing seven public university campuses in Illinois for a decade before joining national AAUP in June. Jaime realizes that we are facing great and unprecedented challenges in the higher education workplace, but she also strongly believes that these challenges present great opportunities. “Rampant and often irrational restructuring; the bloat in administrative positions and funding at the expense of faculty and students; the increased precarization of our working conditions – all of these indicate that the time is now for concerted activity and push-back by all those doing the work of teaching and scholarship,” Jaime said. “And this kind of self-organization is possible whether or not members have the option of winning a collective bargaining agreement.”

**Faculty News:**

\* In September faculty members of the AAUP distributed water to welcome students to a new semester.

\* Faculty participated in voter registration on both the Elizabeth and Cranford campuses for two days in Oct.

**In future editions we would like to include a section dedicated to faculty achievements and news, both personal and professional. Please send the information to anyone on the exec.**

**Dates to Remember:**

**Chapter Meetings:** **Board Meeting:**Nov. 30, 2016 Dec. 6, 2016  
Jan. 25, 2017  
Feb. 22, 2017  
March 29, 2017  
April 26, 2017

**Save the Date**: Winter AAUP Party – Jan. 27, 2017