

March 2019 – Issue 17

Student Symposium

Calling for Nominations

Revised Constitution

Free College

Legislation Days

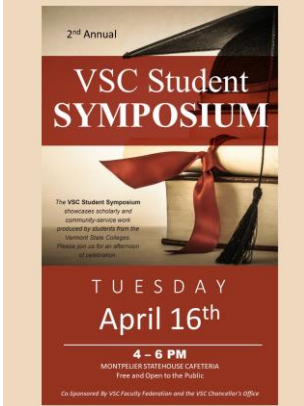
Not Quite Dead



2nd VSC Student Symposium April 16

Our 2nd Annual VSC Student Symposium has been rescheduled for Tuesday, April 16, from 4:00-6:00, in Montpelier Statehouse Cafeteria.

Gillian Galle (CU) and Morna Flaum are organizing this scholarly poster event. The Symposium features VSC students doing scientific research as well as students working on community service projects.



This faculty organized event helps showcase the value and impact of higher education for the future of Vermont.

We are proud of all the students who participate!

Abstracts Due by March 5th

Abstracts and proposals to present at the Symposium are due by March 5th! Contact the point person on your campus: Leslie Johnson at Johnson; Janel Hanrahan at Lyndon; Michele Sama at VTC; Gillian Galle at CU; and Jill Mudgett at CCV.

Graduate students are welcome to submit abstracts of their research for consideration as well.

Power Play-Jan 30th

Montpelier Legislative Day 1

Montpelier: Despite the weather, AFT's VT lobby day at the statehouse was a warm success. In the afternoon union leaders from VSCFF, VSCUP, CCVUF, and UVM's United Academics spent the day connecting with legislators and sitting in on hearings.



That evening AFT hosted a reception where legislators joined us for informal conversations. We shared our perspectives about funding for higher education, the hardships our students face, and the role of our graduates in Vermont's economy. Senator Jim McNeil and several legislators were very cordial. Jeb Spaulding's request for \$25 million increase in funding for VSC is under active consideration this spring.

March 20th Join Us!

Montpelier Legislative Day 2

On Wednesday March 20th from 10am-3pm, faculty and students will meet with their legislators and perhaps provide testimony on behalf of higher ed funding and Free College legislation. This will be a wonderful

opportunity for students and faculty to make an impact. Empower your students to advocate within the statehouse! Pre-registration is required – please email our AFT office at heather.riemer@aftvermont.org.

VSC's Bold Ask

Jeb Asks VT for \$25 Million

In a bold but long needed move, VSC Chancellor Jeb Spaulding has proposed a \$25 million boost in state spending on the Vermont State College system. His proposal asks for a \$5 million increase each year for five years. This proposal would effectively double the state's current contribution. Currently state funding only covers about 17% of the VSC Budget, and nationwide Vermont is still 50th in the national rankings of state support for higher ed. Jeb's request would boost state funding to 30% of the VSC budget, enough to bring Vermont up to par with what other New England states receive in public higher-ed funds.

Currently VSC has two thousand fewer students systemwide than in 2010. Even with 200 fewer staff members than a few years ago, the VSC system faces significant financial pressure. Governor Scott has countered Jeb's request with a proposal that would add \$3 million to VSC's allocation this year.



Hall of Fame Event

The VSC Chancellor and Trustees are holding their 4th Annual Hall of Fame dinner on March 14th in Montpelier. This event celebrates accomplished VSC alumni and raises public awareness of the significant role our colleges play in the state. It is also a big money maker, raising over \$300,000 for scholarships so far. This year the VSCFF and the VSC United Professionals union are splitting a table, contact Lisa if you would like to attend! Clinevscff@gmail.com.

Free College Class

Linda Olson (CU) teaches Special Topics in Activism, Advocacy, and Social Change. This semester the topic is college affordability. The students have decided that they are working towards

Free Tuition!

Linda's eight students are determining the path forward; they are running a social media campaign, a legislative campaign, and a mobilization of students. **Like** them on Facebook at [FreeTuitionVT](https://www.facebook.com/FreeTuitionVT/); their twitter feed is [@VT4HigherEducation](https://twitter.com/VT4HigherEducation). Make sure to come to the March 20th Lobby Day! Linda's class will also be presenting a multimedia exhibit at the VSC Student Symposium on April 16!



Linda's student Taylor Sanders testifies for higher education funding legislation.

Biennial Elections

Call for Officer Nominations

Every two years our Local 3180 holds elections for President, Vice President, Treasurer, and Secretary. Nominations are open as of March 1! To throw your hat in the ring and run for office you need to submit a petition signed by ten members of Local 3180 no later than March 15.

Teach
Your
Students
To
Value
Unions

Election date will be set by the Delegate Assembly at their March meeting and take place sometime between April 15 and May 6.

Rest assured that you are eligible to run for any office whether you are a CCV faculty member or a full or part time faculty member of the VSC. So game on, bon chance, the more the merrier!

Active Members Rule

Our union is only vibrant because of our members. We are all better and stronger when our members are active. There are many ways to help your fellow union members. Go to your chapter meetings! Be aware of your campus concerns and issues. Know about and take advantage of your contract benefits! Be helpful to your chapter chair!

Just Give Us An Hour or Two!

When we have legislative events, or when we bring our concerns to Montpelier, come with! Can you testify at statehouse hearings to help reduce student debt? Can you represent the college as it advocates for our financial needs to the finance committee hearings? Our jobs and our students depend on us working

together to promote the value of our colleges and highlight the benefits of higher education to the people who make decisions in Montpelier.



Fun times at the Delegate Assembly

Serve On Delegate Assembly

Another great way to get involved is to serve as a delegate from your campus. The Delegate Assembly meets 3 times per semester for lively discussion of the issues facing faculty on each campus and system wide information sharing. Each campus elects a full time and a part time faculty member to the VSCFF Delegate Assembly (plus alternates). We always need more part time faculty to get involved, so talk to your chapter chair about becoming a delegate or an alternate. CCV faculty, ask your Stewards how to get involved too!

Bylaws Revised

Local 3180 Constitution

The addition of CCV faculty to our unit precipitated an overhaul of Local 3180 constitution. Updates ranged from inserting new language to include CCV's exclusively part time faculty, to addressing the possibilities of electronic ballots, and updating pronouns to reflect best practice.

The revised constitution will be voted on and ratified by our full membership late in April or early May during the elections of Officers and Delegates.

EDP / NVU Online

Going to Supreme Court!

EDP /NVU Online faculty are still in limbo while awaiting disposition of their quest to be unionized. Currently the Vermont Labor Relations Board

(VLRB) responded to our appeal to their March 2018 decision with not one but two additional decisions, ultimately dismissing our initial petition because we did not petition for the unit that the VLRB now sees as the most appropriate unit.

While we need to wait between six to twelve months to get a hearing with Vermont's Supreme Court, the question of unionizing EDP / NVU Online remains open. Until the case is decided, the administration may not make unilateral changes to faculty wages, benefits, or working conditions. VSCFF believes that these faculty should have the option of joining our VSC Part Time Faculty union, while the VSC administration doesn't agree that all VSC faculty should be in the same bargaining unit and have fought us every step of the way.

CCV's New Deal

Cindy Hill brings legal expertise to her role as CCV's first grievance



officer. Here are some ways that CCV's contract is changing the landscape:

Building Infrastructure

CCVUF is building multiple pathways for faculty to navigate their newly unionized workplace. Each CCV site has a bulletin board with helpful information about the contract and contact information for site stewards and CCVUF's leadership team. CCVUF's website, ccvunitedfaculty.org, is a galvanizing resource much needed for an entirely part time faculty widely distributed throughout the state.

Addressing Concerns

Faculty with any concerns about course assignments, pay grade determination, campus safety or any other issues should contact their site steward. Site stewards can help walk faculty through the contract, draft an

information request to CCV Admin, or prepare a grievance filing. To date, CCVUF has submitted about a dozen information requests to CCV Administration, seeking answers to questions ranging from online course assignment protocols to pay schedules.

Pursuing Results

So far CCVUF leadership, stewards, and AFT staff have supported CCV faculty through two disciplinary actions involving discrimination against faculty members, one grievance involving faculty safety, and one grievance regarding arbitrary changes to class size.

With the contract in place, CCVUF's leadership team and faculty have hit the ground running.

Building Power

We are in the midst of a busy legislative session and our members are working hard to mobilize legislative support for public higher-



ed funding in Vermont. Our small state currently ranks 50th out of 50 states in terms of support for public higher education. What this means is that our students bear the burden of funding the state colleges with their tuition dollars. Tuition rates for in-state students are among the highest at public institutions anywhere in the country. Our students graduate with more debt than students in other states and more than half of Vermont high-school graduates decide not to pursue higher-education at all.

As people who see these financial realities on a daily basis, one of the most important things we can do is talk about this issue with our legislators. On January 20th, students

and faculty turned out in Montpelier to do just that. A few weeks later, federation members and students testified before the Senate Education Committee about S.38, a bill which would create the Vermont Promise Scholarship, a free tuition program similar to those now available in New Hampshire, Maine, Rhode Island and New York. On Feb 25th, members and students spoke up for the VSC at budget hearings held around the state.

As mentioned on the first page, we will have another opportunity to carry this message on Wednesday, March 20th at AFT-VT's legislative day. There will be training and talking points as well as a reception where we'll be able to meet our reps one-on-one. We can't say enough how important it is to fund public higher-ed in Vermont. If you can't make it on March 20, a phone call or email can help, too.

April 16th, the VSC Student Symposium presents another opportunity to demonstrate not only the high-quality work our students produce, but also the myriad ways our VSC institutions contribute to the livelihood of our small state. Funding for public higher education is a long-overdue investment in our state's future. 83% of our students are Vermonters and most of them stay here when they graduate. They become our state's teachers, nurses and small business owners. Investment in the VSC truly is an investment in Vermont's economic future. Let me know if you want to be part of the effort to advocate for the VSC!

Know Your Contract

VSC Part Time Contract

Sick Leave – According to Article XXVIII (pg. 47), part time faculty with extended illness or disability will be paid the full semester provided that 60% of class meetings are completed or will be completed (if the disability occurs earlier in the term). This provision requires approval by the

Academic Dean and a physician's certification.

Entry into the Unit. (pg. 56). To be eligible to first enter the unit, part time faculty must have taught at VSC for three semesters or be in their third semester and teach at least six credits during the academic year. To maintain their eligibility part time faculty must teach at least three credits each academic year. Once eligible you are still not a member until you fill out a dues check off authorization form (Appendix B, pg. 55), and submit it to your campus payroll or chapter chair.

Know Your Contract

CCV Faculty Contract

Leave of Absence. In the event of illness, CCV faculty have the right to miss up to 40% of the course and still be paid in full for the course.

Entry into the Unit. Instructors who have taught at least four semesters in the previous four academic years and at least three credits in the prior academic year.

Meet A CCV Steward

Growing Into A New Role

Elizabeth McHale is a Writing Specialist and has been at CCV since 1999, teaching Dimensions, writing courses, Mythology, and others. She was a Writing Mentor when they were called WAMs and continues to work one-on-one with students in The Learning Center. She is also an eTutor for CCV. She campaigned for the union and is currently the Bennington Union Steward. As Union Steward, she is reaching out to new faculty eligible to join the Union. She looks forward to faculty having a greater voice in the college.



Side Gigs

Not Quite Dead

Jonathan Kaplan is not only one of VSC's busiest part time faculty members; he's also a great contract negotiator for our part time unit AND he's also seriously gigging with his band all over Vermont! To keep posted on when he will play near you, just **Like** his band, Not Quite Dead, on Facebook! Jonathan plays keyboard and sings with Carol Hausner and bass player Donovan Delabruere.



Hey – Tell Us About Your Side Gig!

We support our community!
Text Morna 802-730-2142

Changes & Issues

Full Time Faculty

Happily, our Contract Enforcement Team reports success with a parental leave issue, with promotion payments, and with seat time payments.

Post tenure reviews are beginning to happen. If you have any questions about your review, or you want to make sure everything is in accordance with the contract please check in with your chapter chair.

Castleton: There were no full-time faculty layoffs in December and no expectation of further non-reappointments. There are also no plans for bringing back the faculty who lost their jobs last year.

NVU Lyndon – Johnson – There are ongoing issues with intellectual

property and NVU online. Shared curriculum confusion is creeping into the graduate programs as well. Faculty should continue to be alert to these issues and bring new concerns to chapter chairs promptly.

VSCFF Leadership

We Are Here for You!

VSC Faculty Federation Officers:

Lisa Cline, President
Morna Flaum, VP
Julie Theoret, Treasurer
Anne Slonaker, Secretary

Grievance Officer:

Alison Lathrop

CCV Leadership

Laura Gannon-Murakami
Cindy Hill
Valerie Welter

VSC Chapter Chairs

Julie Theoret – NVU Johnson
David Johnston – NVU Lyndon
Flo Keyes – CU
Chris Reilly – VTC

Contract Enforcement Team

VSC Grievance Chair

& Lyndon Grievance Officer

Alison Lathrop
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VTC Grievance Officer

Michelle Sama, - MSama@vtc.vsc.edu

Castleton Grievance Officer

Andrew Alexander
Andrew.Alexander@castleton.edu

Johnson Grievance Officer

Brad Moskowitz
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CCV Grievance Officer

Cindy Hill

Plus:

Lisa Cline, VSCFF President
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VSCFacultyFed

