

Union Steering Committee Meeting
8/15/2017 at 1:00 – 2:00
Lake Forest Park Town Center

Attending Committee Members

Mike Panitz, Dave Shapiro, Jared Leising, Lisa Citron, Leah Schubert, Louise Spiegler, Greg Campbell, Paul Glezen, Chris Byrne

1. The meeting was called to discuss the COLA faculty will be receiving (as determined by our contract), and we began by identifying two issues with the COLA that we needed to make recommendations on:
 - a. How to distribute the 2.3% salary increase amongst full and part-time faculty.
 - b. Whether we want to ask for retroactive (July 1) payment.
2. To the issue of distribution, the discussion focused looking at our past model of distribution and considering other models.
 - i. Associate and Full-time Faculty are given the same dollar amount per credit hour.
 - ii. A question was raised as to why not put out various options based on ideas of how to distribute and vote on them.
 - iii. This led to a discussion of timeline, specifically the idea of voting in summer on past vs new distribution models (when many faculty members may not be checking email) and voting in fall (which would delay the COLA increase).
 - iv. After much discussion about timing, process, and amounts, it was moved and seconded that we should call for an email vote from members using the past model of distribution and that it be retroactive to July 1.
3. We also committed to pushing harder for parity and equity moving forward as we work on the next contract.
 - a. This last commitment was born out of steering committee members questions and concerns during the meeting such as, can we change the salary structure or reallocate funds? Are local funds available? What does solidarity look like?
4. Before the meeting concluded we discussed having a general membership meeting (possibly Sept 25 and 26) to begin listening to issues important to members as we look toward the next contract. A survey was also discussed to achieve the same goal.