

SIUE Faculty Association Newsletter

Volume 2, Issue 3

October 4, 2017

From the President

Kim Archer, Music



In 1898, coal miners nationwide demanded an 8-hour workday, a 6-day workweek, and a 40-cents-per-ton salary. Miners in Virden, IL (near Mt. Olive) went on strike for the right to organize and join this movement. The Chicago-Virden Coal Company decided to test the workers' resolve.

On October 12, the company sent a boxcar full of replacement workers (aka "scabs") from Alabama, including gunmen hired ostensibly to protect them but also to escalate the conflict. Neither the strikers' lives nor the scabs' were important to the Company; what mattered was breaking the new union.

A 10-minute gunfight erupted at the Virden train station, killing seven miners and four guards.

The Virden Massacre turned public sympathy toward workers and the labor movement over the interests of the corporate coal barons. The governor sent the militia to restore order and thwart the Company's continued attempts to land replacement workers. Company bosses and gunmen were charged with causing a riot.

Mother Jones, famous community organizer and advocate for workers rights, wrote after the massacre, "When the last call comes for me to take my final rest, will the miners see that I get a resting place in the same clay that shelters the miners who gave up their lives on the hills of Virden, Illinois. . . They are responsible for Illinois being the best organized labor state in America. I hope it will be my consolation when I pass away to feel I sleep under the clay with those brave boys." They are memorialized in [Miners Cemetery](#) in Mt. Olive.

This may seem far removed from faculty life. It isn't.

The Faculty Association is being tested by the university.

The university initiated legal action to remove Chairs from the Association. Now it is holding our 2% + 2% raise hostage unless we give up our legal right to counter their litigation.

Association officers have been told by upper administration that the university expects to "win" more in concessions than the value of the raise itself, if they are going to give this raise at all – something promised to us more than a year ago, which has already been approved and encumbered by the Board of Trustees.

This is standard corporate action against workers and unions – just as the administration's giving itself a raise with nothing further required.

As Mother Jones also said, "I would fight God Almighty Himself if He didn't play square with me."

The FA will stand firm in the face of pressure. We faculty are smart, tenacious, and creative – we will constantly seek ways to break down walls and partner with administration to slowly but surely change this corporatized culture. We will model how to deal fairly, for our mutual benefit.

September Summary

September 1: Chancellor Pembroke announced the 2% + 2% salary increase plan for all employees but the message was obscure and confusing. The Association was in the midst of a regular bargaining session at that time. We paused the agenda and implored the admin's bargaining team to clarify the chancellor's intent so we could assure the faculty that he did *not* mean to suggest anyone was going to be excluded from the raise. The admin's team insisted they knew nothing about it and were not empowered to discuss it. The Association wrote a "Memo of Understanding" (MOU) on the spot, seeking to clarify the chancellor's intent. After repeated caucuses, where the admin's team returned to insist they still knew nothing about it, the Association's team hand-delivered the MOU to the chancellor's office.



September 14: The Association President spoke at the SIU Board of Trustees meeting, asking them to direct the Chancellor to give the raise without tying it to bargaining or to additional concessions.

September 15: The administration's bargaining team delivered a multi-page revision of our 9/1/17 MOU, tying the raise to several bargaining issues, some of which hadn't even been discussed yet and each one individually (much less together) out of proportion with the raise. The first demand was that we give up Department Chairs from the bargaining unit, which isn't even a bargaining issue. ([see below](#)) The FA rejected the document. We countered with a new MOU that said essentially, "We accept the 2+2 offer and we will not ask for additional salary raises for the two fiscal years covered by the 2+2."

September 25: The FA's President, Chief Negotiator, and IEA staff advisor met with the Chancellor, Provost, and admin's chief negotiator. The Chancellor rejected the above MOU and stated that the university must win more than it gives. He delivered a new MOU still tying the raise to the Association's giving up Department Chairs. The Association reminded the Chancellor that the university filed legal action on the Chairs matter, so it is not a bargaining issue.

October 6: The Faculty Association and administration bargaining teams return to the table. Stay tuned

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What can I do to help us get this raise?

Join the Association!

Our membership is our strength. The more members we have, the more pressure we put on the administration to do the right thing.

Join the Association!

The higher our membership the more we can successfully bargain for what members need regarding more than salary! The Association can also bargain over benefits, class sizes, teaching loads, summer teaching, grievance procedures, and so much more.

Join the Association!

Your Bargaining Team and Prep Committee, your officers, and your Reps are all volunteers. It's important work but it's a lot to do. **Even if you only have an hour**, your help would make a big difference toward making things at SIUE even better for faculty and for students.

Did you know?

The Illinois Education Labor Relations Act (IELRA) specifically allows public education employees to unionize and bargain collectively.

This is different from the "Public Labor Relations Act" that applies to other state employees.

In 1984, the Illinois General Assembly passed the IELRA, specifically granting public K-12 and higher education employees the right to organize and bargain collectively. The Act also created the Illinois Education Labor Relations Board (IELRB).

The [IELRB](#)'s rulings have the effect of law. Any IELRB ruling establishes legal precedent.

Change of Vice President

Our former Vice President, Mary Sue Love (Management and Marketing), is also serving as our Chief Negotiator. Bargaining a first contract is a deeply time-consuming task. Since she doesn't have a fleet of



minions at her disposal, nor Hermione Granger's time turner, she has stepped down from being Vice President to focus on bargaining.



Thanks for all your hard work, Mary Sue!

According to our bylaws, the Executive Committee shall appoint a successor to complete the unexpired term of a vacated office. Our Secretary, Mark Poepsel (Mass Communications) volunteered to take on VP duties. Thanks, Mark!

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Association Secretary Needed

We are looking for a Secretary to complete Mark's term, which ends on June 30, 2018.

Are you passionate about helping the Faculty Association succeed? Looking for a way to help out?

The Secretary's job is to:

- Take minutes at the officers' meetings and report on meetings to the members.
- Send communications to the faculty about events, meetings, and other information.
- Maintain the Association's website and Facebook page, and serve as FA Historian by storing records.

If you are interested in serving as Secretary, please contact Kim by Friday, October 13.

KATIE STUART

State Representative • District 112



RUN WELL

From the Treasurer
Alison Reeves
Educational Leadership



Dues deductions started with the Sept. 16 paycheck. Please check your paystub to make sure dues are being deducted at the correct amount and let me know right away if they are not. Dues this academic year will be \$40.35 per paycheck, starting with the September 16 paycheck and ending with the May 16 paycheck. That's 17 deductions for a total of \$686.00.

The breakdown of the \$686.00 in total dues is:
\$189.00 NEA
\$472.00 IEA-NEA (includes 30.00 IPACE)
\$25.00 Local

Please come to the
General Membership Meeting
on **October 31 at 11:45 AM**
(MUC Meeting Room A)

to vote on this year's budget and have a voice in how our local dues are spent! Also, you will learn more about what IEA portion of dues are spent on and the many benefits of membership. Information will be provided on professional development opportunities, how being a member can save you money, your NEA liability insurance, and the NEA Attorney referral program.

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What's going on with Department Chairs?

Department Chairs are part of our bargaining unit.

After we were certified by the IELRB, the university filed a "Unit Clarification." This is a legal action meant to exclude the Chairs from our bargaining unit.

In 1988 the Labor Board ruled in a specific matter related to SIUE that chairs are not legally managerial or supervisory, and therefore eligible for union representation. Now, in 2017, the university is seeking to overturn that precedent, claiming that Chairs have more unilateral authority to discipline, hire, or fire fellow tenure-line faculty members than they did in 1988.

Both sides have lawyers and witnesses to present facts and legal arguments on this issue, which is set for hearing on November 7.

While the FA's resources come from membership dues, the university is spending taxpayer funds.

In the mean time, the university has twice asserted they will only give faculty the 2+2 raise if the Association agrees to give up Chairs. [Only the IELRB is empowered to resolve issues related to bargaining unit status.](#)

The university's demand is like the hypothetical of Arizona's demanding that DACA recipients give up their right to travel internationally in order to receive work permits. Only the federal government has the authority to make that kind of ruling, but hypothetically, Arizona might bet that DACA recipients would feel pressured to comply rather than stand up for their rights.

We faculty keep our promises. We organized with Chairs in the Association and then the university essentially sued us. We will use our legal rights to defend the faculty's interests.

Your Rep has more information.

Would you like to sign a petition to support keeping Chairs in our union?

See your Rep!



From the Vice President
Mark Poepsel,
Mass Communications



“This place is gorgeous, and I may have died and gone to Heaven.” Those were my first thoughts when I arrived at SIUE to interview for my position in the spring of 2013. I was teaching at a Catholic liberal arts school at the time, and I was raised Catholic, so that explains why I sometimes frame things in a good/evil dichotomy or dialectic.

My dad dropped me off at the interview. My son was about a year old and not seeing much family. Busch Stadium III is 30 minutes away, I thought. There’s a ton of green space. If the pay is halfway decent and they have some good daycare options and I get to teach journalism, I’m sold.

So there was sticker shock when the salary bid came in quite low and some frustration when they wouldn’t match or even respond to an offer I had from Boise State and an even better offer from what was my current school at the time – Loyola University of New Orleans.

I remembered seeing a form on the associate dean’s desk checking off reasons why I was likely to take the job (or to stay in the position if hired). I kind of sensed having family in the area and having a passion for the Cardinals was working against me during the hiring process, but so be it. The benefits were good and there was a pension.

Enrollment is good, and SIUE is an affordable school. We don’t live on the backs of students racking up \$200,000 in student loan debt for their BA.

So, fast forward to 2017, this place still looks like Heaven, just with less reliable benefits and maybe no pension. Doctors will try to bypass our health insurance, but we still have it.

It’s fine. I can save. My wife got her master’s here. She’s got a job and considering opportunities. We’ll be fine for now, but I need some bumps in salary to be able to save for retirement and to pay off the 1955 home we bought in Edwardsville’s Grandview subdivision.

We’re not coal miners dying in dark, dank shafts. We’re professors trying to develop new economies and managing new technologies and hoping to inspire as we inform students and inculcate a thirst for knowledge.

I invest in collective bargaining as yet another personal investment after taking out a certain amount of loans for my master’s and doctorate degrees. I want to stay here, but I need to be able to plan for the future. I want my son’s son, if he has one, to be able to go to Cardinal games and to be able to go to college.

I’m not going to let other people (besides Kim Archer) do all the work. So I’m a member and I’m active. I’m a testament to the theory that if you hang around an institution long enough you’ll become a VP of some sort.

We’re building an institutional structure to do a few things that are conceptually simple but in reality hard to do. It costs more money than it should because universities are stuck in a version of corporate management style that when applied to teachers and other employees working in the public good doesn’t work.

They will fight good ideas if they aren’t management ideas. They will feel they have to because control comes first. It’s not crazy. It’s just a theory of management, but for faculty and staff working within the limitations of positions designed to be for the public good, to be governed by a command and control corporate style doesn’t work.

We don’t want corporatization. What would that look like if fully implemented? We don’t want majors priced according to future earnings potential. We don’t want to kill pure research or liberal arts because it’s too dang hard to figure out the ROI. So, we are stuck expected to work as public servants but treated as though we were corporate employees. It’s more of a limbo than Heaven.

We want the people who govern us to take into consideration the limitations of working for the public good and to refrain from command and control styles as much as they can. We’re asking. With a union, though, we’ve got something behind our “ask”.

I was raised to get out of limbo and to try to get to Heaven, and I’m the oldest child so I don’t expect other people to do it for me. You should help, though, if you can.

The only other time my dad had been at SIUE, as far as I know, was when he took my mom to the Mississippi River Festival when they were dating in college. They drove over from Mizzou.

They kept dating, perhaps thinking each other was more hip than they really are. Or maybe their hipness waned after a few years of marriage and after I ran them ragged as a little kid.

You can imagine.

Anyway, I got it down to 45 minutes door-to-door to Busch Stadium, and that’s including stopping for peanuts and waters and occasionally a hot-dog-stand meal.

Is this Heaven? No. It’s Illinois, but at least we can work our way out of limbo.

“I’ll help if it’s something small.”

1. Talk to one person you know who isn’t yet a member.

Your Rep or an officer can suggest someone and give you some tips if you want help.

2. Attend the Fall General Membership Meeting on October 31.

Come get the facts and connect with colleagues all across campus.

E-vite here: <http://evite.me/zjGHKuGPRP>

3. Check out the many local businesses who support SIUE Faculty!



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School Representatives (“Reps”)

CAS A: Art & Design, Music, Theater & Dance
John Bell and Megan Robb

CAS B: Anthropology, Political Science, PAPA, Sociology/Criminal Justice Studies, Social Work
Kevin Cannon and Flo Maatita

CAS C: Applied Communication Studies, English Language and Literature, Foreign Language and Literature, Historical Studies, Mass Communication, Philosophy
Olga Bezhanova, Richard Fry, Steve Tamari, and Jason Yu

CAS D: Biological Sciences, Chemistry, Geography, Mathematics & Statistics, Physics
Eddie Ackad, Michael Grossman, and Mike Shaw

School of Business: Gertrude Pannierselvam

School of Engineering: Igor Crk and Xin Chen

SEHHB:
Marie Klopfenstein, Jen Logue, Laurie Puchner

Lovejoy Library:
(one open position – volunteer?)

School of Nursing: Connie Frey-Spurlock

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142 North Main Street * Edwardsville * IL * 62025
(Parking lot behind building & rear entrance)
Expires Oct. 31, 2017 – Restrictions apply
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GROUP RUNS:

WED	6:30PM
SAT	8:00AM

