

“Happy Fall! I hope your semester has gone smoothly! Your AAUP Executive committee and negotiations team have been busy this fall, and I want to take this opportunity to update you about our work.” -President Barb Pickering

## Membership

We have 211 dues-paying members as of Fall 2022. This is a slight increase from Fall 2021 numbers of 201. Currently 32% of UNO faculty are dues paying members. We're always looking to increase our membership and will be reaching out to new faculty to encourage them to join. If you know of colleagues who are not members, please encourage them to join us in solidarity! Numbers matter!!

## AFT Affiliation

This past summer, delegates to the national biennial meeting of the AAUP voted overwhelmingly to ratify the affiliation with the American Federation of Teachers (AFT). This marked a historic moment for American unions and for American education writ large. As of August 1, all current AAUP members are, by virtue of being a dues paying

AAUP member, also AFT members which includes all the benefits of AFT. You should have received a membership card from the AFT recently. The AFT has substantial financial resources available to help with legal battles from tenure decision appeals to academic freedom cases.

## Negotiations

The UNO AAUP negotiates a new contract with the NU Board of Regents (BOR) every other year. Bargaining for the 2023-2025 contract began at the end of August and will continue through the Fall and potentially into January. Financial considerations center on obtaining the largest salary increase possible after over a decade of small raises following the Great Recession of 2009-2011. We have heard many comments and stories from faculty who feel badly squeezed by inflation. Too many years of small increases have also exacerbated concerns related to salary compression and other equity concerns. UNO faculty

need and deserve a good raise, and we can make a very strong case for it. Non-financial concerns include the BOR's policies and procedures pertaining to Administrative Leave and Consensual Relationships. The BOR has an unfortunate habit of failing to consult with the UNO AAUP before approving a new policy or procedure that can affect working conditions or terms of employment, which are both mandatory subjects of bargaining. This sometimes requires the UNO AAUP to defend the contract against unwelcome incursions. The Bargaining Team appreciates your support as negotiations proceed.

## Grievance Activity

Angie Eikenberry and Michael Peterson have been active in resolving problems that faculty have faced. Thanks to Michael who has stepped in this year while Angie is on Faculty Development Leave. Issues we've dealt with include: enrollment caps/class capacities, course delivery mode changes, part-time vs. full-time contract status, and making travel funds available. If you have questions or need assistance in resolving contractual matters, please contact Michael!

## Social Events

We kicked off the 2022-23 school year with a picnic at the Newman center on October 2. More than 60 members and families joined us for the event. Thanks to grill-master Dana Richter-Eggers and membership team: Amy Ellefson, Shannon Cummins, and Stevie Siebert Desjarlais for planning the event! Following the fall membership meeting, we hosted a happy hour at Legends on Pacific Street. Now that Covid rates are declining, we plan to host other social events throughout the school year, so stay tuned for details.

## Fall Membership Meeting Notes

At the Fall membership meeting on October 24 issues of concern were raised by members that are important to share:

- RPT guidelines: Academic Affairs is circulating a memo regarding use of external letters in faculty RPT files. The collective bargaining agreement states that creation of RPT guidelines is a faculty decision. We encourage any faculty who experience problems with this to notify either the grievance officer or other Executive Committee members.
- Meetings during semester break—the AAUP negotiated a memorandum of understanding with the administration that faculty cannot be required to participate in meetings, complete training, or other work during the January term unless you have an administrative assignment.
- Appropriate consultation regarding class enrollment capacity or changes to delivery mode are required by the CBA. The AAUP Executive Committee continues to remind UNO leadership that such changes should not be made without discussion with the impacted faculty members. A reminder, directives for action do not equal consultation.

### Executive committee members

President-Barb Pickering—Communication  
 President-elect-Laura Grams—Philosophy & Religion  
 Past President-Sajda Qureshi—ISQA  
 First Vice-president-Thomas Sanchez—Sociology  
 Grievance Officer—Michael Peterson—Geography & Geology  
 Secretary-Amy Schindler—Criss Library  
 Treasurer-Bob Darcy—English  
 Full Prof Rep-Todd Richardson—Goodrich

Assoc. Prof Rep-Gwyneth Cliver—Foreign Languages  
 Assistant Prof Rep-Deb Circo—Social Work  
 Other Bargaining Unit Member Representative: James Vnuk—English  
**Negotiating team members**  
 Chief negotiator: Jim Shaw—Criss Library  
 Negotiation team members:  
 Thomas Sanchez—Sociology  
 Katie Bishop—Criss Library  
 Shannon Cummins—Marketing & Entrepreneurship