

# LCC-MAHE NEWS AND VIEWS

LCC Chapter, Michigan Association for Higher Education  
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## LCC-MAHE EXECUTIVE TEAM:

Cindy Storie, President  
Sally Pierce, Past President  
Ed Bryant, Vice President  
Steve Vossler, Secretary  
Kevin Krause, Treasurer  
Marc Thomas, Ombudsman/  
Grievance Chair

## Faculty Compensation Settlement = \$ Concessions

By Cindy Storie, President

When you are asked:

***What are the faculty at LCC willing to do to help balance the budget?***

Clearly and loudly, state in unison:

***Faculty Already Made Monetary Concessions!***

### How WE did that -

MAHE settled our payroll grievance where most faculty were being underpaid. We did not require the College to pay retroactively for the three-year period it took to resolve this grievance. Because we rearranged costs for the coming academic year, essentially there is no cost to the College.

***We saved the College at least \$7.5 MM.***

### What Really Happened -

LCC-MAHE settled the compensation grievance with the College on Monday, April 20, 2009. The Association accepted this deal at the recommendation of our MEA attorneys. One of the primary reasons was it provided an opportunity to equitably reset the salary and wage schedules, benefiting the majority of our bargaining unit members. Long-term Associate Continuing Contract (ACC) adjunct and part-time lab faculty would have remained well below schedule rates even with a win in arbitration; they are now on schedule, but because Full Time Faculty and those Newer Part Time Continuing Contract Faculty sacrificed

overload / miscellaneous rates and schedule rates, the costs to the College are neutral.

### Facing the Facts -

On the surface, this reset of the schedules appears to have slashed pay for the adjunct faculty, which has been scrutinized by some of our members as a loss. In reality, less than 10% of our long-term ACC adjuncts and part-time lab faculty pay was on or above schedule during the first year of the contract. Because of a dispute with administration about the intent and meaning of our contract language, faculty were not being properly placed on the schedule when they attained continuing contract and miscellaneous pay rates were not being followed. Given the opportunity to resolve this problem and to bring equity between LCC-MAHE adjuncts and part-time lab faculty, we agreed to a settlement, which puts ALL bargaining unit members on schedule beginning this fall with the 2009-2010 academic year.

### Moving Forward -

Not only was this ethically the right thing to do as an Association; it also brought closure on compensation issues before having to go back to the table into negotiations for the next contract. This put you and the Association in a much stronger bargaining position.

**Why are we in a stronger position? Because –**

**Faculty Already Made Monetary Concessions!**

### Dates of Activity:

- June 4, 2009: LCC Board of Trustees Meeting at 5:30 p.m., Administration Boardroom
- June 15, 2009: LCC Board of Trustees Meeting at 6:00 p.m.. LABOR DEMONSTRATION AT THIS MEETING!

## You Are Needed

By Sally Pierce, Action Chair

We are asking you to **help your fellow MAHE members**, particularly the **counseling staff**. More particularly, help avert potentially disastrous results loss of our counseling colleagues could have for our students.

At the previous board meeting, members from LCC Labor Coalition packed the meeting and some of you were there. THANKS.

Thanks to the stalwarts who came a few weeks ago, several people commented to me that there were more people there than usual. We need the **Board** to continue to SEE US, NOT THE

USUAL SUSPECTS. Please return **JUNE 4 AT 5:30 PM** if you can and bring someone with you.

If you feel comfortable saying a few words during public comment that would be helpful. I know many of you know of students who have been helped by our counselors. Please consider coming and speaking up for our students. We can speak with words & with our presence. I worry about the loss of support for students...and what impending lay-offs mean for us as we approach contract negotiations.

**On June 4, PLEASE COME to the Special Board Meeting.**

Continued...

**YOU ARE NEEDED, Continued.**

This summer your **Executive Board is calling for your support**. We are in the process of **organizing a demonstration for the June 15 Board meeting**. Of course, plans will depend on the Board and Administration's actions; but we feel preparation and action will be important.

Cindy is planning to talk with the Greater Lansing Labor Council next week, but one way or another we know **MAHE and our brothers and sisters need you**. MAHE is looking to put together a core group of organizers, and then we will need ways to contact you during the next few weeks. If you would be willing to

help organize, or able to attend on June 15 please call my cell 517-282-2725 or e-mail me at [pierces@lcc.edu](mailto:pierces@lcc.edu).

Look for LCC-MAHE Postcards with newsletter leads in the next few weeks, and then check the website for details in newsletters at [www.lccmahe.org](http://www.lccmahe.org).

**ACTION NOW****CAN AVERT POTENTIALLY DISASTROUS DECISIONS FOR OUR COLLEGE AND STUDENTS.****Layoffs – What are They Thinking??...What are WE Doing !!**

By Cindy Storie, President

First and foremost – To date (May 30, 2009) the College's notifications of reduction in force (RIF) do not meet the contractual requirements for layoffs as stipulated in the LCC-MAHE 2005-2010 Collective Bargaining Agreement. At best, they are strategic broad stroke actions to convince the College community to think we are in dire straights, while positioning themselves for future contract negotiations with us. Truth is the College is financially healthy with a fund balance in excess of \$21MM.

MAHE received a general RIF notice, targeting non-teaching positions, from the College on May 5, 2009, which we reported to you. We responded on May 6, 2009, and requested the College identify specific areas of concern, including specific programs and departments, along with relevant documentation and data.

Additionally, on May 7, 2009, the MEA on behalf of the Association issued a FOIA request to LCC president, Dr. Knight, with a list of items relating to College budgetary decisions, reduction in force, detailed College financial data, including the Marble Leadership report. The College has seven days to respond, and can request an additional ten days, which they have done. We expect the MEA to receive the FOIA information the first of June. The MEA will analyze the data and report to us the status of the College, which MAHE has agreed to share with the other six local unions of the LCC Labor Coalition.

On May 20, 2009, the College informed LCC-MAHE that they had limited their focus to possible reductions in our unit only to the counseling area. On May 21, 2009, the MEA on behalf of LCC-MAHE requested documentation details and data related to counseling and advising. The College's attorney responded May 26, 2009, yet did not bring any further clarity or detail to help us better understand their concerns or identify a strategic direction for change in the counseling area. We found his tone condescending and non-collaborative and we have reported that to President Knight and Provost Shanblatt as well as our need for clear response.

On Thursday, May 28, 2009, Marc Thomas and I met with President Knight and Provost Shanblatt to discuss our concern about targeting counselors, during a period of increasing enrollment, and the College's failures to communicate openly with our members on problems identified and then collaboratively work on solutions. It was mutually agreed, the College would get their attorney and administrators to sit down and work with the Counselors and LCC-MAHE; a meeting is to be set within the next week to begin this process.

**What can YOU do?**

WE NEED YOU to support your colleagues. Rise up and come together as union members. Show up at the LCC Board of Trustee meetings, June 4<sup>th</sup> & June 15<sup>th</sup>. If possible, speak, and/or write to President Knight, the LCC Trustees, and the Lansing State Journal, on behalf of the counselors and the role they serve in student success.

In Solidarity -

LCC-MAHE will use your TUID e-mail address for all electronic communications. If you prefer that we use your personal e-mail address, please send the MAHE office an e-mail with that information. MAHE will not share your personal e-mail address with any source (sorry, we're stubborn like that!) [mahe@lcc.edu](mailto:mahe@lcc.edu)