



CCV United Faculty

Negotiating a CCV Union Contract

While CCV faculty will join the Vermont State Colleges(VSC) Faculty Federation, the same local union with other VSC part-time faculty, we will negotiate our own contract. We will select a bargaining committee, survey faculty and develop proposals. Then we will sit down with the CCV administration and negotiate over our wages, hours, and working conditions. The other VSC part-time faculty just settled a new contract which will be helpful as we think about proposals. We'll be exploring contract ideas in each newsletter. This issue focuses on wages.

Perhaps we should think about making proposals that provide us with parity to our part-time colleagues doing similar work in the rest of the Vermont State Colleges system. CCV faculty just received an increase and earn \$1,274 per credit taught, no matter how long we've taught at CCV. Our union colleagues will also receive pay increases, but substantially more depending on how long they've taught. **The part-time faculty at the other VSC colleges have negotiated pay grades; the**

more credits you successfully teach, the higher your pay grade is.

VSCFF Part-Time Faculty Contractual Wages by Pay Grade

as of September 1, 2017

	CREDITS TAUGHT	RATE PER CREDIT
Pay Grade 1	1-36	\$1,282
Pay Grade 2	37-76	\$1,420
Pay Grade 3	77-116	\$1,571
Pay Grade 4	117-156	\$1,714
Pay Grade 5	157+	\$1,853

CCV faculty are often told that we must sacrifice wages and benefits in order to keep tuition costs down. **Tuition costs at CCV have increased by the same percentage as the other institutions and we don't have a union.** When you think about it, CCV faculty and VSC students have a lot in common; we both shoulder the burden of funding the VSC system. Is this fair? What's the answer? State funding

of the Vermont State Colleges have decreased from 51% in the 1980's to a mere 16% as of last year. **The answer to funding issues isn't to lock CCV faculty out of living wages or students into endless debt. The answer is to increase state funding.** In fact, this year, the Vermont State College Faculty Federation partnered with the Vermont State Colleges to lobby for more funding and we won major funding increases,(see page 3). Together we can advocate for our profession and for students!

VSC Wage Parity

by Jil MacMenamin (JilMac)

I started teaching at CCV in Brattleboro the fall of 1985. Everyone in my family has been involved with CCV in one way or another. The Vermont State College system has been an important part of my life.



Twelve years ago, during the 2006 organizing effort, I wrote a letter that I was against a union at CCV. But CCV has changed and I have signed the union card and I will vote yes to support the union.

Part-time faculty at the other VSC colleges have joined the union. They are paid substantially more than CCV instructors at over \$5,500 per 3 credit course at the top of the pay scale. We do the same work as the other VSC faculty, and even teach the same students. For example, many of the colleges don't offer a lot of CIS courses - they have their students use CCV, which is wonderful. However, other colleges send students to CCV for our expertise and we are paid less than our part-time colleagues.

Back when CCV began, their philosophy was to have no permanent buildings and only use adjunct faculty, with no benefits. We now own a large portion of our buildings, have substantial staff and management all of which have benefits, but the faculty is still 100% adjunct, with no benefits and we are paid up to 30% less than the rest of VSC adjunct faculty for the same work.

Here are a couple of the reasons I'm going to vote yes:

- 1.) I want to be treated as part of VSC, and not just the cheapest teacher in the system.
- 2.) I want a voice to advocate for my students; I want my on-line and on-ground students to have on-line support for technology, and technical classes just as they do for English and Math. I want students who are supported so they can complete classes and take more classes.

Having a union will give us a voice in our wages and benefits, and in issues that are important to the success of our students. Having a union will be good for the Vermont State College System that has been so important in my life. Join me in voting yes!





Partnering between the VSC and AFT Vermont was a recipe for success at the Statehouse this year! Legislators allocated \$3.88 million more for the VSCS after faculty, professional staff, and students joined administrators in lobbying efforts. The Vermont State College Faculty Federation invited CCV faculty to join us at the statehouse this winter. (Left: Chancellor Jeb Spaulding with AFT Vermont members, CCV Montpelier faculty, and a JSC student.)

Indigo Radio In Brattleboro, Vermont

CCV Bennington faculty Anna Mullany takes her passion for inquiry to the airwaves at Indigo Radio in Brattleboro! According to their Facebook page, “IndigoRadio is a group of area educators seeking to learn through engaging with others in our community and throughout the world. We will be talking about educational and social issues both globally and locally and connecting them to our lives and Brattleboro community.”

We had the opportunity to talk with educators and show hosts Becca Polk (7&8 grade teacher) and Anna Mullany on June 16 about national trends in higher education and part-time faculty organizing. Joe Berry, author of Reclaiming the Ivory Tower, CCV Faculty Kathleen Moore, and AFT Vermont Field Representative for Higher Education Cindy Polinsky joined Becca and Anna in a lively discussion. Check out our FB page soon to listen to the show!

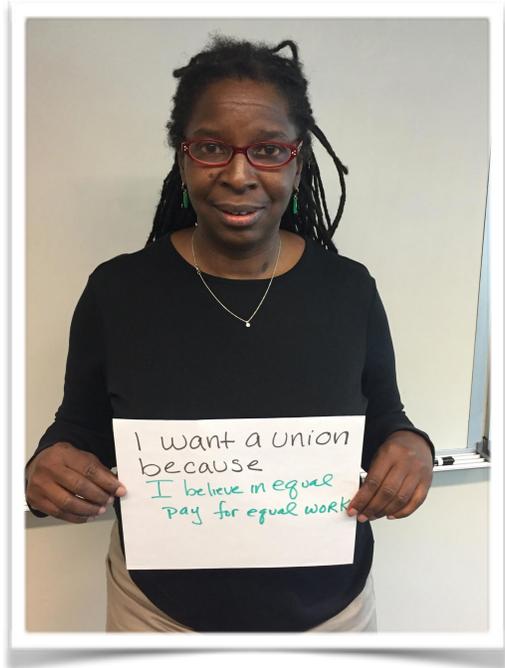
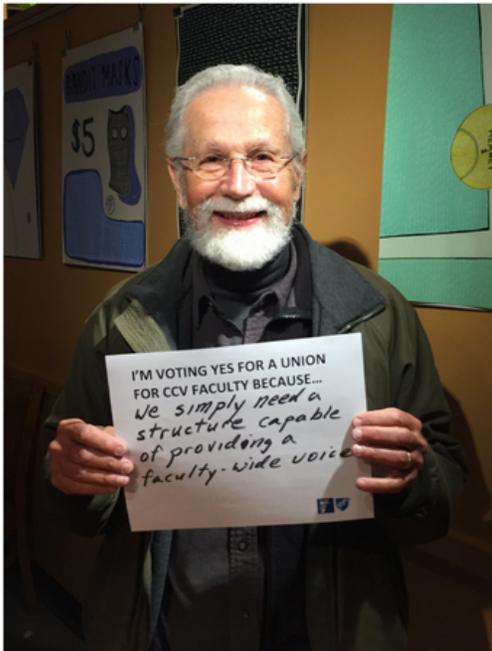


Thank you to our CCV United Faculty Newsletter Editors Roger Cranse and Mary-Margaret Carroll!

Join our organizing committee! CCV faculty are meeting across the state to build our union. Contact our CCV Organizing Committee Coordinator, Kathleen Moore for information about how you can help build our union! kathleen1moore@gmail.com



The Winooski organizing committee met last week to talk about bargaining priorities and to make outreach plans. (See above- from left to right: Mike Abrams, Alexis Latham, Elisabeth Lehr, Harold Kaplan, Heather Fitzgerald, Bob Lehr, Claude Lehman, Laura Marthaler)



Join Victor Ehly and Miki Dash and like us on FB!

<https://www.facebook.com/CCVUnitedFaculty/>

