

Faculty Welfare Minutes (FWC)

May 13, 2011
Lamson Library 217

Members present: Terry Downs, Anne Lebreche, Daniel Lee, John Lennon (scribe)

The minutes from the April 1 and April 8, 2011 meetings were approved with minor corrections.

The group chose John Kulig as the member to call the first 2011-2012 meeting of the FWC. Anne noted that an August meeting would be necessary to elect the FWC chair in time for the chair to attend the first Steering Committee meeting.

The group discussed the feedback from survey of faculty on the choices for medical benefits (higher co-pay vs. higher deductible). Terry said that most PAT's and Operating Staff prefer the option with lower deductibles was preferred because it was less financially burdensome. Dan stated that the other SPPC reps generally preferred the higher deductible.

The group discussed how Terry should vote at the SPPC meeting and what other issues needed to be raised at the meeting; the different advantages of each plan; and differences in choice preference among different faculty groups. The group agreed that the recommendations and work of the university Operating Staff were valuable in helping faculty evaluate the choices. Anne noted that flexible medical saving accounts would be advantageous under the plan that had an annual deductible. The group decided that Terry would support the conclusions of the operating staff at the SPPC meeting. Anne will construct a rationale for this vote.

The group discussed the current status of the card-signing effort for unionization of full-time faculty. The group also reviewed the quality and quantity of information available to faculty, either pro- or anti-union, that can help provide an informed decision, and determined that there needed to be a more open and shared forum to air all opinions. The group decided to ask Elliot Gruner, the lead organizer of the card-signing, when there would be a unionization vote and to organize forums in the fall semester to discuss unionization.

Anne reminded the group the Grievance Resolution Committee would be meeting this week to look at the handbook grievance policy and determine what grievances the committee can properly and legitimately handle, including academic freedom and workplace bullying issues.

The meeting adjourned at 5 PM.