



UNION OF NONTENURE TRACK FACULTY

# Report to the Faculty Senate

Víctor Rodríguez-Pereira, Ph.D.  
President, UNTF | AFT Local 1855  
Assistant Teaching Professor, Romance and Classical Studies

# Our team



Hannah Grisham Vice President



Seven Mattes, Co-Treasurer



Stacy Smith, Co-Treasurer



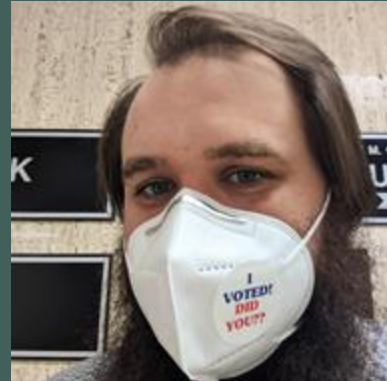
Rebecca Cifaldi, Secretary



Laura Smith, Member at Large



Mary Bedikian, Member at Large



Richard Fessler, Organizer



Shelby Smith, Office Administrator

# We represent:

- Teaching faculty and academic staff
- Credits required for
  - Degree completion
  - Admittance
  - Teacher certification
- Only teaching percentages

## Not included:

- Continuing appointments
- NSCL/FRIB
- Faculty who provide medical services
- Extension staff and faculty\*
- Faculty and staff not based on main campus
- Non-credit instructional duties
- Advisors without instructional duties
- Librarians without instructional duties
- Research associates and post-docs
- Employees represented by other recognized bargaining agents at MSU

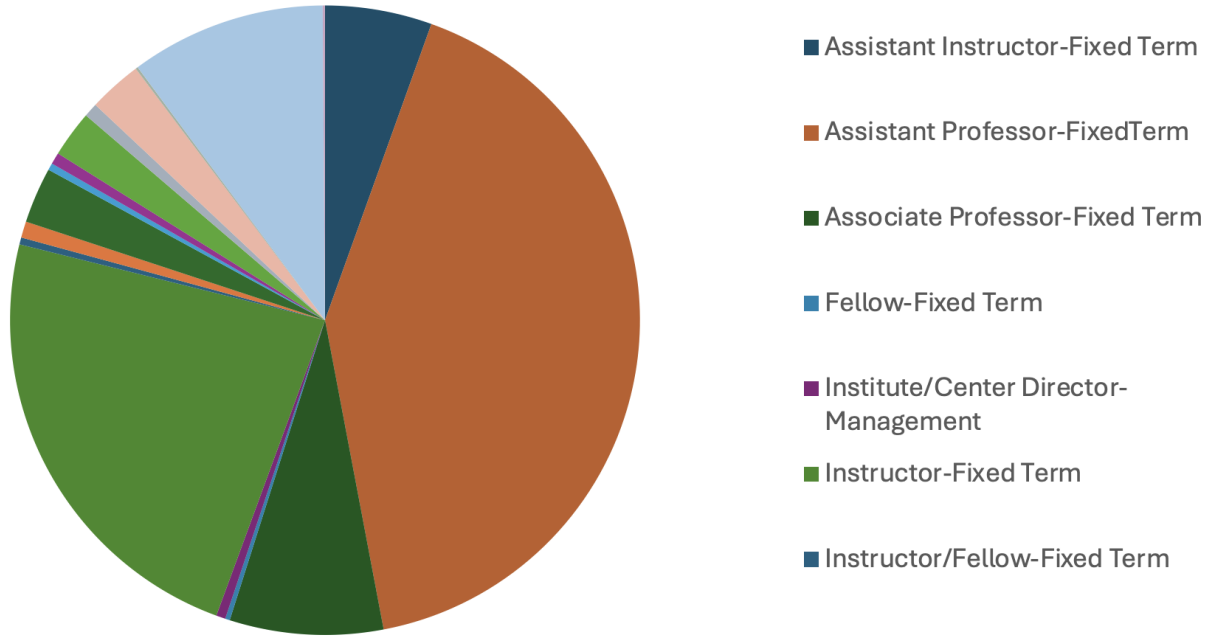


# How do we help?

- Contract enforcement
- Member support
- Professional Development
- Building Community
- AFT Benefits

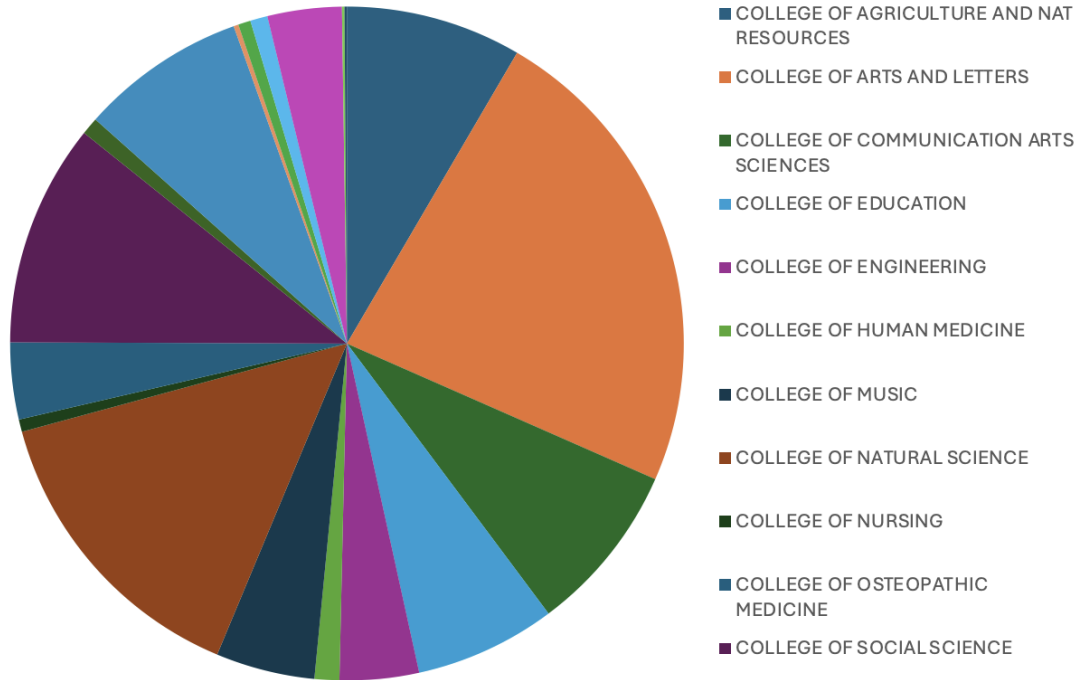
# We represent:

Ranks

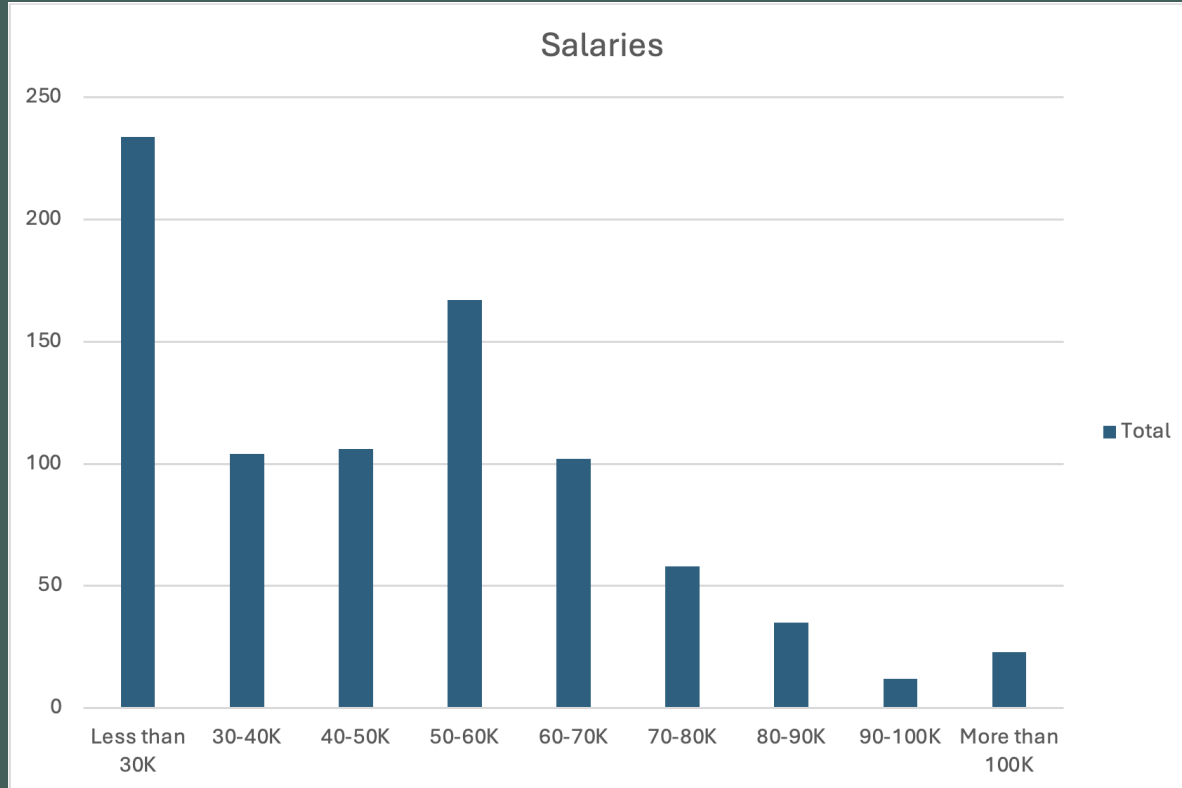


# We represent:

By college



# We represent:



A dimly lit classroom or meeting room. In the center is a large, dark wooden conference table surrounded by several black office chairs with light-colored seats. To the left, there is a desk with a computer monitor and a whiteboard. A large whiteboard stands in the background. The room has large windows on the right side, and various posters and a clock are visible on the walls. The overall atmosphere is quiet and professional.

**Currently working on:**

# Contract Enforcement



## 2022-2026 CONTRACT

Our primary goal was to reach a fair settlement that addressed key issues (see below) while preserving the collaborative relationships that our president, Kate Birdsall, actively cultivated with university management. We successfully achieved:

### \$10,000 RAISES FOR MANY

- 3.5% annual raise for all in 2022
- annual merit pools of 3% (2023-2024); 2.5% (2025)
- increases to minimum salaries
- \$2,000 upon reaching Des B (2022-2026)
- one-time addition (2022) to bring all Assistant Professors to \$59,000/year



### ANNUAL SALARY RAISES

Prior to the formation of the UNTF, teaching focused faculty did not receive annual wage increases. Over the next four years, the UNTF contract mandates teaching focused faculty receive annual salary increases between 2.5% and 3.5%.

### DESIGNATION B ADVANCEMENTS

Designation B rolling appointments are extended from three years to five for eligible people with four years seniority. People who receive Des B between 2022-2026 will receive a \$2,000 addition to their annual salary.



### PROMOTION PATHWAY

Establishment of rank of Senior Instructor and clear pathways for promotion at all ranks codified in the contract, meaning more UNTF faculty will have access to promotion. Also established a monetary reward for promotion, to be added to base salaries.

### ACADEMIC REVIEW REFORM

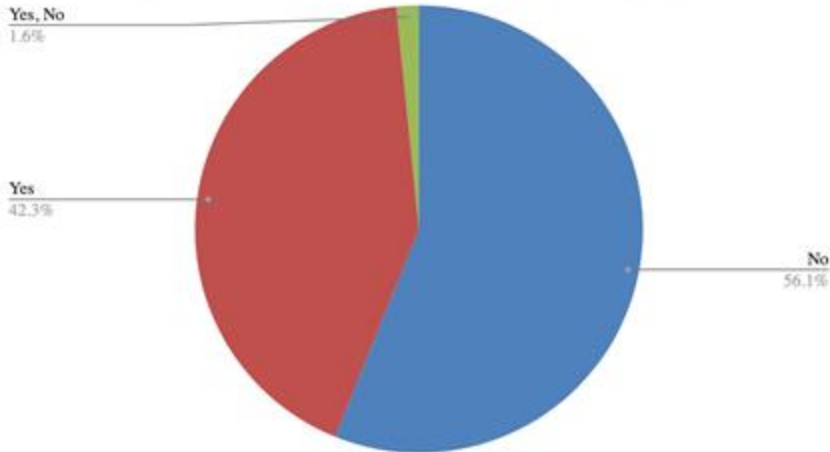
No department may use student evaluations as the sole criterion for annual reporting/review.



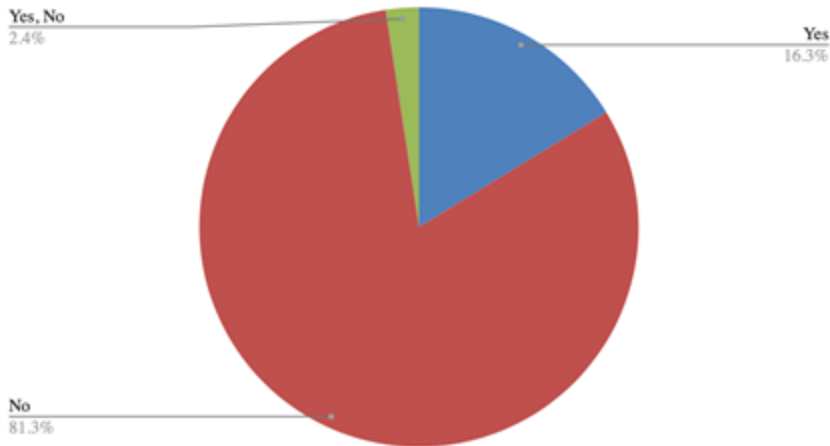
### GRIEVANCE REFORM

The entire contract rests on the grievance article. It has been rewritten to include time to file grievances, among other things. We have strengthened our grievance procedure, which allows us to administer the contract more effectively.

Has your teaching course load and/or other assigned duties increased since Spring 2024?



Did your compensation increase along your workload?



# Workload

- Workload concerns postponed from 2022
- Reports have grown in frequency and complexity
- Survey: workload increase without salary

# Union Recognition



“Michigan State University Extension helps people improve their lives through an educational process that applies knowledge to critical issues, needs and opportunities.”

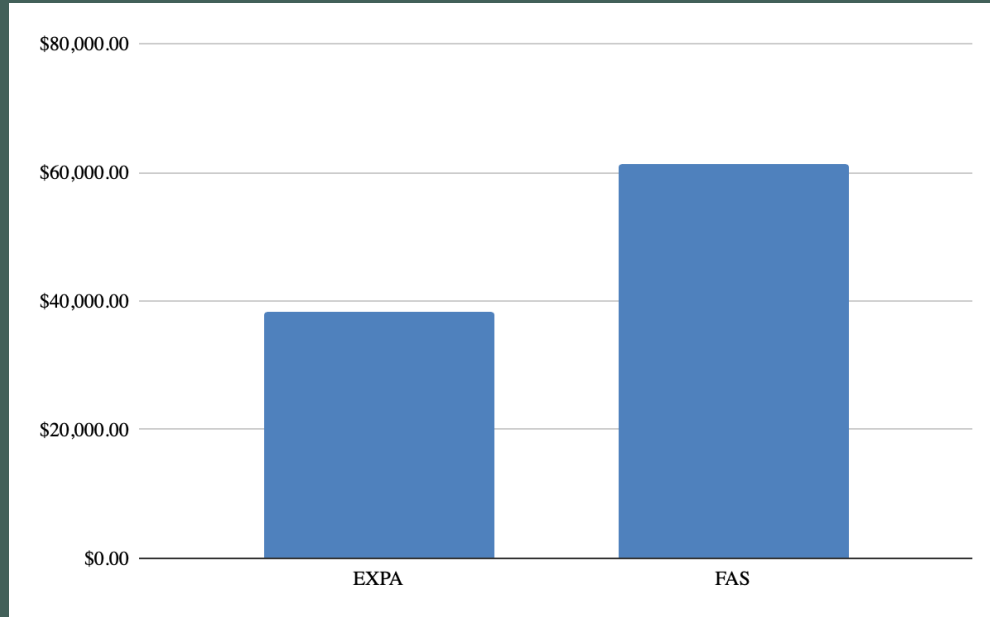
# Union Recognition



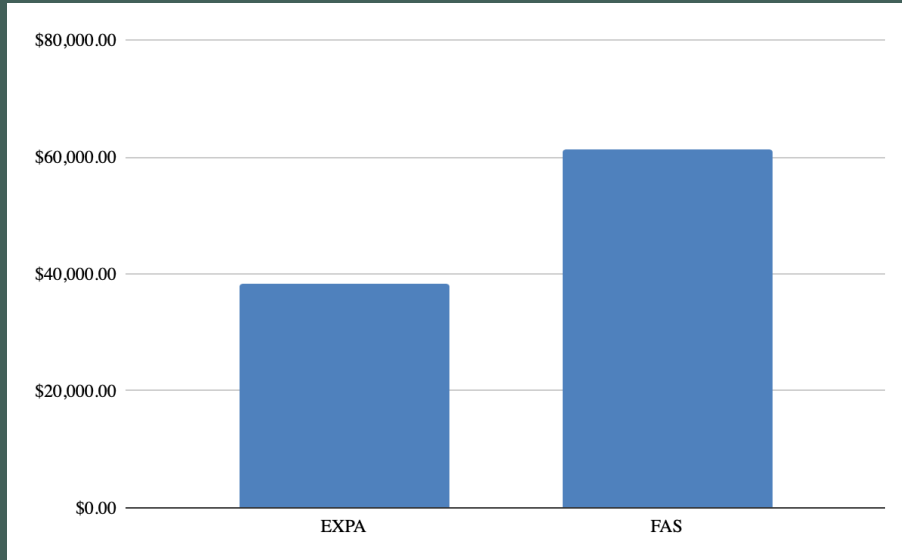
What they do:

- Provide tools and resources across Michigan
- Support agriculture, sustainability, education, and leadership
- Implement research, programs, and outreach for Michigan residents
- Units

# Union Recognition



# Union Recognition



- No systematic salary increases
- No job security
- No pathways for career advancement
- No performance review transparency
- Administrative retaliation

# Union Recognition

## Timeline

- September 2021 - Extension members reach out to join UNTF
- 2022-2023 – Extension members organize with UNTF/AFT
- November 2023: UNTF/AFT announce majority to MSU HR
- 2023-2024: UNTF/AFT negotiates with MSUHR
- April 2024: UNTF/AFT wins arbitration on unit definition
- April-December: MSUHR stalls and obstructs recognition
- UNTF/AFT file MERC election

**MSU Extension**

**UNITED**



*Strength through Unity!*



UNTF AFT Local 1855



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