

7. FACULTY TERMS AND CONDITIONS OF EMPLOYMENT

OFFICE	THE UNITED FEDERATION OF COLLEGE TEACHERS (UFCT) LOCAL 1460
LOCATION	125 North Hall
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OFFICE HOURS	Usual business hours for fall and spring semesters: Tuesday, Wednesday and Thursday; 9:00 to 5:00 Off-semester (summer sessions): Tuesday and Wednesday; 9:00 to 5:00
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URL	http://www.pratt-union.org

OVERVIEW

The UFCT is the exclusive bargaining representative for all teaching staff employees. The UFCT bargaining unit is comprised of all: full-time, regular (fall/spring) part-time (visiting and adjunct) faculty and professional librarians.

SPECIFICS

Q: Who can join the union?

All bargaining unit members are eligible for membership although union membership is not compulsory (at this time).

Q: What is the Contract and how does it affect my job as a teacher?

As all teaching staff employees are covered by a collective bargaining agreement (CBA, the 'Contract'), all such issues and conditions of one's employment, i.e. one's academ-

ic rank, faculty status, workload, benefits eligibility (health and pension) and tenure (to name just a few) are enumerated in this binding (and legal) Agreement.

Q: Do I have to join the union in order to benefit from the Contract?

The short answer is no, one is not obligated to join in order to ‘benefit’ from the CBA. That said, “Strength [is] in numbers”: the strength of our (collective) Contract only as strong as we are in membership.

Q: How do I join the Union?

There are two simple enrollment forms which the UFCT will furnish to you directly. Union membership is automatic once both forms are filled-out. Q:

Q: How much does membership cost?

Union dues are based on a percentage (no more than 1%) of one’s gross salary for the fall and spring semesters. All other Pratt income is not subject to union dues.

It should be noted that the UFCT’s dues authorization schedule is the lowest in the nation! (Please inquire directly)

Q: How do I pay union dues?

There are two means for paying union dues: (1) thru payroll deduction, or (2) direct pay (in one lump sum) to the union.

Q: I am a member of the faculty but not a Union member. Can I attend Union meetings?

Only union members have a voice in all union matters. One must be a dues paying member in order to: attend union meetings, participate in union activities, serve the union in any capacity (as officer, delegate or committee member) and/or to vote in union elections.

Q: What options are available to faculty to resolve conflicts?

Every bargaining unit member (no exceptions) has a right to a grievance process which is clearly enumerated in the Contract (article VII).

STRUCTURE OF THE UFCT

EXECUTIVE COMMITTEE

There are four officer positions: President, VP, Secretary and Treasurer, all four officers elected by membership vote every three years. The President is the only officer granted a quarter of a full-time workload as release-time per semester for their service.

GRIEVANCE COMMITTEE

The union’s one major standing committee is its Grievance Committee. Three union members are appointed by the President each semester to serve as grievance counselors, each counselor granted a quarter of a full-time workload as release-time per semester for their service.

DELEGATES ASSEMBLY

As there are some twenty-plus areas over two locations comprising Pratt Institute, the UFCT has established a Delegates Assembly to connect members to their Union. All pertinent information is channeled to all members through this Assembly. The only requirement for being a delegate (or 'rep' for one's area or department) is that one is a member in good standing. Moreover, there is no set number of delegates per area. As such, Pratt's largest areas have many delegates.

[VARIOUS] COMMITTEES

Steering, Elections, Negotiations and By-Laws Committee[s] etc. as needed.