**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Illinois State University

Name and Title of Individual Responding: Melanie Schaafsma, Director, Academic Employment – Human Resources – Illinois State University

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Includes:

* All full-time and part-time non-tenure track faculty employed by Illinois State University;
* All part-time non-tenure track faculty employed by ISU who are also employed by ISU in civil service or academic professional positions;
* All part-time non-tenure track faculty who are also employed by ISU as faculty associates in the University’s lab schools (Metcalf School and University High School);
* All full-time and part-time non-tenure track faculty employed by ISU in the Department of Curriculum and Instruction to supervise student teachers

Excludes:

* All non-tenure track librarians employed by ISU;
* All non-tenure track employees of ISU employed at Mennonite College of Nursing;
* All full-time and part-time non-tenure track faculty who are retirees and hold emeritus status;
* The position of Director of Media Relations;
* All ISU employees who hold the position of Department Head or Department Chair;
* All full-time and part-time non-tenure track faculty employed by ISU who meet the definition of “short-term” employee
* All other persons employed by ISU

Approximate size of the bargaining unit is: 493

Bargaining Agent: Non-Tenure Track Faculty Association/IEA/NEA

Date of First Contract: August 16, 2004 – June 30, 2005

Number of Succeeding Contracts: 3

**Web address of current contract:** <http://hr.illinoisstate.edu/downloads/Labor_Contract_NTT.pdf>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Our current contract expired June 30, 2014, and we have been in negotiations since early June. This agreement has historically been negotiated using interest based bargaining. However, this year the Union decided to abandon that process and use traditional bargaining instead. This is the first negotiations for the members of the Union bargaining committee, except for the IEA/NEA representative who has a background in K-12. Progress has been slow. The Union’s proposals center on weakening the authority of the Department Chair and improving the employees’ job security, pay, and benefits. Specifically:

* Assignment of workloads and related duties.
* 9 month contracts for full-time status NTTs.
* A 7.5 % increase in minimum salaries, plus an across the board 5% increase in all three years.
* Increasing the number, frequency, and amount of longevity stipends while reducing the time necessary to attain them.
* Redefining how seniority is calculated (time factored by FTE).
* Additional leave time prior to the adoption for travel and legal proceedings.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

None.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

None.