

# AFUM UPDATE

<http://afum.info/>

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[Edition 1, Volume 1]

## Health Insurance Update

Changes effective 2018

AFUM, along with UMPA and ACSUM, works with UMS to maintain quality and affordable health insurance through the EHPTF task force. Projected premiums are based on our most recent experience in medical and RX expenses, a historical trend plus administrative costs and mandatory fees.

2. Move PT/OT/ST/Accupunct/Chiro from specialist co-pay to PCP co-pay (\$15)
3. Introduce specialty tiering. Specialty co-pay increased to \$35 if CNN Specialist and \$40 if not CNN specialist.
4. Add Health Matters

*With no changes in our health plan, costs increased 6.4%. We pay 50% of the increase above 4.5% (about 10% of the first 4.5%). We reduced the premium increase to 5.7% by making plan changes.*

1. Eliminate PCP tiering: Office co-pays \$15 (was \$25 for Tier 2)

Plus (HMP). HMP is the next stage of PHS+ (Out-patient managed

## Negotiations Update

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AFUM and UMS are meeting in early November to see if we can resolve the final issue (on-line/distance education compensation) to reach a Tentative Agreement that we can bring to you for a vote.

care). HMP should be transparent to users. It uses data driven tools and support to provide better health outcomes.

## USM AFUM UPDATE

### SCORE ONE FOR THE GOOD GUYS!

In the aftermath of the gory bloodletting at USM during which 26 tenured or tenure line faculty were fired, 50 forced into retirement and another 20 encouraged to leave, AFUM filed a WAGE THEFT grievance on behalf of 16 of the retrenched (14 were AFUM members, 2 were not) and AFUM WON!

Here's what happened: USM retrenched unit members effective December 31, 2014. Our contract requires 18-months pay to retrenched unit members. Academic year faculty members however receive their 9-month pay spread out over 12 months. UMS failed refused to pay the retrenched faculty for work they had already completed. We won that back pay for our members ... and for the two retrenched who were not members because AFUM represents everyone in the bargaining unit.

We are now waiting for a court date because failure to pay wages is one of Maine's most serious employment violations. Under Maine statute any employer found to have failed to pay wages is subject to back wages and DOUBLE DAMAGES. The plaintiffs stand to win over two more months of pay. Go AFUM!

### UNION LED STUDENT SUCCESS

One of the many benefits of union membership is eligibility to attend organizer trainings produced by our parent union, the National Education Association (NEA). While I (Susan Feiner, President, USM Chapter-AFUM) participated in the training program I learned that the NEA has a number of grant programs, funded to the tune of \$17 million per year. USM AFUM members wrote a grant for the Great Public Schools program focused on student retention through immersion in social justice education and activism. The grant was funded (GPS 683) to the tune of \$200,000 per year for three years. Starting next AY mini-grants to other AFUM chapters will be available. For more details see:

<https://usm.maine.edu/frances-perkins-initiative>

### GRIEVANCES R US(M)

While it would be great if there were no grievances to report, we at USM are pleased that we are making inroads in a huge pile of mess created by 3 interim presidents and provosts over a 6-year period during which USM was grossly mismanaged. Imagine this scenario: your campus leadership is so inept that at various points over 6 years you are paying 2 provosts and 3 presidents! Right. What a BLEEPING waste of money. Administrative churn at this scale

created a morass of contract violations. In no particular order:

Faculty in an entire College had their professional advisors reassigned. As a result, faculty faced a significant workload increase. Where previously they'd had a handful of advanced students as advisees, they now had over 60 advisees each. This is pending arbitration.

Female faculty in one School were turned out of their tenure homes and told to go find new departments to teach in. This is pending arbitration.

USM faculty were unilaterally told that we had to use an electronic student evaluation instrument. The contract says that faculty determine the evaluation modality. We've been approved for arbitration on this issue for 3 years. Administration keeps telling us they want to work this out without going to arbitration but so far it's all talk, no action. We are taking this to arbitration as soon as we can find an arbitrator with calendar openings.

### HOLDING DOWN THE VOLUME OF GRIEVANCES

USM-AFUM is working with our current senior administrators (President Glenn Cummings, Provost Jeannine Uzzie) to prevent and minimize grievances. They are hugely time consuming, expensive and emotionally draining. To this end we've set

up a regular meeting schedule with the President, Provost and Labor Relations. All concerned realize that these regular meetings are extraordinarily helpful heading off grievances: as issues come to AFUM leadership we can bring them into our conversations with administration and more often than not effect a resolution satisfactory to all.

## *DREAM ACT & Higher Ed*

Today, NEA kicks off its Higher Ed Week of Action around the 2017 Dream Act. This legislation would protect the 800,000-plus young people who were brought to the U.S. as children and have been protected by the federal Deferred Action for Childhood Arrivals (DACA) program. This fall President Trump ended DACA, leaving these young people, who are our students and our colleagues, vulnerable to deportation.

Through email and social media, we are asking higher-ed members to do two things:

1. Send online "butterfly postcards" to members of Congress, urging them to pass the Dream Act now. See here:

<http://dreamers.neadjustice.org/>

2. Dial 1-855-764-1010 to call their members of Congress.

The link below includes a higher ed Dreamers toolkit:

[https://docs.google.com/document/d/1VidNlf8KE47wXxlc6ZQStUqwjoOVs\\_VFtrPyWk8EMnA/edit?usp=sharing](https://docs.google.com/document/d/1VidNlf8KE47wXxlc6ZQStUqwjoOVs_VFtrPyWk8EMnA/edit?usp=sharing).

