

ISU FACULTY ASSOCIATION-IEA/NEA

Illinois Education Association/National Education Association
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www.isufa.org

Creating a faculty union at ISU is in your hands.



WHY ORGANIZE

- **Among Illinois' 12 state universities**, only ISU and UIUC tenured/tenure-track faculty have yet to unionize. *Faculty unions are at: Chicago State Univ. / Eastern Illinois Univ. / Governors State Univ. / Northeastern State Univ. / Northern Illinois Univ. / Southern Illinois Univ. Carbondale / Southern Illinois Univ. Edwardsville / UI-Chicago / UI-Springfield / Western Illinois Univ.* Unionized faculty simply have more rights and protections.
- **Collective bargaining gives us power** to keep what we like about our current employment conditions, and have co-equal status with our employer to agree on improvements.
- **We need to be at the table** if and when ISU administrators are forced to make difficult choices.
- **Organized faculty unions strengthen coalitions** that have stopped pension "reform," confronted budget gaps (and jumbled priorities) that deprive us of fair compensation and COLAs, and have thus far forestalled pay cuts via huge increases in health care premiums. At ISU, faculty and administration alike share the common goal of holding the state accountable to its responsibilities.

ONCE WE ORGANIZE: Direct Services IEA/NEA provides locals with bargaining rights

Bargaining & bargaining preparation

Just one part of a complete and effective local . . .
Surveying and involving membership; university budget financial analysis; research to compare with other institutions and the Consumer Price Index; training leaders and negotiations team;

Enforcing your contract

The best contract isn't worth much if you can't enforce it . . .

Processing grievances; training grievance committee; arbitration assistance from UniServ Director or IEA Attorney; the best attorneys on Illinois education law

Protection

A place to turn to . . .

Required union representation in any meeting with possible adverse consequences; a full-time professional representative assigned exclusively as an advocate for

job-related problems, due process and fair treatment.

Organizational Development

You don't have to do it alone . . .

Constitution and Bylaws to structure your affiliate by creating decision-making bodies (Executive Committee), standing committees, communication structure ('Association Reps'), etc.

Political Action

Real decision making is

sometimes beyond campus and the ISU Board . . .

Fight against bad legislation and attacks on public education; full time IEA and NEA lobbyists in Springfield and Washington, D.C. to secure funding for public education, protect pensions and benefits, and other interests; organizing political power through votes and activism

ONCE YOU BECOME A MEMBER: Enhance bargaining strength and realize individual benefits

Save money to cover some or all of your Association dues . . .

- **Free Life/Accident Insurance** worth up to \$50,000 covering you on the job or serving your local
- **Free Liability Insurance of \$1 million to protect you against work-related lawsuits**
- **Multi-million dollar IEA and NEA legal defense fund** to protect your legal and civil rights in work-related disputes arising under current policies, at no cost to you
- **IEA/NEA Attorney Referral Program** to provide you with reduced-cost services from area attorneys regarding wills, estates, real estate, domestic relations, consumer protection and traffic violations
- **Special discounts** on home and auto insurance, credit cards, annuities, travel packages, etc. and other low-cost services enabling you to easily cover annual dues – and then some. Check out neamb.org



More on reverse: shared governance, membership & dues, ISU Faculty Association mission statement ---->

SHARED GOVERNANCE & FACULTY UNIONS: NOT MUTUALLY EXCLUSIVE

A faculty union's power transcends advisory bodies on campus. The end result of collective bargaining is a legally-binding contract. A union does not replace shared governance; it co-exists with and supports faculty representation in shared governance on campus, advocating for initiatives approved by the membership. See www.isufa.org homepage 'Senate & Union' or #7 on the website FAQ.

WHEN THE TIME COMES, HOW DO WE ORGANIZE? WHEN & HOW DO I BECOME A MEMBER?

- NO VOTE will be necessary when a majority of faculty to be represented show their support through signed ISU FA membership forms (with dues deferred until bargaining gets underway). After a majority of ISU faculty become ISU FA members, a 'Majority Interest Petition' (MIP) can be filed by IEA with the Illinois Educational Labor Relations Board (IELRB).
- The forms are not seen by our employer, only by the labor board. *The decision to share with others your support of the ISU FA is completely yours.*
- Annual dues of approx. \$685 are collected through payroll deduction to ease budgeting. The union has the legal responsibility to represent the minority who may not have joined – all faculty are covered by contract provisions, member or not, and membership will remain voluntary. A Fair Share provision must be negotiated if the employer chooses to even discuss it in bargaining – this is the only instance in which non-members would pay roughly the equivalent of dues (but have no voice in the FA – unable to nominate, run or vote for officers, unable to vote up or down on tentative bargaining agreements, and so on.
- You get a lot for your support through dues, which are tax deductible. If bargaining begins past the start of the academic term, dues shall be pro-rated for first membership year.

See more on the www.isufa.org homepage: *The process of organizing an ISU faculty union*

TAKING THE PULSE OF ISU FACULTY

Through the end of this semester and into the summer, a core of active supporters are reaching out to gauge ISU FA support. Ask questions of colleagues who contact you; see www.isufa.org for a comprehensive FAQ, sample union contracts, etc.

Contact us to join – and to help out! Our organizing committee membership is growing and someone will be in touch soon! Contact Dave Vitoff, IEA Organizer (dave.vitoff@ieanea.org), 618/972-5850

MISSION STATEMENT OF THE ISU FA

The Illinois State University Faculty Association (FA) is a union of tenured and tenure-track employees at Illinois State University, affiliated with the Illinois Education Association (IEA), part of the National Education Association (NEA). The FA is founded upon the following principles:

- The FA, in coalition with our students, other campus educators, other campus workers, and the general public, will fight to ensure the future of accessible, affordable public higher education, the vital foundation for a healthy and just democratic society, while also promoting the economic and general welfare of tenured and tenure-track faculty at Illinois State University.
- The FA supports the pillars of ISU's strategic plan, Educating Illinois, by fostering a holistic university experience for all of our students of all colleges, in all disciplines. We value the importance of a liberal arts-based general education foundation, and we will defend best practices in education and work to secure the resources necessary to implement them.
- The FA values faculty participation in truly shared governance of the university. The FA will support any measure ratified by the FA membership to ensure real decision-making power for the faculty as concerns budgetary and hiring as well as tenure and promotion cases.
- The FA will defend academic freedom and the right to criticize without reprisal. We will protect the interests of community members at risk as a result of race, class, gender, sexual orientation, disability, religion, national origin, political ideology, or citizenship.
- The FA will protect and improve the working conditions of all tenured and tenure-track faculty at ISU through the process of collective bargaining, the only proven strategy for protecting and advancing the rights of employees in relation to management. The FA will work in collaboration with other faculty and staff unions to promote the best possible working conditions for all university employees.
- Through its affiliation with the IEA-NEA, the FA will support lobbying efforts on behalf of public education and across party lines in Springfield and in Washington.
- IEA-NEA will provide legal support and guidance to the local FA. The FA will be an autonomous and democratic organization in which members determine both collective bargaining demands and the organization and procedures to guide effectively shared governance of the university.

For more information on the benefits of affiliation with IEA, see <https://ieanea.org> and www.isufa.org

See reverse side→