

## From the Archives: Thirteen Years of Higher Education Reports

From “Assurance” to “Expectations”, from six to three hours, on the road to collective bargaining rights for all college faculty and staff ...

**Legislative Initiatives:** *HB2581 - Community College Part-time Employee Bargaining Rights.* This bill amends the Illinois Educational Labor Relations Act to define a short-term employee as one "who does not have a reasonable expectation that he or she will be rehired" from the current "reasonable assurance ..." The effect would be to extend full bargaining rights to the part-time faculty at community colleges and universities. HB2581 was passed from the House Higher Education Committee to the Rules Committee where, after a year, it is still being held. Much effort has been spent targeting appropriate legislators and election races to secure movement from Rules. IEA Government Relations has been of vital assistance in directing this effort (*11/03/2000 – inaugural Higher Education Board report*)

**Legislative Initiatives:** *HB1720 - Community College Part-time Employee Bargaining Rights.* Currently in our state 40% of the faculty are part-time and the percentage is increasing to 60-80% at many Illinois community colleges. HB1720, formerly HB2581, would allow this part-time faculty to bargain collectively. The Chicago City Colleges and *Senator Weaver*, chair of Senate Rules in which HB1720 currently resides, are against HB1720. There is also some reluctance of legislators to give HB1720 the reading it deserves, as they fear an opening up of the IL Collective Bargaining Act for additional scrutiny. On the positive side, *Senator Cronin*, a senate sponsor of the bill presided over a hearing at the College of DuPage on October 25<sup>th</sup>. (*11/02/2001*)

### The Timeline –HB 1720

- Feb. 15, 2001 - Introduced in IL House (nine sponsors)
- Mar. 8, 2001 - Released from Rules Committee
- Mar. 16, 2001 - Third reading Passed 108 in favor 2 against
- Mar. 20, 2001 - Arrives in Senate and Assigned to Senate Rules Committee
- April 17, 2002 - Released from Rules assigned to Senate Education Committee
- April 24, 2002 - Voted out of Education (twelve sponsors)
- May ?, 2002 - Third reading/ Outcome unknown at press time (*05/17/2002*)

**Legislative Initiatives:** On August 2, 2002 Illinois ' Governor Ryan signed into law **HB1720**, which now becomes **Public Act 92-0748**. This act allows part-time faculty in community colleges and universities that teach 6 or more hours the right to organize for the purpose of collective bargaining. Prior to enactment of this law, part-time faculty were the only group of educational employees in Illinois denied this right. The part-time, adjunct faculty bill was passed by the House in a 108-2-1 vote and passed in the Republican dominated Illinois Senate by unanimous vote. It is estimated that as many as 20,000 employees are affected by this new law and that many of them will take advantage of this long awaited opportunity to begin forming bargaining units. *The Higher Education Council is promoting an additional change to the IELRB Act; the removal of the 6-hour stipulation.* (*09/13/2002*)

**Legislative Initiatives:** *Celebrating in Springfield!* On October 9, 2003 Illinois Governor **Blagojevich** signed into law **PA 93-0314** which permanently reduces the teaching load threshold to 3 semester hours as a condition for public community college and university part-time faculty members to collectively bargain. This follows quickly on the heels of the August, 2002 signing by **Governor Ryan** of **Public Act 92-0748** which had lowered the threshold to 6 hours. Prior to enactment of these laws, part-time faculty were the only group of educational employees in Illinois denied bargaining rights. As we did last year the Higher Education Council recognizes the dedication of IEA Leadership and Government Relations to the passing of this legislation. The fact that these Public Acts were signed by Governors on different sides of the political aisle may be incidental, but we on the Council would not like to think that is all, **IEA has proven a strong advocate for bargaining rights for Higher Ed. faculty and staff no matter who resides in the Governor's Mansion.** (*11/07/2003*)



## So many issues: Here are just a few!

**HB2580 - Public Access/University Board Meetings.** This bill was officially signed in a ceremony at the Governor's mansion on October 28, 2000. This legislation allows for public comment at four year university Board of Trustee meetings as guaranteed in the Illinois School code for other educational units. The Council credits the efforts of IEA Government Relations and the IEA leadership for passage of this legislation. As reported by IEA members at Southern Illinois University a welcomed awareness of institutional and community concerns among Trustee Board members will hopefully result. (11/03/2000)

**Tracking (or wasting?) time:** As a result of an ethics bill signed into law in December, **employees at IL Universities may now be required to track, in 15 minute increments, activities related to official state business.** The Illinois Board of Higher Education (IBHE) has been charged with implementing this policy. The new provision does not apply to employees under a Collective Bargaining Agreement while that contract is in effect. Faculty at Southern Illinois University will, therefore, be spared until 2006. By then, hopefully, the requirement will be seen as the waste of time that it is. IEA will closely monitor any implementation of this and similar requirements. (02/27/2004)

**Legislative Platform-Dual Credit: The IEA Professional Issues Committee unanimously approves recommendation for legislative platform.** Dual credit allows high school students to take courses and receive both high school and college credit. One difficulty with this practice is that few or weak standards govern the use of dual credit courses or student qualifications. The Council recommended changes approved by the committee are to replace lines 211-214 in the current platform with:

*Community College or university courses available to high school students should not be used to reduce K-12 staff. K-12 staff should not be hired part-time to displace college staff.*

And to add the following to the Educational Opportunity sub-section of Provisions for Quality Education:

*High school students pursuing dual high school/college credit in a non-vocational area of study are required to complete the High School Graduation requirements as established by the Illinois State Board of Education and are to be screened prior to registration.*

Please contact Higher Education Representatives to the IEA Board if you have questions. (01/10/2003)

**HJR 36/HJR 97– Dual Credit Study Commission:** This resolution establishes a Dual Credit Study Commission to investigate the complexities associated with dual credit. Issues to be deliberated upon include mentoring relationships between secondary and higher education institutions, funding, and uniformity among institutions regarding credit. This bill is an initiative of the IEA Higher Ed Council and we are appreciative of IEA lobbying efforts in its support, in particular, **Gaye Harper-Larison**, for her leadership in this matter. The Council is pleased to announce that NEA director **Jim Grimes** and former Council chair **Gazi Rahman** will represent the IEA on the commission. (09/19/2008)

**LEGISLATIVE UPDATE:** Last year at this time we announced that as a result of **HJR 36/HJR 97**, a Dual Credit Study Commission was formed and that IEA would be well represented by NEA director **Jim Grimes** and former Council chair **Gazi Rahman**. The Council is pleased to report that the Governor has signed **HB1079**, a Dual Credit bill that was the product of this commission. (09/11/2009)

**Automatic recognition of a bargaining unit: PA 93-044** requires public employers to recognize a bargaining unit when a majority of the proposed unit signs authorization cards. The importance of this was recently recognized in the SIU-Edwardsville Faculty Assoc. Newsletter, ***“This is especially suited to campaigns at SIU, where lengthy legal delays, scare tactics and misinformation have worn down union support in past election efforts.”*** (09/19/2003)

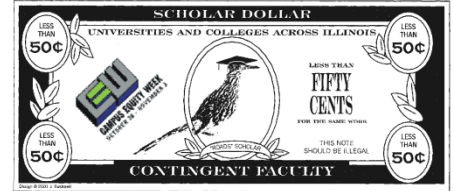
## Social justice!



**Campus Equity Week:** *It's here and the IEA helped make it a success! Thanks!!*

A new logo: 09/11/2009

A \$2,000 grant from NEA and the many contributions of IEA staff and membership provided for a successful week of activities held in conjunction with Campus Equity Week. The week of Oct. 28<sup>th</sup> - Nov. 3<sup>rd</sup> was designated campus equity week to draw attention to the plight of the growing number of contingent faculty (part-time & non-tenure track) at our colleges and universities. On Oct. 29<sup>th</sup> Springfield was the sight for the "CEW Opening Peanut Rally." Events concluded on Nov. 2<sup>nd</sup> with the "CEW Final Conference and Rally" at the State Building in Chicago. During the week seminars and events were held throughout the state. Again thanks to the support IEA and NEA! (11/02/2001)



**House Resolution #19 report on part-time faculty.** The IBHE has released results of a study examining part-time and non-tenured track faculty. The study found gaps in policies and practices for using non-tenure track faculty that inhibit their effectiveness and undermine fair treatment and compensation. The study recommends that institutions establish processes and standards to govern workload, working conditions, and compensation to address inequitable treatment of non-tenure track faculty. Among specific recommendations was a call to identify criteria used in pay decisions, to develop plans to recognize and reward teaching merit, and consider the use of multi-year contracts. (2/22/2002)

**Progress report – Establishing Rights to Unemployment Insurance:** IEA's higher education locals in the Chicago area are leading an effort to provide equitable treatment for contingent academic workers with regard to receiving unemployment benefits. An NEA grant was received in support of this significant endeavor. IEA supports establishing through **SJR 83** an understanding of the special employment circumstances of contingent academic workers. Training sessions to communicate rights under current law are ongoing. This initiative is truly becoming a state wide undertaking that may ultimately have far reaching consequences. "Filing Parties" have been held in Chicago, the College of DuPage and at SIU Edwardsville. The disposition of cases as they have come up for agency review is being monitored. (09/19/2008)

**Making the case for adjunct unemployment benefits:** On December 11, 2010 a hearing held at the Chicago IEA office allowed adjunct faculty to testify about the financial hardships they face between semesters without unemployment insurance. IEA Lobbyists, **Jim Reed** and **Gaye Harper-Larison**, and IEA Higher Ed Director, **Meredith Byers** were also present. Illinois Department of Employment Security, IDES, Legal Counsel **Joseph P. Mueller** and Director of the Governor's Office of Management and Budget **David Vaught** listened attentively to the testimony provided at the site or contributed by video (see: <http://blip.tv/file/4494289> for video testimony contributed by IEA Region 67 Chair **Frank Brooks**). Under current law, adjuncts may qualify for benefits only if they can show they do not have reasonable assurance of having a class the next semester. Classes are often cancelled due to enrollment or other administrative considerations. The Council is appreciative to IEA staff for coordinating this hearing. We are hopeful it may lead to fairer treatment with respect to benefits. (1/21/2011)

**Contingent Faculty and the Affordable Care Act:** A provision of the Affordable Care Act, ACA, requires that in January 2014, all businesses with 50 or more employees must offer health care options to those working 30 or more hours per week or pay fines of up to \$3,000 per employee. Ahead of this deadline some colleges and universities are preemptively cutting back contingent faculty teaching loads. To justify these actions administrators point to potential increases in institutional health care cost given shrinking budgets. What is needed, others cite, is clarification on translating credit hours and course loads to hours worked. NEA is working with the Treasury Department on rule making related to contingent faculty and the ACA. IEA Region 67 is hosting a session to learn more about the ACA and to strategize about making it work for contingent faculty – as opposed to accepting reduced workloads – by developing strong contract language. (2/15/2013)

## Growth, Organizing, and Bargaining Victories.

**Higher Education Membership in our IEA is growing!** As of August 7, 2002, Higher Education membership stood at more than 4,000. Two years ago membership was less than 2,000. *Organizing continues in a state-wide comprehensive effort!* (09/13/2002)

As of January there are 5,204 IEA higher education members in 20 IEA regions. (02/18/2005)

IEA represents nearly 6,000 active employees on 25 campuses with bargaining units organized into 37 locals in 20 of our IEA governance regions. (1/12/07)

IEA represents 8,500 higher education employees in 49 locals in 21 of our IEA regions (05/17/2013)

**Organizing and Bargaining:** A card drive is underway at **Illinois State University**. The 457 non-tenure track faculty at ISU are in the midst of a card drive to form an IEA bargaining unit. (05/17/2002)

Non-Tenure Track Faculty at **Illinois State University**, ISU NTTFA, voted 131 to 79 to elect IEA as their bargaining representative in an election held in early April. (03/16/2003)

Part-time adjunct faculty at the **Chicago City Colleges**, a system of 7 campuses, are in the initial phases of organizing. NEA has awarded organizing dollars to support many of these efforts. (09/13/2002)

**Blitzing Urbana:** On October 8-10, **Jeff Beaulieu**, Higher Ed. Council and IEA Board member, joined **Connie Campbell**, **Amy Kunz**, and **Jim Clark**, all IEA Uniserv Directors, and IEA Organizers **Dan Chambers**, **Tom Suhrbur**, **David Vitoff**, and **Peter Miller**, as well as, a good number of local activists in a card blitz of the **Univ. of Illinois** campus. (11/07/2003)

**A bargaining unit of 350** visiting academic professionals at the **University of Illinois** voted to form a union. Two-thirds of those casting ballots voted for IEA representation. (09/09/2005)

An election at **Southern Illinois University at Carbondale** will decide if 500 non-tenure track faculty will be allowed to form an IEA affiliated bargaining unit. (09/09/2005)

The **Oakton Community College Adjunct Faculty Association** is about to enter negotiations and first met with the Administration on Valentine's Day. As would be expected, given the day, both the Association and Administration were quite considerate of each other's concern. (02/24/06)

The **Harper College Adjunct Faculty Association** is preparing to negotiate its second contract. (02/24/06)

**Unfair Labor Practice Petition upheld in East-West stand-off:** Adjunct faculty members at **East-West University**, a private liberal arts college in Chicago, won their unfair labor practice claiming that the administration unfairly fired them as they were preparing to file for union recognition. Several members of IEA higher education local affiliates and IEA elected leaders, **Ken Swanson**, **Al Llorens**, **Kathy Griffin**, **Jim Grimes**, **Frank Brooks**, and **Beverly Stewart**, joined East-West adjuncts on the picket line at key times during the stand-off. (09/10/2010)



In June, on behalf of the Higher Ed. Council, **Vivian Zimmerman**, invited the executive board and bargaining team from **Joliet Community College** to dinner to celebrate their first contract as an IEA bargaining unit. (09/10/2010)

IEA easily won the right to represent **Morton College** faculty in a lopsided 71 to 8 vote held in December. With this election victory adjunct faculty at all twelve Chicago metro area community colleges are represented. (01/21/2011)

**NLRB: Columbia College Chicago Violated Labor Law:** The National Labor Relations Board has found that Columbia College Chicago violated federal laws by refusing to bargain with the part-time faculty union at the college and hand over information requested by them. (09/14/2012)

October saw the successful completion of bargaining between the **Prairie State College** Board and Adjunct Faculty. Among important gains is new language that better defines *Just Cause*. (11/30/2012)

## Region 67 and time to learn and celebrate



**IEA Sponsors Higher Education Leadership Conference:** Champaign, IL was the sight for the August 27-28 leadership conference entitled *Ascending New Heights*. Presentations included an excellent review of legal concerns by IEA Legal Council **Sandra Holman**, as well as sessions on grievance processing, political action, and IEA resources. The Higher Education Council wishes to thank participating IEA Organizers and Field Staff. We would also like to recognize IEA Vice President **Ken Swanson** and NEA Directors **Ed Rosenthal** and **Bob Blade** for their attendance and contributions to this successful two-day event. (09/10/2004)

IEA Higher Education Conference will be held October 3-4, 2008 in Bloomington, IL. Here are a few highlights: Friday evening's keynotes will be delivered by NEA Vice President **Lily Eskelsen** and **Marc Bousquet** author of *How the University Works*, <http://marcbousquet.net/AbouttheAuthor.html>. Saturday will feature **State Senator Ed Maloney**, chair of the IL Senate Higher Education Committee. Breakouts range from a session on the IBHE Faculty Advisory Committee facilitated by this Committee's chair to Time Management/Life Management. Interactive sessions on the Higher Education Contract Analysis System (HECAS) are offered. Grievance processing, safety awareness, and the protection of intellectual property rights will be highlighted in others. (09/19/2008)



**IEA Higher Education Conference "Under One Umbrella"** The IEA Higher Education Conference will be held October 2-3, 2009 in Bloomington, IL. We are pleased to announce that NEA Secretary-Treasurer **Becky Pringle** will be joining us on Friday evening. Also in attendance will be IBHE Board Member **Dr. Addison Woodward**. Our keynote on Friday evening will be author and labor education professor **Dr. Steven Ashby**. Dr. Ashby is a proven community organizer and we are pleased to have him join us. . He was a founder and co-chair of the flagship support group, the Chicago Staley Workers Solidarity Committee, for the locked-out Staley workers of Decatur, Illinois. Dr. Ashby along with C.J. Hawking has authored *Staley: The Fight for a New American Labor Movement* see: <http://www.staleybook.org/>. (09/11/2009)



**Announcing the 2013 Higher Education Conference:** The 2013 IEA Higher Education Conference will be held October 4-5, 2013 in Elk Grove Village. The theme of this year's conference is *"Unionism: Making Knowledge Work."* The program is being formalized. On Friday, and extended cocktail period 6:00-8:30 pm is planned. Aaron Calafato, author and actor, will present his one man, entitled *"The Morality of a For Profit College, in One Act,"* at 8:30 to be followed by a panel discussion with actor 9:30-10:00 pm. (05/17/2013) (See: <http://chronicle.com/article/The-Morality-of-a-For-Profit/131417/>)

*Thanks to all who worked so hard over a three year period to make Region 67, IEA's first Higher Education Region, happen!*

