

October 2011

**In this Issue:**

**Gary Fritz's video wins prize in AFT Communications Network Contest!**

# UPI Talk

**I went to the workshop thinking of UPI as a structure separate from me, something I can join. I came home understanding that the union doesn't exist without us, its membership.**

**Jeannie Ludlow**

**UPI**Talk

Editor: Terri Fredrick

## **Negotiations to Begin Early This Year**

By John Allison, EIU/UPI President

Dear Colleagues,

We are already into a new cycle of negotiations. Worry not. We are fortunate to have an excellent team in place: Grant Sterling (chief negotiator), Jon Blitz, Jeff Duck, Carol Jean Dudley, and Ann Fritz. Moreover, we have been and will continue to hold Negotiation Agenda Committee (NAC) meetings to seek information and advice and to guide updating of a membership survey. The NAC meetings and the survey help the team gauge Chapter members' priorities. The team strives to pursue the leading interests of Chapter members, not the individual or collective interests of team members.

This bargaining cycle differs from recent bargaining cycles. During October, our team and the administration's team will participate in interest-based-bargaining training to determine if that method would be useful during negotiations. Interest-based bargaining aims to identify interests rather than positions. Such an approach can identify common ground between UPI and administration. It can also reduce counter positions that increase the risk of finding little or no common ground. Of course, interest-based bargaining can break down when differences arise concerning the allocation of resources (how to spend money). If that happens, position-based bargaining becomes inevitable.

Another difference between this bargaining cycle and previous ones: Bargaining will likely begin sooner—January or February instead of May or June. Our team and, presumably, the administration's team want to reach an agreement before, rather than after, August 31, 2012, when our current agreement is set to expire. To achieve that goal, our team will need your support. I know our team can count on it!



# Report from the UPI Leadership Workshop

By Jeannie Ludlow  
Assistant Professor, English  
Coordinator, Women's Studies

I came to EIU in 2008 from a non-union campus, where I had been employed for almost twenty years, first as a part-time, then as an adjunct full-time, then as a permanent, non-tenure track instructor. Twice, I had been involved in efforts to unionize the faculty; twice these efforts had failed. I will never forget the voting for that first failed attempt, hearing my colleagues talk about why they had voted against collective bargaining. "We're not truck drivers," one person said to me. When Charles Delman came to New Faculty Orientation in 2008 with UPI membership cards, I couldn't sign mine quickly enough.

I must admit, however, that I have not been as involved in UPI, to date, as I should have been. In fact, given everything UPI membership has done for me—from the contract negotiations last year to state-level lobbying for my rights, from the updated information through this past summer's health insurance debacle to the general sense of job security I feel on a regular basis (something I never felt at my previous institution)—I do feel that I have largely taken my union membership for granted.

In August, I was privileged to get to attend the UPI Leadership Workshop in Chicago with several of our colleagues (John Allison, Jon Blitz, David Carpenter, Hank Davis, Ann Fritz, and Grant Sterling). This workshop was designed to provide an overview of UPI's organizational structure and operations, to introduce the various ways UPI works for and on behalf of its membership, and to encourage attendees to consider different ways we might become more involved, particularly on a leadership level. In all these areas, the workshop was a success. We learned about current and recent labor-related legislation in Illinois, grievance protections and procedures, and contract negotiations. We also got strategies



for increasing membership involvement and using media-based communications to support chapter and local efforts, from informing members about important actions to keeping folks excited and informed about the contract negotiations process.

I also learned that I don't need to be in a leadership position to be more involved. In fact, I think this is the most important message I took away from the workshop: that I need to stop thinking about serving UPI and, instead, start participating in it. The difference is more than semantic. I went to the workshop thinking of UPI as a structure separate from me, something I can join. I came home understanding that the union doesn't exist without us, its membership. It isn't separate from us—it is comprised of us. I remembered why I worked so hard toward unionization at my former institution.

I am grateful to the chapter Executive Board, who invited me to attend the Leadership Workshop, and to demonstrate my appreciation for them and for their work, I've been attending the Executive Board meetings and volunteering more for UPI activities and service. I urge you all to do the same.



More than 30 UPI members participated in the August 12–13, 2011 UPI Leadership Workshop. The purpose of the workshop was to update members on union activities and to share the major services that UPI Local 4100 offers its membership.

Above: Executive Vice-President David Carpenter (EIU) and President Ellie Sullivan (CSU)

Below: EIU/UPI members Grant Sterling, Jeannie Ludlow, John Allison, Ann Fritz, and Jon Blitz joined UPI representatives from the six other campuses for the two-day workshop.



## Photos from the 2011 MILC Labor Picnic



### Gary Fritz's Video Wins National Award!

Gary Fritz's video, "Working Together," won second place for Best Video in the 2011 AFT Communications Network Contest. The video, created in October 2010, showcases the activities and involvement of UPI-EIU members in the union.

You can watch the seven-minute film by going to YouTube and searching for "UPI EIU Chapter Working Together."

---

Find out more about UPI - EIU online at [www.eiu.edu/~eiuupi](http://www.eiu.edu/~eiuupi)

To join the UPI-EIU listserv, follow the "Join the UPI listserv!" link on the chapter homepage

### Roc's Socials

—  
October 29  
December 09

—  
4:30 -6:00 pm  
Roc's Blackfront  
in the square