Answers to Anticipated Questions

1. What is the effect of deferring the 1.5% across-the-board (ATB) raise?

   Members would not get the benefit of the ATB raise this year. But it would be added to base salaries at the end of the fiscal year (earlier if you are retiring) so we don't lose ground, and the 1.5% shows up in our paychecks the following year.

   It's important to note that under this agreement the 2012-2016 UA and UB contracts are extended one year to allow the 1.5% raise scheduled for FY16 (this year) to be deferred to FY17. If this agreement is not in effect, we accrue the 1.5% this year. We also have to negotiate a new set of contracts this spring. In the current budget climate, those negotiations will be exceptionally difficult, and might not result in a salary increase. Under this agreement, the ATB raise is 0% this year and 1.5% next year. Under the existing contract, it is 1.5% this year and ?% next year.

2. What do UPI members receive in return for this deferment of the ATB increase?

   In return, ACFs that were laid off (let's call it what it is) gain breathing room to reorient their lives. That was the goal of these negotiations. And, again, under the new agreement UPI does not negotiate new contracts under highly unfavorable conditions. It might not be better in Spring 2017, but it is unlikely to be worse. And we will all—President Glassman included—have a better understanding of the state of the university.

3. Are there any other potential benefits?

   Aside from the satisfaction of helping colleagues in need, we will likely see fewer additions to the fall teaching schedules of continuing faculty with these Unit B faculty back in the fold, albeit temporarily.

4. Are there protections for members nearing retirement?

   Yes. If you are retiring this academic year and have an accepted retirement date, you will receive your 1.5%. There will be further discussion of a one-time retirement incentive for those who have not previously declared, and are willing to retire at the conclusion of the fall 2015 semester. How much? Can't say, my guess is 1.5%. It is worth noting that SURS is changing the money purchase formula, so those thinking about it are well advised to consider retirement right after the first of next year before those changes take effect.

5. What about ASPs?

   Good question. We do not know what the administration has in mind for this vital unit. But a working group led by Jeff Duck has already begun perusing the contract and gathering information to prepare for whatever may come. Because there are notification protocols for ASPs, it is unlikely that those members will experience the extra strain imposed by the extraordinarily poor timing of ACF layoffs.

6. Can I grieve this action if my contract was rescinded?

   No. As part of this agreement employment actions associated with the affected 29 ACFs cannot be grieved with the help of UPI.

7. Why the mad rush?

   There is little time to get all classes squared away before the semester begins. In all fairness the administration needs to know who is teaching courses as soon as possible. And ACFs need to know if they have a job, and decide whether or not to accept it.

8. What is the timeline for ACFs if this agreement is ratified?

   EIU will offer fall term contracts to all affected ACFs within 1 business day of ratification. ACFs offered these contracts will have 5 business days to accept the renewed offer.

9. What will those offers look like?

   These contracts will have the same percentage appointment terms as the rescinded contracts. There is no guarantee that teaching schedules will be identical.