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## Past Practice & Labor Relations: The Importance of Institutional Memory

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# Past Practice and Labor Relations

{ The Importance of Institutional Memory

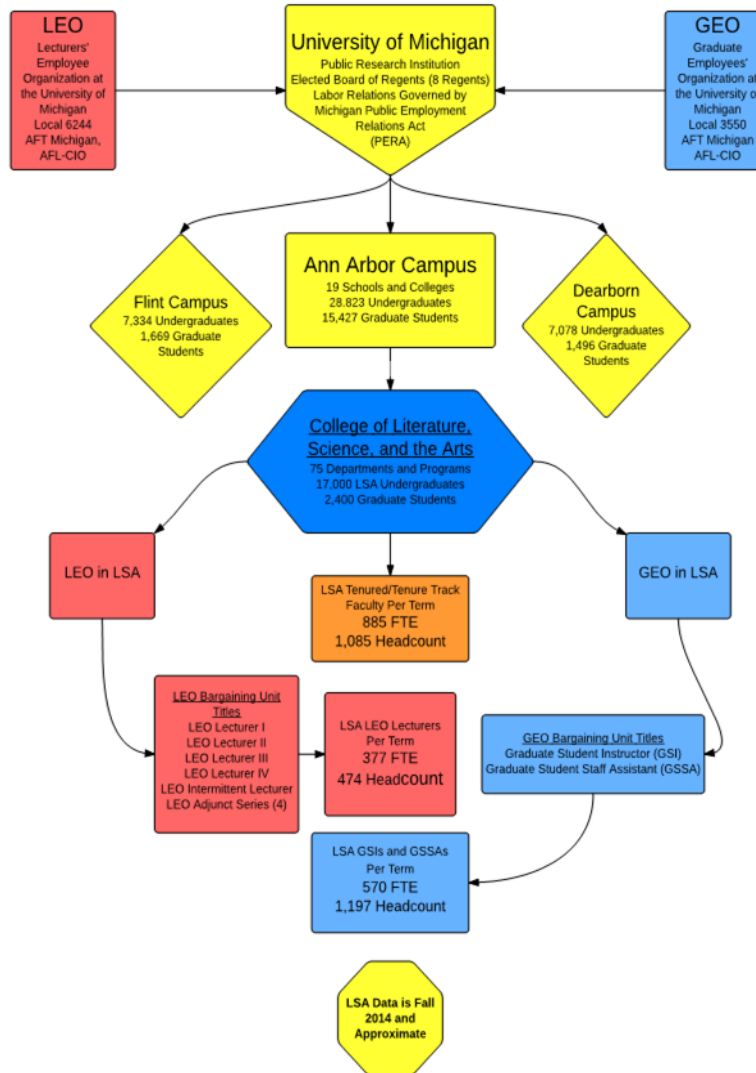
National Center/Study of Collective Bargaining/  
Higher Education/Professions  
Annual Conference, NYC, 4.21.15

- ⌘ Brief introduction of panelists and overview of topic
- ⌘ Panelists describe their respective institutional labor contexts and discuss specific scenarios relevant to questions of past practice and institutional memory
- ⌘ Panelists draw conclusions about the historical importance and contemporary relevance of past practice
- ⌘ Audience questions/responses
- ⌘ Concluding remarks

# presentation overview

- ⌘ **James Burkel**, Senior Academic Labor Relations Representative for the College of Literature, Science, and the Arts at the University of Michigan in Ann Arbor.
- ⌘ **John Hamlin**, Professor of Sociology at the University of Minnesota, Duluth, and President of the University Education Association---Duluth (UEA-D).
- ⌘ **Scott Laderman**, Associate Professor of History at the University of Minnesota, Duluth, and the Contract Administrator for the University Education Association -- Duluth (UEA-D).
- ⌘ **Angela Latham (moderator)**, Professor of Theatre and Performance Studies, member University Professionals of Illinois, and university negotiator of current contract.

# panelists



**Table 1 Contact Hour Limits**

	Individual	Department/Program/Area
<b>SCHOOL OF FINE ARTS</b>		
Art and Design –History	21	19
Art and Design -Studio	29	27
Music	28	26
Theatre-History	21	19
Theatre-Production	36	34
<b>LABOVITZ SCHOOL OF BUSINESS AND ECONOMICS</b>		
Accounting	19	18
Economics	19	18
FMIS	19	18
Marketing	19	18
MgtS	19	18
<b>COLLEGE OF EDUCATION AND HUMAN SERVICE PROFESSIONS</b>		
Com Sci Dis-Academic	23	20
Com Sci Dis-Clin	46	40
Education	23	20
HPER	23	20
Psychology	21	19
Social Work	20	18
<b>SWENSON COLLEGE OF SCIENCE AND ENGINEERING</b>		
Biology	24	20
Chemical Eng	34	22
Chemistry and Biochemistry	24	20
Civil Engineering	28	22
Computer Science	24	20
Electrical Eng	30	26
Earth and Environmental Sciences	28	22
Math & Stat	24	20
Mechanical and Industrial Eng	28	22
Physics	24	20
<b>COLLEGE OF LIBERAL ARTS</b>		
American Indian St	20	18
Communication	20	18
English	20	18
For Lang. & Lit	20	18
Geography, Urban, Environment & Sustainability Studies	20	18
History	20	18
Philosophy	20	18
Pol Science	20	18
Soc/Anth	20	18
Women, Gender and Sexuality Studies	20	18
Writing Studies	20	18
<b>EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS</b>		
Supportive Services	20	18

250.211 Department/Program/Area Contact Hour Limit. The annual Contact Hour load for each department/program/area shall average for the duration of this Agreement no more than the Department/Program/Area Limits, adjusted on a FYE faculty basis, given in Table 1.

250.221 Individual Contact Hour Limit. The normal Contact Hour limit for any individual full-time Member on a nine-month, regular appointment, without administrative responsibility or released time, shall be the Individual Limit given for h/her department/program/area in Table 1.

#### MEMORANDUM OF UNDERSTANDING

between the  
UNIVERSITY OF MINNESOTA

and the

UNIVERSITY EDUCATION ASSOCIATION - Duluth

**Re: Definition of a Member**

Article 002.150 of the collective bargaining agreement defines a member under the provision of PELRA. For purposes of clarification, the parties have agreed to calculate the percent time in the following manner for purposes of defining a member of this bargaining unit.

Calculation of an employee's workload (percent time) for determination of eligibility in the bargaining unit shall include teaching and service appointments, including continuing education and distributed education. Articles 255.300 – 255.400 of the collective bargaining agreement shall apply to continuing education workload issues. The employer shall use the following formula to calculate the appointment percentage to determine whether faculty assignments exceed the 35% appointment provision and are part of the bargaining unit.

Credit Hour Assignment = Contact hour limit number \* 1.50 \* 0.85 \* 0.35

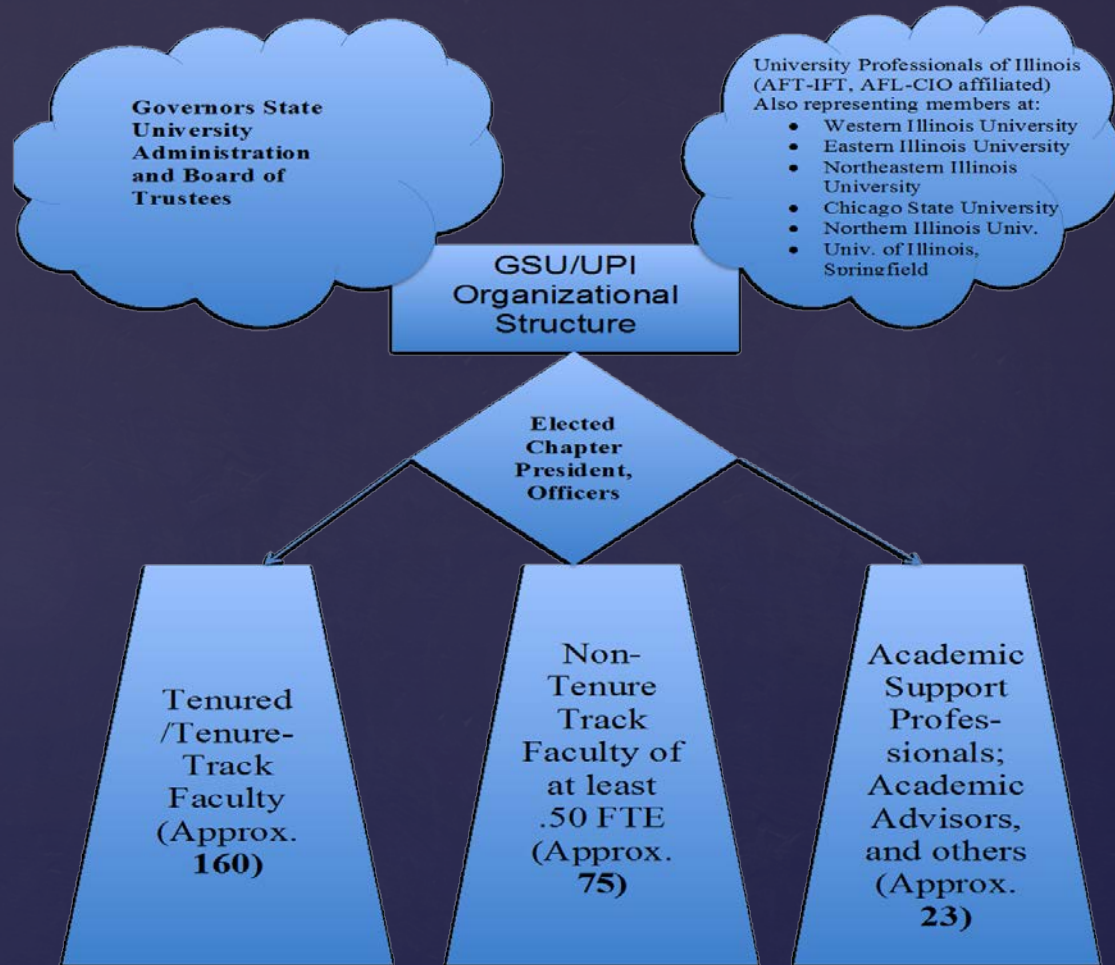
Contact hour limit number is taken from Table 1 of Article 250.222. Faculty are part of the bargaining unit when their contact hour appointment is greater than the Credit Hour Assignment.

# & COLLECTIVE BARGAINING AGREEMENT (2014-2017)

**Table 1**  
*Journal of Collective Bargaining in the Academy*, Vol. 0, Iss. 10 [2015], Art. 89

Department/ Program/Area	Contact Hour Limits*	
	Individual	Department/Program/Area
Art-Studio	44	40
Art-History	32	28
Music	59	51
Theatre	105	82
Accounting	33	30
FNIS	28	27
MgtS	28	27
Economics	28	27
Allied Clin Hlth	54	49
Child & Fam Dvlp	38	35
HPER	51	44
Inst Science	39	36
Psy & Mentl Hlth	31	28
Social Work	34	27
Biology	37	32
Chemistry	55	42
Communication	51	42
Computer Science	41	30
English	29	26
Composition	29	26
For Lang & Lit	37	33
Geography	35	32
Geology	45	35
History	32	30
Ind Tech Studies	63	51
Math & Stat	40	33
Philosophy	31	30
Physics	51	40
Pol Science	35	31
Soc/Anth	46	35
Chemical Eng	51	40
Computer Eng	51	40
Industrial Eng	51	40
Supportive Services	40	33
Women's Studies	35	32
American Indian St.	35	32
Inderdisc. Prs.	35	32

\* Historically, the Department Contact Hour Limits were obtained from averaging actual contact hours over three year periods and adding 4.5 to the observed annual means for faculty on regular nine-month appointments who did not have administrative appointments or release time.



# Governors State University/ Univ. Professionals of Illinois (AFT/IFT)



& Conclusions  
& Questions  
& Comments

in closing