

# The INSIDER

United Staff of Columbia College

## News Brief

January 13, 2016

### Bargaining

You may have seen the announcement from CFO Michelle Gates about FY16 Salary Increases. Below is some information about salary increases for union positions.

Salary and benefit issues for union positions is determined by the contract between USofCC and the administration. USofCC has been in negotiations with the administration for our next contract. We gave the administration a salary proposal in June 2015 (**see attached**) that proposed a 5% across-the-board salary increase for all USofCC bargaining unit members.\*

The administration did not respond to our proposal, but instead gave another proposal on December 18, 2015; we sent a summary of that proposal out that same day. In essence, the administration is proposing that the framework for determining the total amount of money available for union salary increases follows their merit pay structure. Now that the administration has announced its merit pay structure, we can share the details of the proposal (**see attached proposal and FAQs**).

The USofCC Executive Committee is committed to crafting a response both in and out of bargaining that is based on the input of all USofCC members. If you are receiving this email, you have a stake in this. There is no “union” outside of all of us, the members. We will be holding a General Membership Meeting to discuss the proposal and how we can respond at the bargaining table and, more importantly, outside of bargaining in order to put pressure on the administration.

#### USofCC GENERAL MEMBERSHIP MEETING

**Thursday January 21, 2016**

12:30-1:30pm

600 S. Michigan, Room 401

Lunch will be served.

**RSVP by Tuesday, January 19th to**

**[tharasym@colum.edu](mailto:tharasym@colum.edu)**

While we welcome input from all staff in the USofCC bargaining unit, the final contract can only be voted on by full members (not agency fee payers – see <http://usofcc.org/membership/> for explanation). All staff in the bargaining unit are required to sign up as either full members or agency fee payers. If you need to sign up for membership or would like to switch from agency fee payer status to full member status, please contact USofCC Membership Chair, Oscar Valdez, at [ovaldez@colum.edu](mailto:ovaldez@colum.edu).

*\*The USofCC Bargaining Unit refers to all full-time and part-time staff positions that are covered by the contract. Article I of the contract spells out who is included and excluded (see contract here <http://usofcc.org/the-contract/> )*

USofCC  
[usofcc@yahoo.com](mailto:usofcc@yahoo.com)

[usofcc.org](http://usofcc.org)

**President:** Nick Hoepfner, x 8876 (Radio)

**Vice President & Grievance Co-Chair:** Cat Bromels, x 7955 (Art & Design)

**Secretary:** JeeYeun Lee, x 8863 (Center for Community Arts Partnerships)

**Treasurer:** Eric Bailey x 7426 (Business & Entrepreneurship)

**Membership Chair:** Oscar Valdez, x 7690 (HHSS)

**Grievance Co-Chair:** Craig Sigele, x6843 (Communication & Media Innovation)

**Negotiations:** Mary Badger, x6105 (Theater)

**Communications:** Tanya Harasym, x8129 (Learning Studio)