

January 21, 2020

Mary Bacon
President, Ferris Nontenure – Track Faculty Organization
American Federation of Teachers
820 Campus Drive, ASC 3021
Big Rapids, MI 49307

Dear Mary,

I am writing to follow up on our discussions. The initial meeting was on December 2, 2019 with you, Paul Zube, Patty Fasbender, Steve Stratton and me regarding an extension on your current contract. A second meeting was held on December 10, 2019 and included the same parties and AFT representative Sonya Alvarado (Fasbender did not attend).

In both meetings you expressed a mutual desire to reach an extension on your current contract rather than enter into potentially protracted and contentious negotiations. We appreciate your willingness to do so.

When we met, I related to you that the University would not begin bargaining with the Ferris Nontenure – Track Faculty Organization until the end of March or early April. The University has not yet selected its bargaining team nor appointed a chief negotiator. I do not anticipate that we will do so until late March.

I have worked since we met to develop an extension proposal that I could recommend to the Board of Trustees after approval by the FNTFO. At a meeting on January 16, 2020, involving you, Paul Zube, Steve Stratton and me, I outlined the primary elements of this proposal as follows:

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Base Increases	2.00%	2.25%	2.25%	2.00% 2.25% if 5 th year extension agreed	2.25% If 5 th year extension agreed

Increase in Health Insurance ¹	Up to 3.00%	Up to 3.00%	Up to 3.00%	Up to 3.00%	Up to 3.00% if 5 th year extension agreed
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To be clear, this extension would be for four years and the FY 2023-2024 increase is 2.00%. Prior to the end of the 2023 spring semester, the parties will meet to discuss a 5th year extension. If the parties agree to extend the contract for a 5th year, the salary increase for FY 2023-2024 will be 2.25% and will be 2.25% for FY 2024-2025. Absent an agreement to extend for the 5th year, the contract will expire at midnight on June 30, 2024.

FY 2020-2021 would include off-base lump sum payments of \$250.00 for Adjunct Instructor 1 and \$500.00 for Adjunct Instructor 2 and 3. The lump sum amounts will be subject to regular payroll deductions and will apply to employees who taught during the 2020 spring semester.

Current Adjunct Instructor 1 employees Armentrout, Workman and Humphreys will be upgraded to Adjunct Instructor 2 if they are reappointed for the fall 2020 semester.

The University will fund professional development, under Article 20, at no less than \$10,000 per academic year beginning with the 2020-2021 academic year.

The rate of payment for overload responsibilities shall be \$95 per lecture hour and \$47.50 per lab hour effective the beginning of the fall 2021 semester.

The grievance regarding payment for contact hours will be resolved by paying \$15,000 to the six employees listed in the grievance on a proportional basis as agreed between the FNTFO and the University. Contract language will be revised to clearly indicate that contact hours are paid on a ratio of 18 contact hours being equal to 12 credit hours.

The office of the General Counsel will facilitate discussion(s) regarding multi-year appointments and whether there are opportunities for more multi-year appointments to be granted. This discussion will occur after a new Provost and VP for Academic Affairs has been appointed and has time to get acclimated to the position.

My proposal assumes that the remainder of the Collective Bargaining Agreement would remain the same and that the provisions outlined herein be embodied in an Amendment to that Agreement that would set out the terms of the extension and the provisions of the

¹ The University would provide increased contributions according to the language in your current contract.

agreement that are impacted by the extension or in a restated and amended version of the Agreement.

Although the overall environment for public higher education and the economy generally remain challenging, I would think an extension on the terms I have described would be in both parties' interest.

Obviously, an Agreement would require ratification by your members and the Board of Trustees. I do not want to place a hard deadline on a response, but if I do not hear from you in the next week I will assume you do not have interest in this proposal.

I appreciate very much your willingness to meet with us to explore the possibility of an extension of the current contract and I look forward to a prompt reply.

Sincerely,

Miles J. Postema
Vice President and General Counsel

c Sonya Alvarado