



Newsletter

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President's Message

Dear Colleagues,

Pace recently initiated a training program with the National Mediation Service. High-level Pace officials attended along with the UAFP Executive Board and some members of the Negotiation Team. Its purpose was to introduce a method of problem solving that was not adversarial. It provided us with a good opportunity to review the issue of grievances and how we handle them.

In the past we have looked at grievances as "us vs. them." We are now wondering if it is possible to look at them as "us solving a problem together." It's a new concept. We are testing the waters and we will review our grievance policy carefully.

Meanwhile, please keep in mind the following:

In order for the UAFP to file a grievance on your behalf, the event in question must violate the contract. Lack of consideration, bad behavior, rudeness - none of these violate the contract. In addition, the contract does not give us the "right" to a second class, even if we have taught two classes for many years. And we have no "right" to teach a specific class. Seniority is one of the considerations listed for reappointment, but it is not the only one. We hope to get stronger protections in the new contract but, at this moment, we must work with what we've got.

So, if you have a work-related problem, please check the contract before you use the word "grievance." ([CLICK HERE](#) to access the 2012-2015 UAFP Contract.) Perhaps your first step should be to speak with your Chair. Often the issue can be resolved that simply. If that provides no solution, speak with me, or whomever is designated to handle potential grievances. We may be able to address it for you. A professor recently contacted me about a serious problem - one not covered in the contract - but I was able to get it resolved. I am now looking into a second issue that I hope can be settled without a formal grievance.

For now, Bill Quinlan and I will be handling grievances. We will be considering how to handle contentious issues to get the best results for our members.

In Solidarity,
Barbara Lerner
President
Union of Adjunct Faculty at Pace



[CLICK HERE](#)

**for new member form
& information.**

ANNOUNCEMENTS:

* Our Secretary and Grievance Manager, Richard Connerney, has resigned from his union positions. We thank him for his service.

* We are planning a meeting and end-of-semester/holiday get together at TJ Byrnes Restaurant on **Dec. 10** from **4 - 6 PM**. Please join us!

Remember that you can find a wealth of information and resources at www.uafponline.org.