



# UFAS NEWS

*August 2018*

## **UFAS MEMBERS RUN FOR, WIN LOCAL AND STATE OFFICES**

Labor unions give workers a democratic voice in their workplaces and in government. In step with the nationwide trend, an increasing number of union members—and members of educators' unions in particular—have been seeking political office in Wisconsin in the past two years. Two members of United Faculty and Academic Staff are campaigning for state and local offices in the 2018–2019 races, and two were elected in the spring 2018 election.

UFAS member [Ann Groves Lloyd](#), who lives in Lodi and who recently retired from the UW–Madison's College of Letters & Science Student Academic Affairs, is running for Wisconsin State Assembly District 42 (which consists of parts of Columbia, Dane, Dodge, Fond du Lac, Green Lake, and Marquette counties). Groves Lloyd was on the ballot in the district's special election held on June 12, 2018, to fill the seat vacated by the incumbent who left to serve in Governor Scott Walker's administration. She lost to a Republican opponent by fewer than 900 votes, outperforming previous Democratic candidates in the district by several percentage points. She is hopeful that higher turnout on November 6 will help her beat the incumbent and flip the district. Running on a progressive platform with endorsements from AFT-Wisconsin and the Wisconsin League of Conservation Voters, among others, Groves Lloyd advocates for [BadgerCare for all, paid family leave, equal access to strong public education, a higher minimum wage, and strong environmental protections](#).

Another UFAS member, [Satya Rhodes-Conway](#), is running for mayor of Madison. At UW–Madison she is the Managing Director of the Mayors Innovation Project and a senior associate at COWS (Center on Wisconsin Strategy). From 2007 to 2012 she served as the city alder representing parts of east and the north side of Madison. Racial equity, affordable housing, and frequent and reliable public transit are among Rhodes-Conway's top campaign issues. The mayoral election is on April 2, 2019, with a primary scheduled for February 19, 2019.

In the spring election of 2018, [Tanya Buckingham](#) (Creative Director of the Cartography Lab, Department of Geography) and [Kate Cronin](#) (researcher in the Department of Surgery, School of Medicine and Public Health) were elected, respectively, to the Dane County Board (District 24) and Verona City Council (District 3). Running energetic, voter-centered campaigns that focused on promoting equity and diversity in their communities, a healthy environment, safe roads, accessible transportation, and affordable housing, each defeated her opponent by nearly 2-to-1 margins; Cronin unseated the incumbent, who had been the longest serving member of the Verona Council, since 1996. Cronin is now Chair of the Verona Common

Council's Senior Services Committee and is a member of the Finance Committee and Fitch-Rona EMS Commission. Buckingham now sits on Dane County's Health & Human Needs and UW-Extension committees.

Six members of other AFT-Wisconsin locals were elected to local offices on April 3: two to Superior City Council, one to Milwaukee County Board, and one each to Superior School Board, Menomonie School Board, and Oak Creek-Franklin School Board.

UFAS coordinates canvassing and phone banking on behalf of labor-endorsed candidates with other labor unions through the South Central Federation of Labor and AFT-Wisconsin. If you are interested in participating in these efforts, [contact us](#) or watch our [announcements](#).



## SAVE THE DATE

### Annual UFAS picnic

**Saturday, September 8, 4–6pm**

[BB Clarke Beach Park, Madison, WI](#)

(in case of rain or flooding location change will be announced on UFAS's [website](#))

*Family friendly and open to non-members!*

“I think unions are important for universities because they help fight back against the corporatization of higher education, that they're important in general because they help address the power imbalance between employers and employees, and that UFAS is great because it promotes solidarity across roles —faculty and academic staff—in the university.”

– Hannah Eldridge, Department of German, Nordic, and Slavic

## UFAS FORMS COMMITTEE ON POLITICAL EDUCATION

In preparation for the 2018 election cycle, members of UFAS have voted to establish a [Committee on Political Education \(COPE\)](#), the first such committee in the history of the local. Many labor unions—locals, as well as state and nation-wide labor federations—have political action and/or education committees. While the precise goals and practices of such committees vary, usually they interview and endorse candidates for political office, reach out to voters, and educate members and nonmembers on political issues. While COPEs may choose to fundraise on behalf of candidates, union dues are never used for political purposes.

In addition to influencing the political process by working to elect pro-labor, pro-education candidates—and, thus, changing the balance of power in the state for the benefit of the working people of Wisconsin—UFAS will put significant effort in the educational component of its political work. In addition to informing colleagues at UW-Madison and other Wisconsinites about political issues and the political process, as well as candidates who would best represent our interests in various political offices, the UFAS COPE plans to educate candidates for public office about issues that concern their constituents, including workers in the state's higher

education system.

Another focus of the COPE and UFAS in general during the next few months will be to contribute to nonpartisan education relating to voting rights, particularly for our students. Voting can be particularly challenging for young people who frequently move and those who had come to UW–Madison from outside of Wisconsin but now live here. UFAS is in contact with the Associated Students of Madison and other campus and community organizations about outreach efforts to students regarding voter registration. We educate UFAS members and encourage all campus employees to share [nonpartisan information](#) with students about voting eligibility, Voter ID requirements, how to find information about what is on the ballot, and where to vote.

UFAS will vote on its first candidate endorsement, candidate for WI AD 42 and UFAS member Ann Groves Lloyd, at the [general membership meeting on September 5](#).



### FALL 2018 GENERAL MEMBERSHIP MEETING DATES:

**September 5**, 5:00-6:00 PM (Wednesday)

**October 2**, 12:30-1:30 PM (Tuesday)

**November 5**, 12:30-1:30 PM (Monday)

**December 10**, 5:00-6:00 PM (Monday), followed by happy hour

Meetings take place in Union South and are open to members and non-members. Check [UFAS events page](#) and [Today in the Union](#) for room assignments.

UFAS annually allocates money for a childcare fund, which is intended to enable members with childcare responsibilities to be more active in the union, thereby broadening participation and making the union more democratic. Please refer to the [UFAS Child Care Policy](#) for further details.





## **UW WORKER BILL OF RIGHTS ENDORSED BY UFAS, OTHER AFT-WISCONSIN LOCALS**

In early fall of 2018, the AFT-Wisconsin Higher Education Council, comprised of many AFT locals in the University of Wisconsin System, drafted a document that lays out a vision for the kind of fair and equitable public university where we want to work—a vision that stands in stark contrast to the winner-take-all campus promoted by the current state legislature, the Regents, and UW System administration. UFAS became the first AFT-W local to formally endorse this document at the October 2018 general membership meeting.

The [full text of the UW Worker Bill of Rights](#) details ten fundamental rights of UW workers:

- 1. The right to an affordable, high-quality, publicly funded UW System**
- 2. The right to meaningful shared governance**
- 3. The right to academic freedom**
- 4. The right to stable employment and reasonable notice**
- 5. The right to due process**
- 6. The right to fair pay**
- 7. The right to affordable healthcare**
- 8. The right to affordable childcare and paid family leave**
- 9. The right to an inclusive workplace, equity, and affirmative opportunities**
- 10. The right to organize in a labor union and collectively bargain**

Rooting this document strongly in the Wisconsin Idea (the pursuit of truth and the quest to educate our students and the communities where we live), UFAS and other members of the Higher Education Council intend to use this Bill of Rights to educate colleagues, other campus organizations and shared governance bodies, and community, labor, and civic organizations about this forward-looking vision for workplace conditions for workers in higher education and across communities in the State of Wisconsin. We also plan to ask elected officials and candidates for public office across the state to endorse and promote this vision of the UW System.



“I joined UFAS to stay connected and show solidarity with other workers on campus. Since 2011 Wisconsin has been a model for antilabor legislation. It's important that we get involved in our union to show that even without collective bargaining rights we can use our voices to ensure a fair and equal workplace for all.”

– Lauren Wojcik, University of Wisconsin Survey Center

“I am in UFAS to play a role in advocating for employment conditions for my academic staff and faculty colleagues that help us all fulfill our potential!”

– Lisa Rausch, Nelson Institute for Environmental Studies

## **UFAS MEMBERS SUPPORT STUDENTS AND COLLEAGUES AT UW–SUPERIOR AND UW–STEVENS POINT, PARTICIPATE IN “Reclaim the UW” EVENTS**

Throughout the 2017–2018 academic year UFAS supported sister unions (AFT locals for academic staff and faculty) and students at other UW campuses in their struggles to retain high-level and diverse educational opportunities for Wisconsin communities. In particular, members of United Faculty and Academic Staff participated in campaigns to oppose program cuts, proposed by campus administrators without proper consultation with faculty, staff, students, and parents, at [UW–Superior](#) and [UW–Stevens Point](#). UFAS members have signed petitions protesting unilateral administrative decisions, participated in a press conference at the Capitol in Madison organized by students and faculty from UW–Stevens Point, and rallied with fellow AFT members and students from across the state on the steps of the Capitol Building to “reclaim the UW.”

UFAS President Chad Alan Goldberg made the following remarks at the May 9 rally in Madison:

**My union stands in solidarity with the organizers, participants, and supporters of this rally, who have assembled here today to oppose program closures in the humanities and social sciences, which have circumvented shared governance, and possible layoffs of faculty under new rules adopted by the Regents that have weakened tenure.**

**My union has always said that our working conditions are students’ learning conditions. The program closures at UW–Superior and UW–Stevens Point are a threat to both.**

**The decision to discontinue an academic program should be based essentially on educational considerations, as determined primarily by the faculty. That is not what happened at UW–Superior or UW–Stevens Point. On the contrary, these program closures and the layoffs they may entail were**

decided without meaningful participation by faculty, staff, and students. That is a brazen attack on the Wisconsin Idea....

This threat to the Wisconsin Idea is not a local issue confined to a few campuses. Program closures and the layoffs they may entail—without meaningful participation in these decisions by faculty, staff, and students—set a dangerous precedent for other UW System campuses. Don't take my word for it. Writing to UW System President Ray, UW-Stevens Point Provost Greg Summers said: "I believe what we're doing here at UW-Stevens Point will be instructive across the UW System." Never has the labor movement's old motto been more apt: an injury to one is an injury to all.

This threat to the Wisconsin Idea comes from the top down, and it has been announced openly. In 2015, Governor Scott Walker tried to change the university's historic mission by eliminating its commitment to "search for truth" and "improve the human condition," substituting instead the far narrower goal of "meet[ing] the state's workforce needs." A public outcry forced the governor to back down, but the same end is being pursued by different means: deep budget cuts, which deprive the university of the resources it needs to carry out its historic mission, and the erosion of tenure and shared governance, which is enabling program closures, campus mergers, and layoffs without meaningful input from the faculty, staff, and students who are directly affected....

No one is saying that a public university shouldn't prepare students for their future careers. But it is wrong to limit students' choices to science, technology, engineering, and mathematics, and it is wrong to narrow the university's mission exclusively to work-force training.

The liberal arts foster critical thinking and communication skills that are essential for many careers—and, just as importantly, for democratic citizenship.

For more than a century, the motto of the American Federation of Teachers has been "education for democracy, democracy in education." That is also the Wisconsin Idea.

My union stands with students and colleagues throughout the UW System in defense of that vision....

**STOP THE CUTS and FUND THE FREEZE!**

Andy Felt, Professor in the Department of Mathematical Sciences at UW-Stevens Point and President of UWSP faculty and academic staff local SPARC (AFT Local 6505) later said: "As the rally went on, several groups of fourth-graders walked into and out of the Capitol. We need to save the UW System for them."



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## IN BRIEF

In Fall 2018, after the Board of Regents codified punishment of students for disrupting the speech of others ( Resolution 10952), rather than leaving it up to individual campuses to decide on each particular case, many members of the UW-Madison and UW-Extension community expressed grave concern that the new rules would severely inhibit students' right to protest, impede the university's educational mission to "sift and winnow," and violate the State



Constitution. At its biannual convention, AFT-Wisconsin, on the initiative of the Teaching Assistants' Association (a union of UW–Madison graduate workers) and following [a joint statement](#) by American Federation of Teachers President Randi Weingarten and American Association of University Professors President Rudy Fichtenbaum, passed a resolution strongly condemning this policy shift. Over the next several months, UFAS members teamed up with student groups, shared governance bodies, and other stakeholders to adopt a similarly [censorious document](#) in the Academic Staff Assembly. Echoing the ASA resolution as well as Fichtenbaum and Weingarten's point that the Regents' policy challenges "the very notion of the university as a space of free and open debate" while "democracy requires protecting dissent, not punishing it," the UW–Madison School of Social Work, where several UFAS members work, issued its own [statement](#) that calls for the policy to be rescinded and declares that our campus continues "to support and value the role of student dissent and protest, as no significant social change has happened in our society without it."

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At the end of the 2016–2017 academic year, our union's Fair Pay for Faculty Assistants campaign led to pay raises and retitling for many Faculty Assistants. However, two experienced Faculty Assistants who were leaders in that campaign were pointedly excluded from the better-paying Lecturer positions that their union activism helped to establish. UFAS assisted one of them to file a formal grievance with the university, and we circulated a petition in support of their right to voice concern about their working conditions without retaliation. In just ten weeks, the petition collected over 500 signatures from academic staff, faculty, university staff, students, and alumni of UW–Madison and UW–Extension; members of other labor unions; and concerned supporters in Wisconsin and nationwide. The TAA, AFSCME Local 2412 (representing university staff), and the Interfaith Coalition for Worker Justice also endorsed the petition. Although the two Faculty Assistants named in our petition were not reinstated in their previous unit, both were hired in teaching positions elsewhere. This campaign raised awareness and educated our colleagues about the problem of intimidation on campus, spurring a broader public discussion within and outside of shared governance bodies about this issue. Above all, our union showed that it will stand with members when they are punished for speaking out. When we ask colleagues to support or get involved in union activities, we cannot guarantee that they will always be safe from intimidation by their managers, but we have demonstrated that they would not face intimidation alone.

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UFAS continues to poll candidates running for the Academic Staff Executive Committee and the University Committee, the executive bodies of the academic staff and faculty respectively, on their attitudes towards unions in higher education and support for UFAS specifically. Four out of seven candidates for ASEC and one out of four candidates for the UC responded to the UFAS questionnaire in the run-up to elections to these bodies in the spring of 2018. UFAS did not endorse candidates but disseminated these responses to its members, urging them to vote for candidates in these elections based on their responses. UFAS plans to continue surveying candidates for these offices in the coming years.

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In June 2018 the UFAS Steering Committee sent a comment to the U.S. Citizenship & Immigration Services in response to proposed changes in international student and scholar visa procedures. The letter, in part, read: "We have serious concerns about the proposed change to international student and scholar visa policy related to the unlawful presence determination. We are concerned that the proposed change erodes due process and places an undue burden on those with visas. Further, the proposed change threatens to chill the exercise of civil and workplace rights. Additionally, the proposed change will put well-intentioned students and workers at risk of severe penalties for accidental or unwitting violations of status. We strongly oppose the proposed changes to policy regarding international student and scholar visas and urge USCIS to maintain a fair process of notification and review before unlawful status can begin to accrue. We encourage policies that welcome and facilitate the inclusion of international students and scholars on our campuses."

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"I was a member of the TAA as a graduate student here in Madison and remember well the protests that erupted in 2011 when our unions were gutted. In fact, I was a week past my due date with my first kid, marching around the capitol wearing a homemade shirt that read 'Overdue and Pro Labor' when I went into labor. After I was hired at UW full time, it was important to me to join UFAS because I believe in unions. **I believe in standing up for workers' rights, fair wages, safety in the workplace, and equal pay, and I know it takes vigilant people to create change.**"

– Anna Rue, Center for the Study of Upper  
Midwestern Cultures



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### UFAS OFFICERS, 2018–2019

**President:** Chad Alan Goldberg (faculty, Sociology, L&S)

**Vice President:** Marcus Cederstrom (academic staff, German, Nordic & Slavic, L&S)

**Secretary:** Anna Paretskaya (academic staff, Sociology, L&S)

**Treasurer:** Sharad Chandarana (academic staff, Mathematics, L&S)

**Chairperson, Membership Committee:** Parthy Schachter (academic staff, English, L&S)

**Chairperson, System & State Issues Committee:** Kyrie Caldwell (academic staff, Program Development and Evaluation, Cooperative Extension)

**Co-chairperson, Committee on Political Education:** Tanya Buckingham (academic staff, Geography, L&S)

### UFAS CONTACT INFORMATION

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