



**LEO**  
Lecturers' Employee Organization  
AFT Michigan Local 6244, AFL-CIO

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## **LEO: *Who We Are***

We are the non-tenure-track faculty of the University of Michigan.

We have banded together and fought for a contract in order to improve our lot—and to help the university live up to its reputation as a progressive, socially responsible institution dedicated to educational excellence.

We teach across all three campuses of the University of Michigan—Ann Arbor, Dearborn and Flint—in nearly every department and program. We number more than 1,500. In some departments or programs, we teach more than half the undergraduate classes. It is the rare undergraduate who has not been taught by at least one of us. Most students will take classes from several of us and never know our actual rank and title.

Our students often call us “professor,” but our real job titles have varied: “lecturer,” “adjunct lecturer,” “adjunct assistant professor,” or any of a dozen others. Now, under our contract with the university, we are all lecturers.

Many of us are part-timers, teaching one or two courses a semester. Some of us are full-timers. Regardless, we all work on fixed-term appointments, which can range in duration from four months to five years. None of us are eligible for traditional academic protection called “tenure.”

Before we formed a union, we could teach at the university for 20 years without gaining any rights of seniority. Worse yet, we could teach at the university for 20 years without ever being considered a regular employee, earning living wage, or receiving year-round health coverage.

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## **LEO: Frequently Asked Questions**

### **1. What is LEO?**

LEO is the “Lecturers’ Employee Organization,” American Federation of Teachers Michigan Local #6244. The non-tenure-track faculty of the University of Michigan formed LEO in 2003 to be their sole collective bargaining agent with the university.

We are a member-run organization.

### **2. Why should I join LEO?**

The most important reason is that the union is our organization, and we should show our support for it, both to each other and to the administration. By joining LEO, you make the union stronger. In addition, as a LEO member you have a vote in the decisions we make as a union, including decisions about what is negotiated in our contract and whether or not we should do a job action like a strike. These are decisions that affect your livelihood, and you should have a voice in them.

### **3. How much are the dues/fees?**

If you choose to be a LEO member, your dues are 1.6% of gross pay. If you choose not to become a LEO member, your non-member service fee is 1.45% of gross pay. Based on monthly gross pay of \$3,000, dues would be \$48 and the service fee would be 43.50—a monthly difference of \$4.50.

### **4. If I’m paying the union 1.6 percent of my dues, do I get anything in return?**

The union is OUR organization, and we all gain from keeping it alive. Joining LEO makes you part of a group of people deeply committed to raising the standards of their profession.

- After teaching four years and successfully passing a performance review, you will receive your first promotional raise of 7 percent.
- In addition to promotional raises, each lecturer will receive an annual increase.
- If you work at or more than a 50% appointment for the Fall and Winter semesters you will receive Summer health insurance.
- We now have a grievance procedure, evaluation standards and a review process that give us job security.
- We now have a Professional Development Fund for lecturers.
- Our state and national affiliation, through AFT and other unions organizing contingent faculty, puts us in the forefront of a national movement to remedy the increasing casualization of academic labor.

### **5. How do I pay my dues?**

You can either pay the whole amount up front by check, or you can have payroll automatically deduct it from your monthly paycheck. Please return your check or completed authorization card to LEO by the middle of the first month of the semester, or by default you will be automatically categorized as a non-member. Then, as a non-member you will be assessed the service fee charge, including past due amounts, in your monthly paycheck. You can become a full member at any time by returning a completed authorization card choosing membership.

We recommend auto-deduct, because it’s easier: it’s less of a burden all at once, and you don’t have to worry about remembering to send a check.

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**6. If I choose auto-deduct now, can I switch to the check option later?**

Yes, you can; all you have to do is send a letter to LEO along with the check for either the semester or the year's worth of dues/fees by the first day of the semester.

**7. Will I get dues deducted from my non-lecturing appointments?**

No, dues will only be deducted as a percentage of the pay you receive as a Lecturer.

**8. I don't really teach, so why am I in a lecturers' union? Should I send in a card?**

Before we had our election to decide whether or not we wanted a union, the state government decided who was eligible to be in our union and who was not. If you received a card in the mail, it means that the university sees you as part of the unit the state set in 2004.

Yes, you should send in a card.

**9. Is there a minimum salary for lecturers?**

Yes, the current LEO UM contract has established the following minimum salaries for the lecturers on the three campuses for 2011-2012:

Ann Arbor: \$33,000

Dearborn: \$27,000

Flint: \$26,000

**10. Why do the minimums differ from campus to campus?**

Currently, each campus has its own line in the state budget, its own tuition and fees schedule, and therefore its own budget. The Ann Arbor campus has a much larger budget than Dearborn and Flint.

**11. Is there a maximum salary for lecturers?**

No, the LEO-UM contract sets no upper limit on how much a lecturer can be paid. Market forces can and do result in much higher than minimum salaries in many departments.

**12. Am I eligible for health care benefits?**

If you have a 50% or greater appointment in a given semester, you are eligible for benefits coverage. Lecturers who were eligible for benefits in both the Fall and Winter semesters of an academic year are also eligible throughout the following summer.

**13. When and how will I undergo performance evaluations?**

Each year, you will write and submit to your department a self-report in which you evaluate your own performance. Then, by the end of your fifth semester of teaching, you will undergo an interim evaluation; this evaluation will be based on your annual self-reports, students' evaluations, and the syllabi and other documents that you have created. The interim evaluation will provide you with written feedback on your performance. During your fourth year of teaching, you will complete a comprehensive major review. See Article XIX of the contract for more information on evaluations.

**14. I've heard there are Lecturers I, II, III and IV. What do these different titles or ranks mean?**

Essentially, there are two main job-tracks under the LEO-UM contract: the Lecturer I-II and Lecturer III-IV tracks. The Lecturer I and Lecturer III titles represent probationary appointments. The Lecturer II and Lecturer IV titles are for those who have passed a major review and achieved a measure of job security.

**15. What is "conflict of commitment"? How does it apply to me?**

UM has long had a "conflict of commitment" policy for its faculty, restriction how much outside work (moonlighting) a professor might do. LEO therefore negotiated an article in our contract to establish uniform rules for those employed in the bargaining unit. A LEO lecturer who has an appointment of less than 80% does not have to report outside paid employment to the university nor get prior approval to moonlight. Those with appointment fractions of 80% or greater do need the prior approval of their academic unit in order to take on outside employment.

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**16. How is LEO structured?**

The Union Council is the union's executive board; it has eight seats. The president, vice-president, secretary and treasurer are elected by all the membership; the two Ann Arbor co-chairs and Dearborn and Flint campus chairs are elected by the members on their respective campuses.

**Campus Councils:** Each campus has one, but the details are left up to the campus memberships. This group makes decisions regarding actions on their campus and makes recommendations to the Union Council.

**Stewards:** The ideal would be to have one member volunteer as a union representative in every department. That is not always the case. Some stewards will cover a floor of a building, or a group of several small departments. They are the people to go to first with your questions or concerns. Stewards are part of the Campus Council.

**17. With what labor organizations is LEO affiliated?**

LEO is affiliated at the national level with the 1.4 million member American Federation of Teachers, and at the state level, with AFT Michigan. LEO is also affiliated with the AFL-CIO.

**18. Where is the LEO office? What is the union's phone number and email address?**

LEO, 330 E. Liberty Street, Suite 3F, Ann Arbor, MI 48104

Phone: (734) 995-1813, Email: [office@leounion.org](mailto:office@leounion.org)

**19. Does LEO have a web site?**

Yes, the LEO web site is located at <http://www.leounion.org>. The web site includes additional contact information, LEO news and announcements, useful links, new member information, and copies of the LEO Constitution and the LEO-UM Collective Bargaining Agreement.

**20. What are LEO's goals?**

That's something for the members to decide.

Our goals are set by ALL members who choose to participate in the union. We hold campus-wide meetings once every semester, a convention for all three campuses every fall, and a planning retreat every spring. In between, several standing committees work to implement the projects proposed at the large group meetings. Check out your web site and read our newsletter for the latest events and activities sponsored by LEO, then contact your LEO steward, an officer or staff person, to see how YOU can make a difference!



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