

The Roar

UFF/Saint Leo University Chapter

Welcome back!!!

We hope you have had a safe, restful, and healthy break! We are pleased to introduce our new monthly newsletter, *The Roar*. This specific newsletter format was last used in 2000, and we are very excited to bring it back! Our plan is to provide you with monthly updates on a variety of topics, including contract negotiations. If you have any helpful suggestions or questions, please let us know! We are here to keep you informed!

President's Message

by Valerie Wright

Since the end of the spring semester, the Union has been communicating with faculty and administration regarding concerns and questions related to COVID-19. On May 27 and 29, the Union held Zoom sessions, with close to 60 attendees, where a range of concerns were raised. Following those meetings, a list of questions and concerns were sent to the University President. In addition, we have responded to the Stage 1, Stage 2, and Stage 2.0 plans for the return of everyone in the fall, based on faculty feedback.

While we requested that students be tested before returning to campus, this is not something that administration is going to require, beyond testing our student athletes or others once symptoms appear. We also questioned who was going to be doing the cleaning of classrooms between classes. We have been told it will not be faculty. To date, there is no announced plan on what will happen if a faculty member gets sick and cannot teach.

In our last communication with the Incident Command Team (ICT) and administration, we requested that the A/B student schedule begin after Labor Day. That would mean that all classes would be held via Zoom until Tuesday, September 8th, rather than just the initial class meeting. This would take us through the drop/add



Upcoming Events

Be on the lookout for these Fall Semester events:

- Monthly Zoom Chat for Negotiation Updates, Q and A Session
- Union Social (TBD based on social distancing guidelines)

A Warm Welcome to Our New Faculty!

If you see these folks around the main campus, please welcome them to our University Community:

Lisa Delgado Brown – Associate Professor, Education

Harsha Kalpanie Perera – Assistant Professor, Physics and Physical Science

Audrey Koke – Assistant Professor, Serials, Resources, and Instructional Services Librarian

Padraig Lawlor – Assistant Professor, History

period, as well as allow students living on campus a two-week “quarantine” before meeting face-to-face. Starting the A/B schedule after Labor Day would also allow time for those faculty members with children in K-12 to get them settled into their own school routines. Here is the response given to that request:

“Be reminded, as well, it is possible to meet to discuss matters pertinent to the implementation or administration of the Agreement as per the terms of the CBA. Any faculty concerns regarding COVID-19 matters should be escalated through the chairs and deans to leadership in order to ensure information is shared equally among all faculty inside and outside the union.”

This has become a common response by the administration. Since COVID-19 (or any other emergency) is not in the faculty contract, then apparently, it should not concern us.

We all need to work together to successfully navigate through this pandemic as a community. Faculty should continue to reach out to us, regardless of whether or not they are Union members, in ensuring their concerns are heard. While following the chain of command is important, we are stronger when we speak with one voice.

Please feel free to reach out to me or any of the other Union officers if you have any questions or concerns. We are here to support you!

Contract Negotiation News

The Negotiation Team met every other week, from January through the middle of June, to continue work on the faculty contract, which has been in progress since 2016.

On June 11, the Union submitted a Settlement Offer to university administration to move toward a conclusion in negotiations. The remaining matters include the crafting of the contract preamble, professional development funding, a new salary and compensation proposal, faculty assignments, a proposal for workforce reduction verbiage, and the parameters for outside employment.

We hope to resume negotiations shortly after the beginning of Fall Semester.

UFF Member Benefits

1% of your base salary gives you access to these benefits and more:

- VOTING RIGHTS IN COLLECTIVE BARGAINING CONTRACT NEGOTIATIONS
- UFF REPRESENTATION IN GRIEVANCES
- UFF REPRESENTATION IN DISCIPLINARY MEETINGS WITH ADMINISTRATORS (WEINGARTEN RIGHTS)
- \$1,000,000 OF PROFESSIONAL LIABILITY INSURANCE COVERAGE FOR WORK-RELATED LAWSUITS
- \$3,000,000 IN LEGAL DEFENSE COSTS
- \$300,000 FOR SETTLEMENTS CONCERNING CIVIL RIGHTS
- UP TO 2 FREE, THIRTY-MINUTE, NON-EMPLOYMENT-RELATED LEGAL CONSULTATIONS
- ATTORNEY REFERRAL PROGRAM
- INSURANCE DISCOUNTS

Message from the Vice President

The Importance of the Schedule

Lessons from Nuns and Monks for Living at Home

by Tommy Humphries

Saint Benedict did not invent the schedule for monastic prayer and work, which is celebrated today as one of the hearts of Benedictine Monasticism. He relied heavily on Saint John Cassian, who, in turn, relied on the traditions of the Desert Fathers, Saint Basil and Evagrius. But if not an inventor, Saint Benedict was certainly a keen observer and teacher of the wisdom which lies in having a firm schedule for "the hours," the *horarium*. He relaxed the tradition of saying all 150 Psalms each day (the super monks of old supposedly got 150 per day) to the practice of saying all 150 Psalms in a week. Some Benedictines split the Psalter over two weeks, these days, while many follow the division of Psalms over four weeks found in the Roman Breviary. Saint Benedict outlines seven specific times for prayer throughout the day and includes an eighth in the middle of the night. There are longer and shorter sets of prayers during the day. The different seasons of weather and liturgy suggest different daily patterns, but every day is punctuated by prayer and work, with careful prescriptions for eating (when and how much), as well as sleeping. As many have reflected, this fosters a genuine balance for the individual in work-life relationships and for the community in terms of expectations, cohesion, and individuality.

The lesson for those of us affiliated with a Catholic Benedictine University, who are now working from home and wondering (fretting?) how the Fall Semester will proceed between family demands, teaching our children, and teaching our university students, should be obvious. We need a plan rooted in antiquity, with the balance that grows from long years of living together. We need to learn from our Benedictine sisters and brothers how to respect certain times of the day, and especially how to use prayer, work, meals, and sleep to punctuate our days. We can take easy queues from our own local Monasteries by following their times for rising, praying, eating, working, and sleeping. When our various family structures require modifications, Saint Benedict gives us hints for respecting diversity and maintaining principles of balance.

Having structure for the day and the week can do immense good for community life. Stopping for regular prayer and meals, as well

UFF Member Benefits Continued...

- CAR RENTAL PROGRAMS
- LOAN FORGIVENESS ASSISTANCE
- FORECLOSURE ASSISTANCE

Want to join the Union?

**This is how to
calculate your cost
(Based on 26 pay periods):**

Base Salary =	\$50,000.00
1% of Salary =	\$500.00
Dues per pay pd =	\$19.23



as drawing together and moving apart, are healthy and holy practices. Balanced routines are most helpful. As parents and spouses, we should be attentive to the *horarium* at home. As teachers and administrators, we should be aware of the need to help students maintain reasonable schedules, even when we are not together in the same location. As we transition to what feels like an entirely different lifestyle, do not forget to recall the *horarium* that leads to holiness, health, and genuine learning.

See the *Horiarum* for our monastic communities here:

<https://saintleoabbey.org/worship/>;

<https://benedictinesistersoffl.org/mission-vision/>

Tune in digitally with our monks as they broadcast Morning Prayer, Midday Prayer, and Evening Prayer throughout the week on Facebook (Saint Leo Abbey).

Read the Rule of Benedict online in many places, e.g.

http://www.documentacatholicaomnia.eu/03d/0480-0547,_Benedictus_Nursinus,_Regola,_EN.pdf.

In Response to Your Inquiries...

The following is a short video (created by Tommy Humphries) that explains how to locate your base salary and personal information on Workday: <https://web.microsoftstream.com/video/99fe5ed5-025e-47a6-b008-cd2b6451d6e7>

Your 2020-2021 Union Officers:

President	Valerie Wright
Vice President	Thomas Humphries
Secretary	Carol McLeish
Treasurer	Peter Marian
Senator	Kelly Atkins
Senator	Angel Jimenez
At Large	Burgsbee (Lee) Hobbs
At Large	Fr. Michael Cooper
At Large	Patricia Senger
Grievance Chair	Patrick Crerand
Webmaster	Bryan Reagan

“The function of education is to teach one to think intensively and to think critically. Intelligence plus character - that is the goal of true education.”

Martin Luther King, Jr.

**Peace cannot
be kept
by force;
it can only be
achieved by
understanding.**

-Albert Einstein