

AAUP

NEWS

AAUP Unit 2 bargaining begins

Contract negotiations for AAUP Unit 2 began on Dec. 2. The initial bargaining session lasted about an hour.

According to AAUP Chief Negotiator John Battistone, the Faculty team proposed merging the seven-member Unit 2 faculty into the AAUP Unit 1 contract that covers all other full-time faculty.

John said the work of all of these faculty members is essentially the same, but the Unit 2 faculty are treated disparately regarding their workloads and tenure eligibility.

According to John, the administration team said they are not interested merging the Unit 2 faculty into the Unit 1 contract because of “the ramifications of making such a merger.”

The primary difference between the two units is that members of AAUP Unit 2 do not have a term off. Instead, they work a twelve-month schedule, with 20 vacation days per year.

According to John, the administration team said they believe that all counselors,

advisors, and librarians, including those in Unit 1, should be on twelve-month contracts.

AAUP Unit 2 consists of seven full-time faculty members, all of whom provide advising services for Cincinnati State students. Five are associated with the Enrollment and Student Services area, and two are associated with the Health Technologies Division.

Another difference between the two faculty bargaining units concerns the tenure process. The Unit 2 contract states that members “may choose to apply, one time and one time only, for tenure” in their fifth year of service. Unit 1 members must apply for tenure when they reach the beginning of their fifth year at the College.

Chapter President Pam Ecker said that two current members of Unit 2 have tenure which was granted prior to the current Unit 2 contract.

One current member of Unit 2 prepared a tenure application during the term of the current contract, and then withdrew the application after being advised to do so by an administrator.

Pam said the faculty member

was told that President Wright would not recommend Unit 2 faculty to be tenured because these faculty positions are funded—at least in part—by grants to the College.

All of the other current members of Unit 2 have four years of service or less.

John said that at the bargaining session, the Faculty team asked if the administration would consider any proposals that would merge the two faculty units for bargaining, while continuing to recognize differences between the units in defining workload and tenure eligibility.

According to John, the administration team said they “do not have a principled interest in keeping the units separate,” but any such change would have to address the ramifications of the calendar and tenure.

John said the teams agreed to meet again on Tuesday, Dec. 9.

In addition to John, the negotiating team appointed by the AAUP Executive Committee includes Ron Craig and Geoff Woolf.

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Chapter officer elections completed

Cincinnati State AAUP Executive Committee elections concluded Nov. 24. The newly-elected officers are:

President: Pam Ecker

Treasurer: Paul Davis

Membership Chair:
David Simmermon

These officers began their terms at the Dec. 2 meeting of the AAUP Executive Committee.

David Simmermon replaces Ken Stoll as the Chapter's Membership Chair.

Pam Ecker said, "We greatly appreciate the many contributions Ken has made to Cincinnati State AAUP over the past several years."

"In addition to serving as Membership Chair, Ken has been a bargaining team

member, and he is continuing to serve as a faculty representative on the Faculty/Administration Communication Team (FACT)," Pam said. "Ken's insights and experience have helped us greatly in our problem solving and decision making."

Pam continued, "We're glad to welcome Dave to the AAUP Executive Committee."

"Dave brings us new viewpoints, and he has already attended some of the Leadership Training Workshops provided by National AAUP, so he is well qualified to take on these responsibilities," Pam said.

"Dave was a candidate for a Chapter office last year, and we're pleased that he has now been elected by the Chapter to serve an officer for the next two years," Pam added.

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John has served as Chief Negotiator for five Unit 1 bargaining teams and two previous Unit 2 bargaining teams.

Both Geoff and Ron have completed the intensive Negotiations Training Workshop provided by the National AAUP, as well as several other National AAUP training programs and conferences.

The administration's bargaining team is Gene Breyer, Human Resources Director (Chief Negotiator); Sharon Davis, Assistant Dean of Enrollment Services; and Marianne Krismer, Dean of Health Technologies.



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