

# AAUP NEWS



Volume XIII No. 15 July 31, 2002

## Faculty Team offers settlement proposal; administration has not yet responded

On Monday, July 29, the Faculty Bargaining Team offered a comprehensive set of proposals intended to form a reasonable basis for resolving the entire contract. The administration team did not respond to the Faculty Team's comprehensive proposals during either of the bargaining sessions held July 29 and July 30.

Faculty Chief Negotiator John Battistone said, "The Faculty Team offered a package of proposals that includes a number of compromises, but still reflects the key contractual concerns that have been identified by Faculty members."

John said, "We offered this package on Monday as a way to help meet the original goal that was set by both teams—to try to reach a negotiated agreement on a new contract without the need for a fact-finding hearing, as we were able to do in the 1999 Faculty Unit 1 contract negotiations."

John said that last week the State Employment Relations Board (SERB) provided the teams with a list of possible fact-finders, and on Monday, the teams used the procedures described in Ohio's collective bargaining law to mutually agree on the fact-finder who would conduct a hearing if this step becomes necessary.

According to the Faculty Team members, the administration team said on Monday and on Tuesday that they needed more time to study the cost of the Faculty's proposed settlement package.

Faculty Team members said the administration offered some modified proposals at the Monday and Tuesday sessions.

On Monday, the administration team offered a modified version of their original proposal for changes to contract Article XI (D), concerning reduction in force (RIF) if an academic program is

eliminated. The administration's proposed language would allow tenured faculty positions to be eliminated if an academic program is eliminated. The Faculty Team has proposed no changes to the current contract language concerning RIF in the case of financial exigency.

Also on Monday, the administration offered a modified version of their original proposal on professional enrichment.

The Faculty Team said the administration brought two proposals to the July 30 bargaining session. These proposals modified the administration's original proposals for Article VI, Governance (which includes the faculty role in selection and hiring), and Article IX, Electronically Purveyed Methods of Instruction (EPMI).

"The administration's revised proposals did not address any faculty concerns about the selection and hiring process," said Faculty Team member Joyce Rimlinger.

"The administration team was not willing to discuss any modifications of the two

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proposals they offered today," Joyce added. "They said we would have to accept the Governance and EPMI proposals they made today as a complete 'package' with no changes."

"Since their proposals didn't deal with the full range of faculty concerns covered within these articles, the Faculty Team did not agree to accept their proposed 'package,'" Joyce said.

Joyce said that at the end of the session Tuesday, the administration withdrew its Governance and EPMI 'package' offer.

The Faculty Team members said they hope that the administration will respond to the Faculty's comprehensive settlement proposals at the next bargaining session, scheduled for Thursday, August 1.

Another bargaining session is scheduled for Friday, August 2. The SERB-appointed mediator is expected to be present on Friday but the mediator is not expected to attend Thursday's bargaining session.

## **SEIU files grievances re: Fin. Aid Advisors**

According to a spokesperson for the Cincinnati State Chapter, District 1199, Service Employees International Union, AFL-CIO, the SEIU chapter has filed two official grievances related to disciplinary actions taken against Cincinnati State Financial Aid Advisors.

The SEIU spokesperson said one Financial Aid Advisor's employment with the College was terminated last week, and four other Financial Aid Advisors have been given numerous disciplinary notices and have been told they may be put on suspension.

One of the SEIU grievances states that the Financial Aid Advisors have been treated in a discriminatory manner compared to other SEIU members with similar exempt (salaried) status. The specific differences concern how overtime and compensatory time are defined and applied to exempt SEIU members.

The SEIU spokesperson said the biggest problem is communication with the Interim Financial Aid Director. The spokesperson said, "We're

asking simple questions like 'Is overtime mandatory?' and we get the response 'I'll leave that up to you.' Then, when the Advisors choose how to arrange their work hours, they get disciplinary notices."

The second grievance concerns how SEIU members are treated generally when the steps of the SEIU grievance process are being applied.

The spokesperson said that in the past, most conflicts involving SEIU members have been resolved an at early step that involves using a conflict resolution process. In the cases involving the Financial Aid Advisors, new disciplinary notices have been issued at the same time that the union has been attempting to resolve key questions about overtime and comp time issues, using the conflict resolution steps.

"The intent of conflict resolution is resolution," said the SEIU spokesperson. "In these cases, the department administrator seems to be using the contractual grievance process to prolong conflict rather than to resolve it."

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