

# AAUP

# NEWS

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## Faculty Negotiation Team announced; Bargaining Council Committees continue to examine issues

The Faculty Negotiation Team for 2005 was introduced at the AAUP Chapter Meeting on May 24.

John Battistone will serve as Chief Spokesperson for the Faculty Team. The other Team members are Jason Caudill, Ron Craig, Joyce Rimlinger, Ken Stoll, and Geoff Woolf.

John said, "This team represents a range of faculty experiences and perspectives. Some team members have served on past bargaining teams, and most of the team has also participated in the intensive training programs offered by the National AAUP."

"All of the team members have provided service to the College in a number of roles, and this team has a good balance between those who are 'senior' faculty members and those who have joined our College faculty more recently," John added.

The chapter meeting also included introduction of the Communication Team for 2005. This group, which will be chaired by Dave Simmermon, will help ensure that all Faculty bargaining unit members stay

fully informed about the progress of contract negotiations throughout the summer.

The other members of the Communication Committee are Yvonne Baker, Debbie Bogenschutz, Connie Crossley, Andi Feld-Brockett, Michele Geers, Carla Gesell-Streeter, Peggy Lepley, and Clark Stull.

Dave said that others who wish to join the Communication Committee should get in touch with him.

Chapter President Pam Ecker said that the AAUP Executive Committee has been reviewing the information collected in the

Faculty survey and in reports from the Bargaining Council committees.

"We have not yet established a date for the start of formal negotiations with the administration's team," Pam said.

"The AAUP Exec will make sure we have collected and appropriately assessed needed information before we give the Faculty Team the go-ahead to begin negotiations," Pam added.

Pam said that any Faculty member who has not yet

**see Chapter meeting/2**

## Arbitrator rules in favor of AAUP (again) in workload/overload case

An arbitrator has ruled in favor of the AAUP position in a case concerning how workload and overload compensation are calculated.

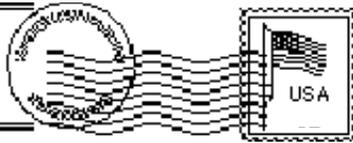
The arbitrator, N. Eugene Brundige, ruled that the AAUP is correct in its assertion that the contract language requires a faculty member who is teaching an overload course to be compensated for the entire

contact hour value of that course--not just for units above the term maximum of 20.

Mr. Brundige's written report said, "... a binding past practice does appear to be present" concerning the correct way to calculate the compensation owed to a faculty member teaching an overload course.

**see Arbitration/3**

# Letters



## To the Editor:

I would like to comment on Tom Grogan's letter published in the *AAUP News* dated May 20, 2005.

There are inequities in salary! These inequities need to be fixed! However, Tom Grogan's Robin Hood approach, "take from the rich and give to the poor," is not the answer.

There will always be people in an organization who are on the upper end of a salary schedule, no matter what the schedule.

The question to ask is "why are they there?" For most, the answer is longevity.

Longevity is a good thing. Longevity brings stability. However, longevity does have an ending point.

People who have been at the College for many years retire. When they retire, their huge salaries (which seem to be an issue) are returned to the College.

This allows the College to give larger raises in the future to those faculty members still working on increasing their longevity.

Mr. Grogan's approach assumes that there is a fixed amount of money that the College is willing to part with for raises and that this amount will never change over time.

We have a thriving College, a new ATLC building, and many

ways to increase College revenues. More revenues, along with retirements, will increase the funds available for raises.

During all of my years here at the College, there have always been some individuals who made more money than I did. NEVER did I suggest that they take less so that I could have more. Never did I suggest that I was more deserving because they had already achieved financial bliss. How ridiculous; how insulting!

I have worked at the College for 28 years. Because of longevity and effort, I have moved up the salary range to the staggering sum of money that I now make.

Many faculty members are approaching retirement. They are counting on their long-term efforts and their nest eggs for the future.

I oppose any position that would suddenly punish these so-called "rich" individuals as they approach retirement.

So here we are. Do salary issues exist? Of course they do. For individuals who whine about their lot in life, I say: fix it, build it, grow it.

The solution, however, is not found in "Robin-Hooding" your peers!

Gary Webster,  
Information/Engineering  
Technologies

## Chapter Meeting / continued from 1

completed their Bargaining Issues Survey can still return it to the AAUP Mailbox in the Distribution Center, or to any member of the AAUP Executive Committee.

"We would really like every member of the bargaining unit to share their views and concerns," Pam said. "This can be done by filling out the survey, by attending meetings of Bargaining Council committees, or simply by making your views and concerns known to the Committee Chairs or the members of the Chapter Executive Committee."

Extra copies of the survey can be obtained from Pam or from Chapter Vice President Joyce Rimlinger.

Bargaining Council Chair Ron Craig gave an update on the meeting schedules for the four Bargaining Council Committees.

Ron said the Workload Committee has been holding meetings with various groups to discuss specific components of faculty work. Several more of these sessions are scheduled; all will be held from 2 to 3 p.m. in ATLC Room 435. The dates and topics are:

May 31 and June 1 - classroom instructional load, technology in the classroom, and distance education.

June 7 and 8 - program and area chair duties, and certificate chair/advisor duties.

June 8 and 9 - clinical coordination, and counselor and librarian duties.

Ron said those with concerns who cannot attend a meeting should contact one of the Workload Committee co-chairs, Sue Dolan or Bob Eveslage.



## Arbitration / continued from 3

Mr. Brundige's report also said that the two faculty members whose compensation from Early Fall and Late Fall Terms, 2004, was at issue should be "compensated consistent with the overload payment practice utilized . . . prior to March 16, 2004."

Chapter President Pam Ecker said the March date cited by the arbitrator related to the administration's announcement, during last year's "fiscal crisis," that they would change the way overload was calculated and paid, based on their new interpretation of the contract language.

According to Pam, Mr. Brundige's ruling said that he did not agree with the reasoning used by the administration to support their new interpretation, which relied on contract Article XIX, the Wavier clause.

"In essence, the administration's position was that the Waiver clause allowed them to exercise a 'right' they said they had in the Workload article, even though they had not enforced this 'right' in the past," Pam said. "This 'right' they were claiming was to pay overload only for certain units

rather than for the overload course as a whole."

"Mr. Brundige's report said that the administration's position could be sustained only if the portion of the Workload article in dispute clearly and unambiguously granted them the 'right' they claimed-- but he did not find this to be the case," Pam said.

"Furthermore, Mr. Brundige's report acknowledged that the AAUP effectively demonstrated the long-standing past practice of paying faculty members for all of the units of their entire overload course," Pam added.

Mr. Brundige's ruling, received May 18, was the second time in less than a year that an arbitrator supported the AAUP's interpretation of the contract language concerning how to calculate overload.

Pam said that in August 2004, an arbitrator also ruled in favor of the AAUP in a similar case. Because the administration and the AAUP had agreed to use an expedited process last summer, the first case did not include a lengthy written report from the arbitrator.

Then, when the AAUP discovered a similar problem in Early Fall, the administration

said they would not recognize the August arbitrator's ruling as a precedent. (See *AAUP News*, Sep. 27, 2004, and Dec. 9, 2004.)

Chapter Grievance Officer John Battistone said that any member of the bargaining unit who believes they may have been affected by "undercounting of overload" during the life of this contract should inform a Chapter Executive Committee member immediately.

"As we have worked on these two arbitration cases over the past year, we have tried to obtain all needed information about how faculty members' loads and overloads have been counted," John said. "However, it's possible that there could still be some faculty members affected by this ruling whose situation has not been made known to the AAUP."

"If there are any more of these cases, we would like to resolve them quickly," John said.

John added, "We hope that with Mr. Brundige's ruling now clearly stated, the AAUP will not have to start any additional grievance proceedings related to the question of how to properly calculate the overload payments owed to faculty members."

## Coming soon. . . . Open House at the new AAUP Office!

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and working for  
the future.



# AAUP Bargaining Council Activities

Open meetings for Faculty Bargaining Unit members to discuss faculty workload responsibilities.  
(All meetings 2 to 3 p.m., ATLC 435)

- May 31 & June 1 - instructional duties, technology in the classroom, distance education
- June 7 & 8 - program and area chair duties, certificate chair/advisor duties
- June 8 & 9 - clinical coordination, librarian and counselor duties

For more information or to convey your concerns, contact Bargaining Council Chair Ron Craig, or the committee chairs:

- Workload - Sue Dolan & Bob Eveslage
- Professional Development - Marcha Hunley & Tom Kober
- Governance, Accreditation, and Hiring - Marc Baskind & John Buttelwerth
- Compensation & Benefits - Tom Burns & Michele Geers

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## EXECUTIVE COMMITTEE

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[WWW.CINSTATEAAUP.ORG](http://WWW.CINSTATEAAUP.ORG)