

# AAUP

# NEWS

Volume XIII No. 16 August 9, 2002

## AAUP chapter members approve tentative agreement for new contract

On August 7, the members of the Cincinnati State AAUP chapter approved the tentative agreement for a new collective bargaining contract. The Faculty and Administration bargaining teams reached a tentative agreement on August 5.

The Faculty Bargaining Team members included John Battistone, Debbie Bogenschutz, Maggie Davis, Joyce Rimlinger, and Ken Stoll.

The College Board of Trustees

must still vote on the tentative agreement. The Board is currently scheduled to meet on August 22.

Prior to the vote, AAUP Chapter President Pam Ecker said that the members of the AAUP Executive Committee unanimously recommended that the members approve the tentative agreement.

"This tentative agreement has many good components, and it also reflects the results of some compromises made at the

bargaining table," Pam said.

"The tentative agreement does not contain everything the faculty had hoped to achieve through bargaining this year," Pam said. "But it does preserve elements of the contract that have been important to Cincinnati State faculty for many years, and it adds new elements that faculty regard as achievements."

Faculty Chief Negotiator John Battistone reviewed the contents

**see Tentative agreement/ 2**

### Health Benefits information sessions for AAUP Unit 1 Faculty are scheduled for:

**Mon., Aug. 12, 2 p.m., Room 180**

**Thurs., Aug. 15, 11 a.m. and noon, Room 180**

**Tues., Aug. 20, 2 p.m. and 3 p.m., Room 302**

**Wed., Aug. 21, 9 a.m., Room 180**

Anthem representatives will be present at these meetings to answer questions concerning the health insurance plans that will be in effect with the new contract (or visit the website [www.anthem.com](http://www.anthem.com) for more information).

Anthem Blue Preferred (HMO/POS/EPO) is the replacement for those currently using Choice Care or the Anthem HMP plan.

Anthem Blue Access PPO is the replacement for those currently using the Anthem Community Preferred Plan. (The old Anthem Community Preferred plan is not the same as the new Anthem Blue Preferred plan.)

Faculty Unit 1 members are asked to complete enrollment in their new health plan by Sept. 1.

Those who cannot attend one of the informational meetings may pick up enrollment information in the College Human Resources Office.

## Tentative agreement approved/ continued from 1

of the tentative agreement with the chapter members. Highlights of the three-year agreement include:

- Across-the-board raises of 4 percent each year, with equivalent increases to the overload rate and to starting salaries for new faculty.

- Establishment of an "equity pool" of \$50,000 per year. Faculty members who believe they are entitled to equity adjustments to their salary may apply to the College Human Resources Office. A designated time will be established each year for submitting these applications. The disposition of the application will be given in writing to the individual and to the AAUP. If an individual needs an adjustment of more than \$5,000 total, the first \$5,000 will be added to base salary in year one, with the rest of the adjustment added in subsequent year(s).

- Non-contributory health insurance, through plans offered by Anthem. Those currently using Choice Care will switch to the Anthem Blue Preferred plan. (See announcement on page 1 about informational meetings.)

- Increased dental insurance (annual individual maximum raised from \$1,000 to \$2,000).

- Vision insurance continues as in the current plan.

- Establishment of a "Sick Leave Bank." Faculty can donate days and apply to use donated days, but donated days will be available to all Cincinnati State employees.

- The workload article remains essentially the same; however, instructional faculty members may maintain 2 "virtual office hours" along with 6 "present on campus" office hours.

- The question of how many programs, options, or majors should be assigned to a co-op coordinator will be referred to the FACT committee; meanwhile the current limit of 4 will remain in effect.

- Contractual descriptions of the role of the Faculty Senate, the Senate standing committees, and the guaranteed ratios for faculty participation in other committees and quality teams remain the same.

- Hiring committees for faculty and academic administrator

positions will be empowered to "recommend" hires; this is a change from the current contract language which requires committees to forward names of all candidates "qualified to perform the job."

- The FACT committee will examine the entire Selection and Appointment process and will make recommendations this year for process improvements.

- Faculty rights to ownership of Electronically Purveyed Methods of Instruction (EPMI) course materials are affirmed.

- Changes in EPMI contract language clarify and strengthen the description of elements to be included in the written agreement between Dean and faculty member that is required before EPMI materials can be developed.

- Guaranteed compensation of unit-value-plus-one for development of EPMI materials will continue; discussion of units awarded for delivery of EPMI course materials is incorporated into the written EPMI agreement between faculty member and Dean.

Faculty members who want a written summary of all elements of the tentative agreement should contact Pam Ecker.

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