

# NEWS

## Bargaining at impasse after 30 minute session

The bargaining session on August 6 ended 30 minutes after it began. With negotiations at impasse, the process of selecting a fact-finder will continue.

Faculty Chief Negotiator Geoff Woolf said, "The administration team presented what they called a comprehensive settlement package."

"But if we had settled for what they offered, most faculty members would be continuing to do the same amount of work—or more—for less compensation in real dollars."

"The offer simply wasn't worth taking time to discuss," Geoff said.

Faculty Team Member Joyce Rimlinger said, "A settlement means something both sides can live with. Our team was certain that the terms of this insulting proposal are not what faculty would want to live with for the next two or three years."

According to Faculty Team Member Dave Simmermon, "In many of our bargaining sessions, the administration made no movement at all from their original proposals. Now, they are starting to make moves, but the changes are tiny."

"It sure doesn't look like they are serious about wanting to get bargaining done soon," Dave said.

The State Employment Relations Board has been asked to provide a list of potential fact-finders and the process of selecting a fact-finder will continue next week.

However, the teams have agreed to schedule another bargaining session for Tuesday, August 12. The mediator, who was not present on Aug. 6, is expected to attend the session on Tuesday.

"If the mediator can assist in getting this contract resolved, we welcome his help," Geoff said.

## A view from the table

-- John Battistone, Faculty Bargaining Team

College faculty are not primarily motivated by money, or we would not have chosen education as a career.

However, neither are we foolish enough to accept economic losses in our professional lives when there is no need for them.

And that is precisely what the administration is asking us to do.

At the bargaining session on August 6, the administration presented to us what they said was a proposal designed to keep us out of fact-finding. A settlement offer. Our team had done the same thing last week.

It is against our groundrules to discuss the specifics of

settlement offers (even a fact-finder is not privy to those, since it discourages compromise).

But I think it's important for the College community to understand some key differences in the two settlement proposals.

I have served on the Faculty Bargaining Team for every faculty contract since the beginning of collective bargaining at the College: over a dozen rounds of bargaining, all but two of which required fact-finding.

Almost everyone who has ever been a member of a Faculty Bargaining Team has also participated in the training

## **View from the table / continued from 1**

program offered by National AAUP. In that training we all learned the same rule:

“You can propose anything you can justify.”

It’s my belief that every proposal ever offered by a Faculty team, from initial proposal to settlement offer, has been justifiable.

We always have reasons for what we propose. We always have comparable data to support the positions we take. The other side might not like what we propose... but we always can justify what we propose.

Therein lies the key difference, in my opinion, between what Faculty teams offer to the administration, and what the administration teams offer to us.

I have yet to hear from the administration team actual reasons for many of their positions this year, particularly the economic ones.

We have heard that “flexibility” is a concern, and that “economic impact” is a concern.

We have yet to hear how they derive their numbers.

When we ask them how they justify their proposals, they’ll say, “It’s just our initial proposal.”

Toward the end of Wednesday’s 30-minute session, Faculty chief negotiator Geoff Woolf asked our team if we had any questions for the administration.

I had one, and it went something like this:

In light of the fact that inflation, as measured by the Consumer Price Index, is currently around 4.2%--which does not even include the nearly 36% hike in gasoline prices that has occurred since our union sisters and brothers in SEIU settled their contract a year ago--how is the administration’s proposal justifiable?

**When the Faculty team makes proposals, we can justify our position.**

**When the administration team makes proposals, their justification is: “This is our proposal.”**

Continuing my question, I asked:

Looking at the administration’s proposed salary increase for faculty, and the administration’s proposed increase to health benefit contributions paid by faculty, and the administration’s proposed workload provisions for faculty—just the key elements of “economic stuff” in the contract—could someone on the administration team tell me how this proposal is not a net economic loss in real dollars for faculty?

At first there was no response. So I asked again...Doesn’t this proposal constitute a net loss in real dollars for faculty?

Finally we got their answer: “It very well may be a loss. Many of us are taking a loss.”

Now how outrageous is that?

The College’s chief financial officer has repeatedly told the Board of Trustees this year that the College is in good shape financially, compared to several years ago.

An independent financial analysis commissioned by the AAUP yielded the same conclusion.

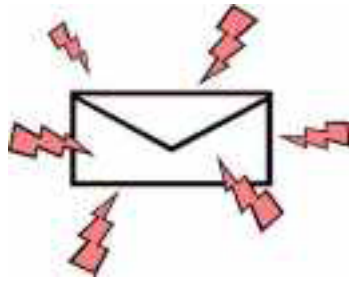
Meanwhile, attendance at New Student Orientation is breaking records.

The administration’s bargaining team has NEVER said that the College can’t afford the AAUP’s proposals. We never hear a financial justification. We never hear any other justification. All we hear is, “This is our current proposal.”

The administration’s “settlement” package wasn’t something that the Faculty team could recommend. If we had brought that proposal to a Chapter meeting, you would have hooted us out of the room.

Why in the name of sweet reason would faculty at a healthy and growing institution continue to work the same or even heavier workloads, for LESS real money?

Cincinnati State faculty may not be primarily motivated by filthy lucre...but our mamas did not raise a bunch of fools.



# Letters

To the Editor:

When I was eight years old, I watched a neighbor kid staple his finger. Before he did it, he announced, "I'm going to staple my finger."

After a short pause, he clicked the stapler, then let out a scream that's still ringing in my ears.

After his mom removed the staple, she handed him back the stapler and said, "Stop doing that!" (We were all impressed that she gave him back the stapler.)

Every year, our administration and Board of Trustees announce,

"We are going to award tenure to a number of full-time faculty." After a short pause, they do it.

Then, in bargaining years, there's an administrative howl and cry about how horrible tenure is and how it's destroying the ozone layer.

So, is tenure a bad thing? Sometimes, yes. If you award tenure to a poor performer, then yes, tenure is bad.

If you don't deal with performance problems, whenever they arise, then I suppose you can claim that tenure is bad.

Here's an idea... STOP DOING THAT! Stop stapling your finger!

But nooooooo, the administration won't do that. **They want contract language to do their job for them.** Just remove tenure-track positions via contract language, and the administration's problem is solved.

Exactly what planet did you just come from? If you think, for one minute, that this faculty will EVER agree to eliminate new tenure-track positions, then you're even dumber than I thought.

Donald Youngpeter, PE  
Center for Innovative  
Technologies

## Comparison of teaching by full-time (tenured and tenure-track) faculty and all other instructors at Cincinnati State, 2007-08

Source: Cincinnati State public data

	SU 2007	EF 2007	LF 2007	WI 2008	SP 2008	2007-08 Total
Total instructors per term	417	602	596	639	606	2860
Total non-tenure-track instructors	306	445	435	475	455	2116
<b>% non-tenure-track instructors</b>	<b>73.38%</b>	<b>73.92%</b>	<b>72.99%</b>	<b>74.33%</b>	<b>75.08%</b>	<b>73.99%</b>
Total sections by term	809	1479	1509	1520	1440	6757
Total non-tenure-track taught sections	513	835	876	845	858	3927
<b>% non-tenure-track taught sections</b>	<b>63.41%</b>	<b>56.46%</b>	<b>58.05%</b>	<b>55.59%</b>	<b>59.58%</b>	<b>58.12%</b>

**For current bargaining information:**

**AAUP Office Hotline - 513-569-1888**

**or online at [www.cinstateaaup.org](http://www.cinstateaaup.org)**

# Cincinnati State AAUP Chapter Meeting

Wednesday, August 13  
2:00 p.m.

Lindner Auditorium

## Agenda: Report on the Status of Negotiations

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