

NEWS

Administration rejects additional Faculty efforts to achieve contract settlement

A bargaining session on Sep. 12 produced no resolution to contract negotiations, despite continuing efforts by the Faculty Team.

The Faculty Team invited the administration team, along with the mediator, to attend the session on the 12th, and the administration accepted.

Faculty Chief Negotiator Geoff Woolf said, "We prepared a new proposal that addressed most of the specific concerns the administration mentioned when they rejected our previous proposal on Aug. 29. We hoped that if we continued to show our willingness to reach a compromise, the administration might do the same."

"However, at the end of the day it was clear that the administration and Board of Trustees are not interested in eliminating fact-finding and bargaining an agreement with us right now," Geoff said.

The session on Sep. 12 lasted about three hours; however, the Faculty Team said most of the time was spent in caucuses with the mediator talking to the teams separately.

"The administration team reviewed our new proposal,

which was intended to reach agreement on important non-economic issues prior to fact-finding," said Faculty Team Member Joyce Rimlinger.

"After they caucused for about 45 minutes, the administration team rejected our proposal," Joyce said.

Geoff said that with help from the mediator, the Faculty Team was able to identify additional administration concerns.

Based on that information, the Faculty Team crafted a new, comprehensive proposal intended to settle the contract. The Faculty Team authorized the mediator to present the new settlement package to the administration.

"Once again, we waited a

long time for them to respond," said Faculty Team Member Jason Caudill. "But again, the administration rejected our offer."

Then, through the mediator, the administration team offered a response to the first Faculty proposal of the day.

"The administration's proposal addressed their key non-economic concerns, but it didn't cover the most important faculty concerns," Jason said. "There was no reason for us to accept the proposal."

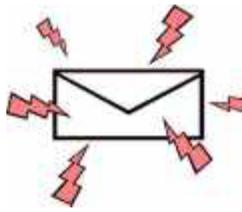
No additional bargaining sessions are scheduled, and the Faculty Team will continue to prepare for the fact-finding hearing, which is scheduled for Sep. 23.

Show Your Support

Wear your AAUP shirt on Fridays!
Wear an AAUP pin, sticker, or temporary tattoo every day!

Attend the AAUP Chapter Meeting:
Tuesday, Sep. 23 • 4 p.m. • Location TBA
Stay for the Board of Trustees Meeting at 5:30 p.m.

Need a grey AAUP shirt or other AAUP items?
Come to the AAUP Office (Main 124) Wednesdays, 11 to noon
or call Yvonne Baker at 569-4942



Letters

To the Editor:

We have started a new year with contract negotiations not completed, so that means conversations that started in Summer are still going on. Faculty members are still talking about disrespect and continual foot-dragging from the administration.

It makes me wonder if the administrators responsible for this situation are the same ones who were all smiles back in Spring when the CIT faculty, staff, and administration had an Appreciation Day lunch for our students. Boy, it was fun to work cooperatively to pull that off. And the cooperation extended to administrators higher than the division level... some of the same people who sit across from my friends on the Faculty Bargaining Team and tell them faculty are not worthy.

It makes me wonder why we bother. Well, the answer is that all faculty truly care about this College and the work we do

here. We care about producing graduates who will go into the community and become productive, tax-paying citizens.

The current situation also makes me wonder what brought us to this point—again. It seems like every three years we go through dragged out negotiations, fact-finding, build-up for a strike, and finally a settlement... and it does wear on your mind.

However, it's important to think about what happened before there was a union, and what those faculty had to endure.

I came to Cincinnati State just as the first AAUP agreement was being finalized. Fortunately for me, I did not have to be part of the group that was told "no" to raises for four or five years in a row. I was not faced with administrators who had the audacity to tell this great faculty that it was possible to go out to Central Parkway, stop every third car, and find someone who could teach my classes.

Whether you've heard all the horror stories of past negotiations or not, one thing is clear: The only way we ever get resolution of a fair and equitable

contract is by banding together as a cohesive unit. The way the faculty in 1990 got raises—and the term off that allows you to regain your sanity, rather than teaching almost every day of every year, with no breaks—was to stay unified.

It won't be too long until we'll have to vote on a fact-finder's recommendations, and decide if the compromise suggested by someone who doesn't know what we do is better than what could possibly be negotiated by faculty and administration.

If the AAUP leaders ask us to reject a fact-finder's report, we should send a unified message to reject. We deserve better than a bad compromise for the work we do and the reputation that we have helped to build for Cincinnati State.

I still don't look forward to a strike and the impact it would have on our students and our families. But if we stick together, any work stoppage that might happen will not last long.

Dave Smith
Mechanical Engineering Tech
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