

NEWS

Five months of bargaining concluded with new contract approved by Faculty and BOT

The contract negotiations that began in May concluded on Oct. 28, when the College Board of Trustees voted 7-0 to approve the tentative agreement reached by the Faculty and Administration bargaining teams.

The two sides attained a tentative agreement about 3 p.m. on Friday, Oct. 24.

The AAUP had planned a move to strike headquarters at Concordia Lutheran Church on Friday, until the tentative agreement made the move unnecessary.

On Saturday morning, Oct. 25, AAUP members voted 107-3 to approve the tentative agreement.

Faculty Chief Negotiator Geoff Woolf said, "Although we didn't gain everything we had hoped for, our faculty unity made it possible to reach an effective agreement with the administration."

"The new contract maintains an appropriate role for faculty in establishing our workload, retains a meaningful tenure system, and provides compensation that is significantly more than the

administration was willing to offer prior to fact-finding," Geoff said.

(Key points of the new contract are summarized on page 2.)

Geoff said that Chief Financial Officer Sandy Simpson and her staff are examining how to process the retroactive raise payment and the \$550 one-time payment in a way that is most beneficial to faculty members in relation to taxes.

Both payments are expected to be completed on or near the Nov. 14 pay date.

"The \$550 lump sum payment may not seem like a lot of extra pay," Geoff said. "But for faculty members whose salaries are below the median, that additional pay makes the total value of the year one raise better than 4 percent."

Geoff also noted that the new contract includes a separate article on procedures for selection and hiring of faculty members and academic administrators.

"The new contract language clarifies some items that have been sources of frustration

for faculty serving on hiring committees in the past," Geoff said. "We're hopeful that the new language will improve and streamline the hiring process."

Chapter President Paul Davis said that many faculty members contributed to the successful conclusion of negotiations.

"When our Bargaining Team members were trying to work out the best possible agreement, they knew they had the support of many others," Paul said.

"We had a lot of faculty members working hard 'off the table' also to keep everyone informed and to plan for the worst case scenario."

"The stresses of being so close to a strike at the end of the term were not easy for any of us, but faculty pulled together when it mattered most," Paul added.

"We all hope that when it's time to bargain another contract in three years, the work of finding common ground with the administration can be truly collaborative rather than confrontational," Paul said.

Key Contract Changes Resulting from 2008 Negotiations

Compensation

- Year 1 - 3.25% increase to base salary, retroactive to 9-2-08.
- One-time lump sum payment of \$550 for each bargaining unit member (to be paid in November 08).
- Year 2 - 3.25% increase to base salary.
- Year 3 - 3.50% increase to base salary.
- Overload pay (per unit) increased 3.25%, effective with beginning of Late Fall Term. The same rate will remain in effect for years 2 and 3.
- Salary change after attaining tenure - 3% raise to base salary (increased from 2%).

Workload

- Maximum units per term: 16 (cannot be forced above 16).
- Maximum units per year: 62.
- Overload to be paid in units above term maximum of 16.
 - Overload course units are "split".
 - "Banking" units for heavy & light terms is allowed but cannot be forced to "bank" if you want to be paid overload in the term it is earned.
 - Light loads may occur at any time during the academic year.
 - overload for EF term will not be recalculated.
- HPS clinical coordination units – status quo.
- 18-course faculty (teaching predominantly 3-unit courses) – status quo.
- 180-day faculty – status quo.
- Industry Relations Coordinators language moved to Workload article.

- These coordinators to be chosen through collaboration between Faculty Senate and Workforce Development Center Director.
- 40 units per year to be provided for allocation to faculty performing these duties.

Benefits

- Faculty will contribute 6% of cost of health insurance premiums.
- Terms for those who opt out of health insurance remain the same.
- New Health and Wellness program to be provided.
- Health insurance to be made available to same-sex domestic partners.

Selection & Hiring

- Language taken out of the Governance article and made a separate article.
- New article increases efficiency of the selection & hiring process; clarifies terminology and accountability.
- Deans required to communicate in writing any reason for hiring an adjunct over the objection of the Program or Area chair.

Governance

- Administration will provide to Faculty Senate twice a year, at the request of the Senate President, a list of all active College-wide committees.
- Divisional Council of Chairs becomes "Divisional Council," with more inclusive representation from co-op coordinators and advisors.

- Administration required to address with Faculty Senate academic concerns related to kitchens, classrooms, and laboratories being used for non-academic, commercial purposes.

Tenure

- Status quo

EPMI

(Distance Education)

- Status quo

Professional Development

- Unit members may enroll in CS classes without paying tuition or fees (except course/lab fees).

Calendar Change (new appendix to contract)

- Administration must seek faculty collaboration in any planning for calendar change.
- AAUP (and Administration) will make an additional appointment to any committee dealing with calendar change.

Other Topics

- Language on professional ethics moved verbatim from Severance article to Academic Freedom article.
- Date for sabbatical applications moved from Nov. 1 to Feb. 1.
- Increased flexibility for the AAUP to purchase release for unit members doing special governance work.

Two new Trustees join Cincinnati State Board; one BOT vacancy remains to be filled

Two new members of the Cincinnati State Board of Trustees began their service at the October Board meeting.

The new Trustees are Mrs. Sandra Meyer, the President of Duke Energy of Ohio and Kentucky, and Dr. Karen Bankston, Senior Vice President of the Drake Center.

College trustees are appointed by the Governor to serve six-year terms.

Mrs. Myers was appointed to a term that ends in August 2014. Mrs. Bankston's term ends in August 2012.

Board members whose terms ended this August are Mrs. Nancy Connor and Mrs. Annette Smith Tarver.

Mr. Mark Walton, Vice President at Fifth Third Bank, was reappointed to serve another term that will end in August 2014.

Board members whose terms continue until August 2010 are Mrs. Laurie N. Leonard, Mr. Michael Oestreicher, and Mr. Ross Wales.

Trustees whose terms continue until August 2012 are Mr. Robert McKenna and Mr. John Steele.

One vacancy remains on the Board because Mrs. Lisa FitzGibbon resigned from the Board on October 10.

Mrs. FitzGibbon's letter of resignation, which was shared by Board Chair McKenna at the October 28 meeting, said that

she wanted to avoid possible conflicts of interest that would prevent the Easter Seals Work Resource Center, where Mrs. FitzGibbon is the CEO, from partnering with the College in seeking certain grants.

AAUP Chapter President Paul Davis said the open Board position is expected to be filled quickly.

"It's my understanding from speaking to the Governor's representative for Southwestern Ohio that another Board appointment will be officially announced very soon," Paul said.

Ballot for Nomination of Chapter Officers

The Cincinnati State AAUP Chapter Executive Committee is seeking nominations for three Chapter officers. Any Chapter member in good standing may nominate themselves or any other Chapter member for these positions.

The deadline for submitting nominations is 4:00 p.m., Monday, Nov. 17. Nomination ballots should be sent to the AAUP Mailbox in the College Distribution Center (Main Bldg. Mailroom).

The Chapter Executive Committee will contact all nominees to determine their willingness to serve, and then Election Ballots will be prepared and distributed to all Chapter members.

If you have questions, please contact Chapter President Paul Davis.

All nominations are for a term of office that concludes Oct. 31, 2010.

Nominee for Chapter Vice President: _____

Nominee for Chapter Secretary: _____

Nominee for Chapter Member-at-Large: _____

AAUP Service Committee Announces Two Projects

The Cincinnati State AAUP Service Committee invites the College community to participate two year-end projects.

On **November 15**, the AAUP Service Committee is partnering with the Cincinnati State Alumni Association to participate in the “**Prepare Affair**” sponsored by People Working Cooperatively.

This event brings volunteers together to help elderly homeowners with chores needed to prepare homes for the cold winter months, such as raking slippery leaves, cleaning gutters to prevent roof damage and leaks, and other tasks that keep our elderly neighbors safe, warm and dry.

To join the Cincinnati State team, please register at www.pwchomerepairs.org/PrepareAffair.aspx and choose Charlie Thrasher as your group leader.

The Cincinnati State group will meet at the College in the lower parking lot (near the Central Parkway Garage) at 9:00 a.m. on Nov. 15.

For more information about “Prepare Affair,” contact Tom Burns.

From **November 3 to December 19** the Service Committee will conduct the second annual **AAUP Food Drive** for the Cincinnati FreestoreFoodbank.

Collection barrels will be placed in each division as well as the Welcome Center, Cafeteria and Student Activities Office.

All nonperishable food items are appreciated (canned meats, vegetables, fruits, soup, macaroni and cheese, granola bars, crackers, etc.).

The Service Committee asks all members of the College community to pick up an extra item or two the next time you shop to help those less fortunate than ourselves.

For more information about the Food Drive, contact Cindy Kneip.

Save the date: November 18 A Faculty Celebration of Thanks (More information soon)

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