

NEWS

AAUP files Unfair Labor Practice charge concerning health benefits changes

The Cincinnati State AAUP has filed an Unfair Labor Practice (ULP) charge against the College administration because of changes to faculty health benefits that were made without negotiations.

AAUP Contract Compliance Officer Geoff Woolf said the ULP was submitted to the State Employment Relations Board (SERB) on August 26.

The ULP asks the SERB to order the administration to return the health benefits program to the provisions and costs negotiated for the current contract.

The ULP also seeks an end to the administration practice of unilaterally imposing contract changes that should be topics of bargaining.

"During negotiations last year, the administration told us that Anthem might be seeking changes to our health insurance plan," Geoff said.

"According to the notes taken by several members of the Faculty Team, the administration said that before any changes would be made, they would come back to us

with more information about the possible changes," Geoff continued. "Then, we would be able to represent the interests of our bargaining unit members regarding this important topic."

"But this summer, rather than notifying the AAUP of the need to discuss changes, the administration simply announced that changes would occur and scheduled meetings to inform faculty of the changes," Geoff said.

"As it's described in Ohio's collective bargaining law, the administration's action is an example of 'bypassing the agent,' and it's not acceptable when a collective bargaining agreement is in place," Geoff said.

Geoff said that the administration has revoked some of the changes to health insurance that were announced early in the summer.

See *ULPI 2*

CState AAUP to celebrate 20th anniversary

The Cincinnati State AAUP Chapter will recognize the 20th anniversary of serving as the faculty collective bargaining representative at a celebration on Oct. 7.

The date of the celebration commemorates the first negotiation session of the first

faculty contract, which took place on Oct. 4, 1989.

Faculty members and other guests have received invitations to the celebration event, to be held at the Summit Restaurant on campus.

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Health insurance components that remain the same include the costs for dental procedures, and coverage for some dependents over age 18 who are covered on a family plan.

However, the changes that have been implemented are having a significant impact on some faculty members.

Geoff said that in some cases, the additional costs for items no longer covered by health insurance will amount to several hundred dollars each year.

Chapter President Paul Davis said the SERB review process

will take time, but is necessary to resolve this problem.

“The cost of health insurance is a mandatory topic of bargaining, and the administration needs to respect the contractual process for making changes to those policies and costs,” Paul said.

“AAUP members, like all College employees, are aware that it’s challenging to establish fair and appropriate health insurance,” Paul said. “In our 20 year history of bargaining with the administration, we’ve spent many long hours talking about how to control costs while also

providing appropriate health insurance coverage for faculty.

“It’s disappointing that we have to seek help from the SERB to stop the administration from ignoring the rights of employees,” Paul said.

According to a spokesperson for SEIU, the union that represents College professional, clerical, and technical personnel, have filed a grievance against the administration regarding the health insurance changes, and SEIU also filed an Unfair Labor Practice charge with the SERB.

AAUP appoints representatives for Semester Transition Project

The AAUP Executive Committee has appointed representatives to serve on each of the committees of the College’s Semester Transition Project (STP).

The current contract provides AAUP with the opportunity to designate a union representative on each STP committee.

The AAUP representatives are:

- Articulation & Transfer - Joyce Rimlinger

- Budget - Yvonne Baker

- Calendar - Debbie Bogenschutz

- Communication - Peggy Rolfsen

- Co-op & Experiential Learning - Paul Davis

- Curriculum - Bob Eveslage

- Policies & Procedures - Linda Pohlgeers

- Program Advising - Diane Stump

- Recruitment & Retention - Diane Stump

- Technology - Paul Weingartner

Other faculty representatives on STP subcommittees were recommended by the Faculty Senate.

A complete list of STP committee co-chairs and members is available at www.cincinnatiastate.edu/semesters.

Chapter Fair Share fee revised

The collective bargaining fee assessed to faculty bargaining unit members who are not AAUP Chapter members--also known as the “fair share fee”--has been adjusted.

Effective with the first pay period in September 2009, the fair share fee was reduced to .0052 percent of base salary. Previously, the fair share fee was .0061 percent of base salary.

Chapter members’ dues are .0075 percent of base salary, an amount that has been in effect since 1989.

The change occurred because of recommendations from the Chapter’s independent auditor, and was approved by the AAUP Executive Committee this summer.

Notification of the change was provided during the summer to all faculty bargaining unit members who pay the fair share fee.

The fair share fee covers services provided to bargaining unit members who choose not to be members of the AAUP Chapter. It is described in Article

III (D) 2 of the faculty Collective Bargaining Agreement.

A fair share fee has been a provision of the faculty contract since the first contract was signed in 1990.

Additional information about how the fair share fee is calculated is available from the Chapter Treasurer, Yvonne Baker, or on the Chapter website, cinstataaap.org.

Chapter bylaws changes to be presented to members

Members of the Cincinnati State AAUP Chapter will be asked to review and then vote on changes to the Chapter Constitution and Bylaws during the Early Fall Term.

Chapter President Paul Davis said some bylaws changes are required because of revisions in the structure of the National AAUP.

At the national level, AAUP is in process of reorganizing into three separate but interlocked entities: the AAUP, the AAUP Collective Bargaining Congress, and the AAUP Foundation.

The restructuring plan was approved at the Annual Meeting of National AAUP in June 2008.

Additional information about National AAUP restructuring is available at www.aaup.org/AAUP/about/Restruct.

“The National AAUP restructuring requires some changes to the Chapter’s governance documents to ensure that all legal requirements are being fulfilled,” Paul said.

“Since we have to make the National-mandated revisions, it also provides an opportunity

to update some other Chapter procedures,” Paul said.

A document with all proposed changes will be made available to Chapter members in early October. Members will be afforded time to comment on changes prior to voting.

The original Chapter Constitution and Bylaws were ratified in September 1989.

Amendments were approved by the Chapter members in March 1991 and November 1998.



Call for Nomination of Chapter Officers

The Cincinnati State AAUP Chapter Executive Committee is seeking nominations for three Chapter officers: President, Treasurer, and Membership Chair.

Any Chapter member in good standing may nominate themselves or any other Chapter member for these positions.

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 Vice President Joyce Rimlinger.

All nominations are for a term of office that concludes Oct. 31, 2011.



Nomination Ballot

Nominations should be sent to the AAUP Mailbox in the College Distribution Center (Main Building Mailroom).

The deadline for submitting nominations is 4:00 p.m., Friday, Oct. 16.

Nominee for Chapter President: _____

Nominee for Chapter Treasurer: _____

Nominee for Chapter Membership Chair: _____

AAUP

Cincinnati State

20 YEARS STRONG

20th Anniversary Celebration

October 7, 2009

The Summit

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