

NEWS

AAUP Unit 2 negotiations to begin

Contract negotiations for AAUP Unit 2 are scheduled to begin on Thursday, Dec. 3. The current contract for these faculty members expires on Dec. 22.

Currently, five faculty members are included in this bargaining unit; however, four new positions in the unit are expected to be filled by the start of Winter Term.

According to the definition in the contract, AAUP Unit 2 represents faculty counselors and admissions personnel who work primarily on the main campus and whose positions "are created as part of a program funded in whole or in part by a grant or contract between the College and some outside organization or entity."

Unit 2 was established during academic year 1996-97, after the State Employment Relations Board ruled that these faculty positions should not be merged into the Unit 1 contract.

Chapter President Paul Davis said, "The members of AAUP Unit 2 do work that is exactly the same as work performed by some members of Unit 1, but because of the supposed difference in funding, they are a separate bargaining unit."

"The biggest actual differences

between the two contracts are that members of Unit 2 are not entitled to a term off, and their contract has a different tenure provision," Paul continued.

"As in past negotiations for Unit 2, our bargaining team will strive to achieve fairness for these faculty members in comparison to the Unit 1 faculty members," Paul said.

Geoff Woolf, who was the Chief Negotiator for the most recent Unit 1 bargaining, will serve as AAUP Chief Negotiator for the Unit 2 contract.

The other faculty team members are Julie McLaughlin, a past member of Unit 2 who is now a Unit 1 faculty member, and Pam Ecker, past president of the Chapter.

According to Geoff, the administration's Chief

Negotiator will be Human Resources Director Gene Breyer, and the team members will be Dean of Enrollment and Student Development Tony Cruz and Associate Dean of Business Technologies Donna DuVall.

Geoff said that during the preparations for Unit 2 bargaining, the AAUP became aware that some current and some past members of this unit had not been paid the correct contractual rates for their overload teaching assignments during the past two years.

"We are in process of resolving these discrepancies," Geoff said. "All past and current members of Unit 2 will receive the back pay they are entitled to."

Geoff said the total paid to the past and current unit members for overload adjustments will amount to about \$2,000.

AAUP officers elected

In November AAUP Chapter members elected three officers:

- President: Paul Davis
- Treasurer: Yvonne Baker
- Membership Chair: David Killen

Terms for these officers will expire in October 2011.

Paul said 14 Chapter members were nominated as potential candidates for the open offices, and four agreed to run.

"We are happy to welcome Dave to the Chapter Executive Committee, and we thank Janice Lockett for her years of service as the past Membership Chair," Paul said.

FACT to discuss wellness program & calendar change processes

The Faculty / Administration Communication Team (FACT) is expected to meet soon for discussion of several topics, including implementation of the contractual wellness program, and processes associated with planning the change to a semester calendar.

The FACT was established as part of the first AAUP contract in 1990, to provide continuing mechanisms for communication and problem-solving.

The AAUP and the College President each can appoint up to six members to serve on FACT.

FACT objectives, as stated in the contract, include:

- improving working relationships between faculty and administration.
- exploring innovative approaches to achieving organizational effectiveness.
- solving problems of mutual concern, including environmental conditions and health and safety matters.

Recommendations made by the FACT are taken back to the AAUP Executive Committee and the College administration for review. If the recommendation of FACT is not accepted, the reasons must be communicated to the FACT in writing.

In past years, the FACT has

dealt with topics including faculty workload, hiring procedures, and other contractual matters.

AAUP Contract Compliance Officer Geoff Woolf said the administration has expressed interest in bringing FACT together to discuss implementation of the Health and Wellness Program (HWP) provisions of the current contract.

The contract states that effective January 1, 2009, the College will provide an HWP at no charge that offers programs including but not limited to:

- physical assessments
- stress management programs
- nutrition counseling
- smoking cessation services
- biometric measurements
- access to the College's fitness facilities.

"We're almost a year past the contractual implementation date, and some faculty members have been asking when these services will be available," Geoff said.

Geoff noted that the administration has been promoting wellness-related activities such as participating in physical education courses offered at the College and

enrolling in the American Cancer Society's "Workplace Solutions" program.

"These activities may have a relationship to the contract language about the HWP, but they do not replace the HWP," Geoff said.

Geoff said the administration also has indicated interest in discussing at FACT some elements of implementing the change to a semester calendar.

"Even though the College as a whole is still in the early stages of discussing calendar change, faculty members realize that making changes to every course and every curriculum will be a time-consuming process," Geoff said.

"In addition, some members of the College community are already speculating about how faculty workload standards will change in a move from terms to semesters," Geoff said.

"Workload and compensation are matters to be resolved through collective bargaining, not in Semester Transition Project committees," Geoff said.

"We have language in the current contract that addresses the need to bargain implementation of possible changes in a timely manner," Geoff added.

"In the past, the FACT committee has played an important role in helping to resolve other contractual workload issues," Geoff said. "Perhaps starting with FACT will assist with this situation, too."

AAUP 20th anniversary clocks still available

Each AAUP Chapter member should have received one of the clocks distributed in October in commemoration of the Chapter's 20th anniversary.

A few of the clocks did not operate properly because of defective batteries.

Any Chapter member who did not receive a clock, or who needs a replacement battery or a set of the instructions for using all of the clock features, should contact Paul Davis or another member of the Chapter Executive Committee.

SERB requests more information for health insurance ULP

The State Employment Relations Board (SERB) has requested additional information from the AAUP Chapter to support the Unfair Labor Practice (ULP) charge filed by the AAUP in August.

Geoff Woolf, the Chapter's Contract Compliance Officer, said the response to the SERB's information request was prepared with assistance from the Chapter's attorney.

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's practice of unilaterally imposing changes that should be topics of collective bargaining negotiations.

Some of the changes to health benefits which were imposed by the administration in summer of 2009 have resulted in unexpected additions to health care costs for faculty members and their families.

"The SERB's process for reviewing a ULP charge will take some time," Geoff said.

"The SERB deals with matters related to every union in the

state of Ohio, and the staff is not large, so it may be several months before our ULP is formally reviewed by the members of the Employment Relations Board," Geoff said.

"While we are waiting for this issue to be resolved, faculty members who are incurring additional health care costs should save receipts and other documentation," Geoff added.

"If we prevail in our case to the SERB, we will seek reimbursement for all of these extra costs," Geoff said.

Faculty Senate and AAUP welcome new CS faculty at Great Oaks campuses

Representatives of the Faculty Senate's Peer Mentoring committee and the AAUP met with the faculty members in the College's Practical Nursing Certificate program on November 9.

AAUP Chapter President Paul Davis said the purpose of the meeting was to begin orienting these new faculty members to their Cincinnati State faculty rights and responsibilities.

All of the Practical Nursing courses are offered at campuses in the Great Oaks system, and the faculty members are located at these campuses.

The group of faculty members is transitioning from Great Oaks faculty status to Cincinnati State faculty status over several terms.

By Winter Term, all Practical Nursing faculty will be considered full-time Cincinnati State faculty. They are:

- Sue Batory (starting in Winter

- Sarajane Blatt
- Jean Combs
- Nikki Howard
- Janet Kroeger
- Kathy Nicely
- Cinda Siekbert
- Robin Sinex
- Eileen Stork (starting in Winter)

Paul said the AAUP hopes to hold an event on the Cincinnati State campus to welcome the new faculty.

Faculty Senate appoints Presidential Search reps

The College Board of Trustees announced in October formation of a Presidential Search Committee.

The AAUP contract states that the Faculty Senate appoints three members of the Presidential Search Committee.

The Senate appointed Paul Davis (AAUP President),

Paul said that AAUP representatives have met several times with College administrators to discuss issues related to the transition of faculty status, including workload and compensation.

"The AAUP was involved in similar discussions several years ago when the former Bethesda School of Nursing faculty joined Cincinnati State," Paul said.

"If any problems arise from this transition, we hope to be able to resolve them quickly," Paul said.

Carla Gesell-Streeter (Faculty Senate President) and Wanda Dantzler.

Trustees on the Search Committee are Mark Walton (chair), Laurie Leonard, Robert McKenna, and Margy Waller.

Paul said the committee has not had any meetings yet.

Chapter bylaws changes available for review

Members of the Cincinnati State AAUP Chapter have been asked to review proposed changes to the Chapter Constitution and Bylaws.

Chapter members were notified by e-mail that the proposed changes, and the rationale for each change, are posted on the Chapter website, www.cinstateaaup.org.

Any Chapter member with suggestions, questions, or concerns about the changes should contact Chapter President Paul Davis by noon on Friday, Dec. 4.

Members will vote on the proposed changes later this month. The ballot will ask members to vote for or against

approval of the entire set of changes; "line item" voting is not permitted.

Paul said some 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.

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

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



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