

NEWS

AAUP notifies administration: let's start bargaining

Cincinnati State AAUP has informed the College administration that faculty are ready to start negotiations for a new collective bargaining agreement.

Faculty Chief Negotiator Geoff Woolf said that paperwork was filed with the State Employment Relations Board on Feb. 1. A copy was delivered to Human Resources Director Gene Breyer on Jan. 31.

Geoff said the filing covers the AAUP Bargaining Unit 1 contract, which expires in September 2011. This bargaining unit includes 206 full-time faculty members.

The contract for AAUP Bargaining Unit 2, which includes 10 full-time faculty members, expires in December 2011. Geoff said that AAUP will file paperwork to begin bargaining for this unit in a few months.

According to Geoff, the administration has indicated interest in starting negotiations soon, but no dates have been set for bargaining sessions.

AAUP President Paul Davis said, "We hope the administration will join us at the bargaining table in the near future, so we can get started

in establishing a new contract agreement that will serve the best interests of the College community."

Paul said the AAUP Bargaining Issues Forum on Jan. 27 provided valuable information that will help the Faculty Bargaining Team prepare proposals.

"Over 50 faculty members attended the Forum," Paul said. "All of the discussion tables had lively conversations about faculty concerns."

"The Forum data, along with the faculty survey responses, gave us a good basis for starting negotiations," Paul said.

Paul said the AAUP Executive

Committee and Bargaining Team plan to have additional meetings with some faculty members, such as cooperative education coordinators and health clinical coordinators.

"For some specialized faculty responsibilities, we will gather additional information before bargaining proposals are finalized," Paul said.

In addition to Geoff, the Faculty Bargaining Team members are Pam Ecker, Bob Eveslage, Joyce Rimlinger, and Linda Schaffeld.

Alan Neace and David Simmermon are "stand-by" bargaining team members who will assist with some issues.

"Have a Heart; Do Your Part"
Thursday, February 24, noon - 2:00 p.m.

Main Bldg. Conference Center 342

**Join your faculty colleagues for a light lunch,
and support AAUP service activities**

- donate days to the Sick Leave Bank
- assist the AAUP Scholarship & other projects

Joint Benefits Committee hold first meeting

Cincinnati State's new Joint Benefits Committee (JBC) held its initial meeting on Jan. 28.

The purpose of the JBC is to conduct research and evaluate all facets of employee health care benefits in order to build consensus and make collaborative decisions and recommendations regarding these benefits.

The long-term goal of the JBC is to provide high-quality health care benefits for College employees, while controlling costs through efficient plan design and user education.

The JBC has 15 members, representing these Cincinnati State employee groups:

- AAUP (5 members). The AAUP representatives are George Armstrong, Jeri Hancox, Alan Neace, Tracey Stivers, and Geoff Woolf.
- SEIU (4 members)
- IUOE (1 member)

- Ohio Police Benefits Assn. (1 member)

- College administration (4 members)

The College's insurance broker, Ted Zalla of USI Insurance, is a consultant to the JBC.

The JBC was formed as a result of an agreement between the AAUP and the College administration to settle an Unfair Labor Practice charge.

The AAUP filed the charge in August 2009 and it was resolved in Fall of 2010.

Geoff said the first meeting of the JBC was a "productive start."

"Mr. Zalla shared a lot of high-quality data about the ways insurance benefits are being used by College employees," Geoff said.

"All of the JBC members will be taking time to study the data and generate questions before

we hold our next meeting," Geoff added.

Geoff said the College's contract with USI Insurance expires in August 2011. A Request for Proposals from potential insurance brokers is scheduled to be released later this month.

Geoff said that using the JBC to determine health care benefits will remove this topic from contract negotiations for the AAUP.

However, if the JBC process ceases to be effective, any of the parties may opt out and return to establishing health benefits costs during contract negotiations.

"The JBC gives us a real opportunity to make well-researched decisions about our health benefits in a collaborative way," Geoff said. "We hope the JBC's work will become a model for many other College-wide, collaborative decision-making processes"

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