

January 6, 2012

**SENT VIA HAND-DELIVERY**

Mr. Geoff Woolf  
Chief Negotiator  
American Association of University Professors  
Cincinnati State Chapter  
3520 Central Parkway  
Cincinnati, Ohio 45223

Dear Geoff,

On September 20, 2011, the College sent a letter to faculty while our bargaining teams were in the final stages of negotiations prior to a strike scheduled by AAUP. That letter led to AAUP's filing of an unfair labor practice charge with Ohio's State Employment Relations Board. In the ULP charge, the AAUP alleged that the College violated its obligation to bargain in good faith by attempting to deal directly with faculty concerning issues that were properly the subject of negotiations between AAUP and the College.

As you know, we continue to disagree with the AAUP's characterization of the letter as an act of bad faith or an attempt to deal directly with its membership. We do understand however, how it could have been interpreted otherwise or been perceived by the AAUP leadership as an attempt to undermine their credibility given the circumstances.

On behalf of our entire bargaining team, we want to express our regret to the extent the timing and content of the letter created the impression that the AAUP leadership was not fulfilling its duty in its communications to members of the bargaining unit regarding details of bargaining between the parties.


The College continues to acknowledge AAUP as the exclusive representative of the faculty for purposes of bargaining over salary, benefits and other terms and conditions of employment. On behalf of the College, we apologize for the discomfort that the September 20th letter may have caused the AAUP during a critical time in our negotiations.

We are committed to working diligently to rebuild positive relationships with both the individual faculty members as well as the AAUP leadership so that together we can devote our resources exclusively toward serving the needs of our students. This commitment includes ensuring that as we partner and interact with the AAUP and its members, we are mindful of the types of issues for which the AAUP is the exclusive designated representative.

Sincerely,



Eugene L. Breyer, Jr., Co-Chief Negotiator



James K. L. Lawrence, Co-Chief Negotiator

On Behalf of:  
The 2011 Cincinnati State Technical and  
Community College Bargaining Team