

NEWS

Unfair Labor Practice charge goes to SERB mediation after internal settlement fails

The Unfair Labor Practice (ULP) charge filed by the AAUP during negotiations will be the subject of a mediation conducted by the State Employment Relations Board (SERB) on January 4.

The ULP concerns a letter signed by Dr. Monica Posey that was sent to faculty members by email on Sep. 20, just a few minutes before a bargaining session was scheduled to begin.

The letter described an administration proposal from a prior bargaining session, but

did not include all relevant information about that proposal, and implied that the AAUP leadership and Bargaining Team might not have communicated fully with the members of the bargaining unit.

AAUP Contract Compliance Officer Geoff Woolf said that attempts were made to resolve the ULP internally, but the resolution efforts were unsuccessful because the administration's attorney, James Lawrence, would not agree to the proposed settlement.

"We thought we had an agreement that would have ended the need for SERB action, and allowed everyone to move forward for the good of the College," Geoff said.

"However, it turned out that the good faith agreement we made with some College administrators was not supported by Mr. Lawrence."

"We'll send a team to Columbus for the SERB mediation, and perhaps we'll be able to put this matter to rest in the new year," Geoff said.

AAUP Chapter officer elections to conclude this month

Members of Cincinnati State AAUP will choose a Chapter President, Treasurer, and Membership Chair in elections that will be completed in January.

The candidates whose names will appear on the ballot are:

- **President:**
David Simmermon
- **Treasurer:**
Yvonne Baker and
Scott Freeman
- **Membership Chair:**
Heather Hatchett and
Alyce Thompson

A total of 16 Chapter members were nominated for the three open positions. In accordance with the Chapter Bylaws, each nominee was asked if they were willing to have their name placed on the ballot.

Four candidates agreed to run for Membership Chair, so a run-off election was conducted in December.

"We're pleased at the number of candidates who are willing to serve as Chapter leaders," said Interim Chapter President Joyce Rimlinger.

Final voting for officers will take place via online ballot. Chapter members will receive an email with a link to the ballot.

Statements from each candidate on why they want to be a Chapter officer also will be available during the election period.

All candidates are elected to a term that will end Oct. 31, 2013.

The Chapter election process was delayed this year because of the protracted length of bargaining.

Unit 2 bargaining begins

Bargaining for a new contract for AAUP Unit 2 started on Dec. 20, and is expected to conclude in January.

At the initial bargaining session, which lasted about 30 minutes, the teams exchanged initial proposals for contract changes.

The next bargaining session is scheduled for Jan. 6.

The terms of the current contract, which expired Dec. 23, will remain in effect until a new contract is negotiated.

AAUP Unit 2 is composed of full-time faculty members whose positions were created as a result of (and may be partially funded by) grants awarded to the College.

Members of Unit 2 include some Advisors in the Enrollment and Student Development Division and some in the Health and Public Safety Division.

The Unit 2 contract provisions typically have been identical to the Unit 1 contract in most respects, with two significant exceptions:

- Faculty members in Unit 2 work approximately 220 days per year, compared to 180 working days for Unit 1 faculty.
- Faculty members in Unit 2 *may* apply for tenure after five years of service, whereas Unit 1 faculty *must* apply for tenure after five years. Faculty in Unit 2 who do not apply for tenure continue to be employed on an annual contract basis.

The AAUP Bargaining Team for the Unit 2 contract includes Geoff Woolf (chief negotiator), Darlene Gray, Julie McLaughlin, and Pam Ecker.

The Administration Bargaining Team is Human Resources Director Gene Breyer (chief negotiator), Dean Tony Cruz, Associate Dean Sharon Davis, and Director of Organizational Development and Labor Compliance Lisa Evans.

Unit 1 contract publishing in process

AAUP Chapter leaders hope to make the newly-negotiated Unit 1 contract available to members in January.

Contract Compliance Officer Geoff Woolf said that initial word processing of contract changes was completed in December, but the wording of some contract provisions is in dispute.

“Because of the way that bargaining was conducted, the teams did not exchange detailed language for all of the provisions in the final agreement,” Geoff said.

“We hope to meet soon with administration representatives so we can try to resolve the problems, and then distribute a finished contract to our members,” Geoff said.

Any member of AAUP Unit 1 with questions about contract provisions should get in touch with Geoff.

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