

NEWS

Unfair Labor Practice charge resolved with letter of apology from administration

The Unfair Labor Practice (ULP) charge that was filed by the AAUP in September was resolved on Jan. 6.

The settlement includes a letter of apology from the Administration Bargaining Team's Chief Negotiators, attorney James Lawrence and Human Resources Director Gene Breyer, to Faculty Chief Negotiator Geoff Woolf.

The full text of the apology letter is on p. 3 of this Newsletter.

The resolution was achieved with the assistance of a mediator

from the State Employment Relations Board (SERB).

Geoff, along with Faculty Team members Pam Ecker and Alan Neace, met with Gene Breyer and the SERB mediator, in the Columbus SERB offices, on Jan. 6. Mr. Lawrence participated in the mediation session by telephone.

The ULP charge was filed by the AAUP because of a letter sent by email to all bargaining unit faculty members on Sep. 20, two days prior to the strike. The email letter, signed by Dr. Posey, was sent about 15 minutes

before a bargaining session was scheduled to begin.

The Sep. 20 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 the Faculty Bargaining Team might not have communicated fully with members of the bargaining unit.

The letter also stated that if faculty members needed more information about the status of bargaining, they should contact their division deans.

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Simmermon elected AAUP Chapter President

David Simmermon was elected as the new AAUP Chapter President in officer elections that concluded on Jan. 18.

Dave has been at the College for 20 years, in Engineering Technologies and the Center for Innovative Technologies. He has served as a Chapter officer--most recently as Member-at-Large-- and has been a member of two Faculty negotiating teams.

Alyce Thompson, a faculty member in Humanities, is the new Membership Chair.

Yvonne Baker, a co-op coordinator in the Business Technologies Division, was re-elected as Chapter Treasurer.

Dave said, "I'm honored to have the opportunity to serve as Chapter President."

"I'm looking forward to working with the members and leaders of our Chapter in

the years ahead. I also hope to collaborate with the rest of the College community in providing the best education and service for Cincinnati State students."

Dave thanked Joyce Rimlinger for her service as Interim President and thanked Dave Killen for his past service as Membership Chair.

Joyce will continue as the Chapter Vice President.

New contract available online, but some unfinished provisions require discussion & interpretation

The Collective Bargaining Agreement for AAUP Unit 1 for 2011-2014 is available in final draft format on the "Library" page of the Chapter website, www.cinstataaup.org.

Faculty Chief Negotiator Geoff Woolf said the final wording for some portions of the contract related to workload on semesters is still being discussed by Faculty and Administration representatives.

"Because of the way negotiations were conducted, the details of some provisions were not resolved at the bargaining table," Geoff said.

"The College's attorney refused to discuss some portions of the contract during negotiations, even though the Faculty team tried to explain that it would be difficult to accomplish a smooth transition to semesters if these topics remained unresolved," Geoff added.

"Some of the Faculty and Administration bargaining team members met recently to work on the unfinished details," Geoff said. "We were able to agree on most of the items, but two provisions will need additional discussion."

One of the unfinished contract provisions relates to co-op coordinator overload after semesters begin.

The other unfinished provision is in the Appendix that shows how many workload units are allocated to each Department Chair (formerly called Area Chairs). The criteria for assigning these units include factors such as the number of sections offered, so the information needs to be adjusted for semesters.

Geoff said that after the final wording is determined, the contract will be published in booklet form and distributed to all bargaining unit members.

Two contract interpretation issues going to FACT

Geoff said the Faculty / Administration Communication Team (FACT) will be meeting soon to discuss two topics related to implementation of the new contract.

The FACT group was established as part of the first AAUP contract in 1990, and is described in Article 3 of the contract.

The AAUP and the Administration each appoint six members for FACT. These representatives meet to solve problems and improve working relationships among faculty and administrators.

Geoff said that the first topic likely to be on the FACT agenda is related to compensation for faculty members who are preparing new online courses for delivery on semesters.

"Article 10 of the contract states that faculty who develop new online courses are compensated, at minimum, with the course unit value plus one unit," Geoff said.

"The administration has said that faculty members who are

preparing semester-length versions of online courses are not creating 'new' courses and therefore are not eligible for compensation," Geoff continued.

"Last year, the administration agreed to provide some workload units to faculty as compensation for converting courses and curricula to semesters," Geoff said. "However, the AAUP did not agree that online courses were covered by those units."

"We hope that through FACT discussion, we can reach a fair agreement on the work needed to get semester online courses up and running," Geoff said.

In addition, FACT will discuss implementation of the "service days" and "in-service" days that become part of faculty workload on semesters.

"Although our bargaining team offered some proposals, the definitions for 'service days' and 'in-service days' were not resolved at the table," Geoff said.

"Through FACT discussion, we hope to complete the process of defining these responsibilities, so that faculty and administrators have a shared understanding of all elements of workload as we move into semesters," Geoff said.

New contract has timeline changes for tenure steps

The timelines for completing steps of some processes described in the contract have been modified in anticipation of the semester calendar.

Faculty members who applied for tenure in Fall 2011 should note that the deadline for the final step in the process-- Board

of Trustees action on tenure applications-- has been moved from Mar. 15 to Mar. 31, 2012.

For faculty members eligible to apply for tenure in Fall 2012, applications will be due on Sep. 15, 2012.

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"The AAUP is satisfied with this outcome," Geoff said. "The administration has acknowledged that it was wrong to send a message suggesting that AAUP leaders were not communicating honestly with the faculty we represent."

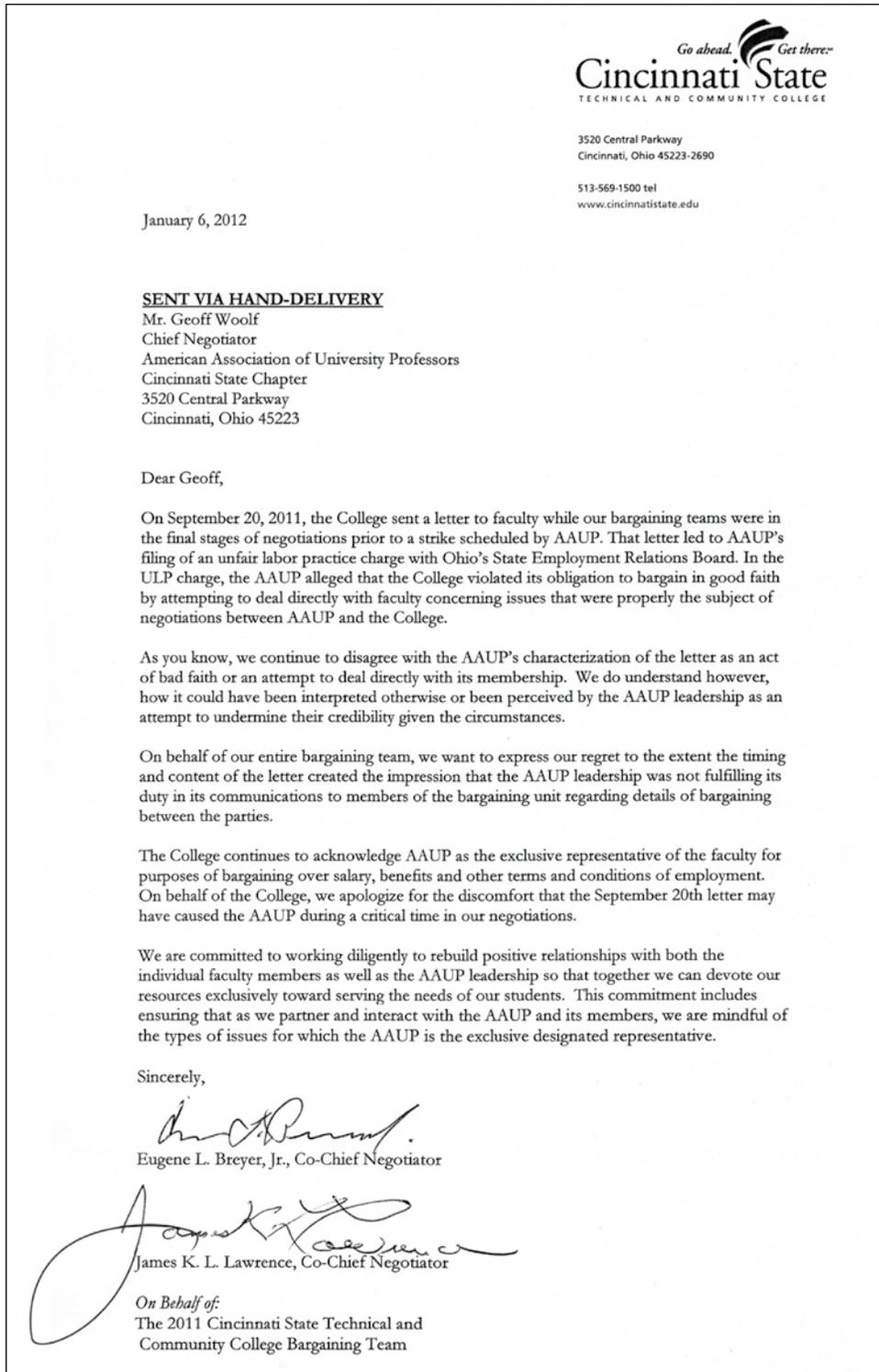
"In fact, throughout this year's protracted bargaining,

communications from the AAUP Bargaining Team and Executive Committee to bargaining unit members were the most open and transparent in the history of the AAUP Chapter," Geoff added.

"Therefore, it was particularly disturbing that the administration sent a letter to

our members implying that members could not rely on Chapter leaders for accurate information about negotiations."

"As the administration's apology letter says, we can now start to move forward and work on rebuilding positive relationships between faculty and administration," Geoff said.



Unit 2 bargaining continues; next session to be held in Feb.

Bargaining for a new contract for AAUP Unit 2 continued on Jan. 12. The Faculty and Administration bargaining teams met for about 2 hours.

Faculty team members said much of the session was devoted to discussion and questions about the initial proposals made by both teams at the previous session, on Dec. 20.

Then, the Faculty team offered an alternative proposal for addressing the inequities experienced by members of Unit 2 because of their larger annual workload.

Faculty Chief Negotiator Geoff Woolf said, "The faculty

members in Unit 2 have essentially the same duties and responsibilities as Advisors in Unit 1, but Unit 2 members work a 220-day schedule, rather than 180 days."

"Our team has offered the administration two different approaches to achieving parity between the two bargaining units. We hope we can reach agreement on an acceptable solution," Geoff said.

According to Geoff, the Administration team said they needed time to assess the proposal offered by the Faculty team.

"I hope we'll schedule a meeting early in Winter Term to resume negotiations," Geoff said.

The terms of the previous Unit 2 contract remain in effect while bargaining continues.

The other members of the Faculty team are Darlene Gray, Julie McLaughlin, and Pam Ecker.

The Administration bargaining team is Human Resources Director Gene Breyer, Dean Tony Cruz, Associate Dean Sharon Davis, and Director of Organizational Development and Labor Compliance Lisa Evans.

AAUP dues may qualify for tax deduction

Faculty members who itemize deductions on their income tax return may be able to include AAUP dues as a professional expense.

The AAUP Executive Committee advises faculty members to consult with a tax professional about this possible deduction.

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