

NEWS

AAUP Unit 1 contract bargaining begins June 25

Cincinnati State AAUP will begin negotiations for a new Unit 1 faculty contract during the last week of June.

Bargaining sessions with the administration are scheduled for Monday, June 25, and Thursday, June 28.

Chapter President Pam Ecker, who will also serve as faculty Chief Negotiator, said, "We're looking forward to beginning discussions with the administration about the next contract."

"We know the College is facing challenges, but we hope to engage in collaborative and meaningful conversation about ways to sustain a high-quality educational environment for our students, through appropriate support for the full-time faculty members."

The other members of the Faculty Bargaining Team are Tom Burns, Jason Caudill, Greg Klein, Betsy LaSorella, and Julie McLaughlin.

"Tom, Jason, and Julie have served on several past bargaining teams, and also bring a variety of unique skills and perspectives to the table as leaders of programs and departments, members of key

governance committees, and innovators in College activities and services," Pam said.

"Greg has served as our Contract Compliance Officer for almost a year now, and in that role has been involved in numerous investigations and discussions of contractual issues," Pam said.

"He also has considerable knowledge of College activities and concerns through his leadership roles as a department chair and in College accreditation activities, and service on governance committees," Pam added.

"Betsy brings to the team experience carrying out important responsibilities as a program chair, as well as new insights on College-wide faculty concerns," Pam said.

Pam said other faculty members will serve as consultants and may participate in bargaining sessions that deal with specific issues.

"In the past, we've added 'faculty specialists' to our team when the discussion at a particular bargaining session focuses on a topic that requires additional expertise," Pam said.

According to Pam, the administration's bargaining team members are VP of Administration Lawra Baumann (Chief Negotiator), Provost Robbin Hoopes, Chief Financial Officer Chris Calvert, and Business Division Dean Linda Schaffeld.

Faculty bargaining preparations started in Fall

The current Unit 1 faculty contract expires at the end of Summer Semester 2018.

Pam said, "Since Fall semester, faculty have been sharing their concerns through surveys, open forums, and discussions with Chapter leaders."

"We also have several work groups doing research and putting together recommendations on specific topics."

Work groups have discussed matters of particular concern to Program Chairs, Department Chairs, Co-op Coordinators, and Health Clinical Coordinators, as well as examining Compensation and Health Benefits concerns.

Pam said over 100 faculty members participated in the

Bargaining preparations / continued from 1

initial short survey on faculty concerns that was distributed in October 2017.

About 75 faculty members attended a general open forum on bargaining issues in January 2018, and many others have been involved in subsequent meetings, forums, and work groups.

Activities have been coordinated by the tri-chairs of the AAUP Bargaining Council: Paula Kirch-Smith, Jackie Turner, and Abbey Yee.

"Some of the work groups are still finishing their tasks, but we expect to have all reports and recommendations completed by early July," Pam said.

The Chapter officers, Bargaining Council Chairs,

and Bargaining Team members have met regularly throughout Spring and Summer semesters to prepare for negotiations.

"The information and recommendations provided by faculty throughout the year make it possible for our team to prepare the proposals we will take to the bargaining table," Pam added.

"We will keep faculty

informed as bargaining progresses, using a variety of communication methods," Pam said.

"We have already collected summer off-campus contact information from faculty members," Pam said.

"However, if your contact information changes during the summer, please send a message to the Chapter Secretary, Peggy Rolfsen, and we will update our records."

Stay in touch with CinState AAUP this summer to get all the bargaining news

Make sure your off-campus contact info is up to date

Send changes to Chapter Secretary Peggy Rolfsen

Janus Supreme Court decision will affect AAUP

The U.S. Supreme Court is expected to announce a decision next week in the case *Janus v. AFSCME*.

The case, which was argued before the Supreme Court in February 2018, concerns whether it is constitutional for public sector unions (like Cincinnati State AAUP) to charge "fair share fees" (sometimes referred to as "agency fees") to employees who are represented by the union, but choose not to pay union dues.

The Ohio law that established collective bargaining rights for public sector employees (and comparable laws in several other states) allows unions to charge fair share fees.

Fair share fees are lower than union dues, and exclude paying for any union activities that could be considered to be outside the costs of collective

bargaining and member representation.

The Supreme Court affirmed the constitutionality of union fair share fees in a case decided over 40 years ago.

The *Janus* case asks the Court to reverse the older decision.

Most "court-watchers" believe the current Supreme Court will put an end to fair share fees, and thus deprive public unions of a portion of their income.

If the Court ends the collection of fair share fees, unions still will have a legal obligation to represent all members of the bargaining unit for negotiations, grievances, disciplinary hearings, and other union responsibilities.

Unions will be obligated to provide these services regardless of whether the individuals who are part of the bargaining unit pay for support of the services.

Cincinnati State AAUP is prepared to end the collection of fair share fees immediately if the Supreme Court's decision mandates such action.

The Chapter has notified the College administration that if the Court requires it, fair share fee collection through payroll deduction should be stopped.

After the Court's decision is issued, Cincinnati State AAUP will follow up with bargaining unit members to implement whatever steps may be necessary.

For more information about the *Janus* case from National AAUP-CBC (Collective Bargaining Congress), see <https://www.aaupcbc.org/together>.

CState AAUP has a history of service to students & community

The Cincinnati State AAUP Chapter has a tradition of service that goes back to the earliest years of the Chapter.

Often, the Chapter has put a spotlight on service during the month of February, using the slogan "Have A Heart, Do Your Part."

Chapter President Pam Ecker said, "We hope AAUP members consider contributing to service opportunities at many times each year."

Current AAUP service projects include:

College Career Closet

AAUP's newest service activity is helping to provide staffing and support for the Cincinnati State Career Closet.

The College Career Closet is a partnership with the College Development Office and the Cincinnati State Foundation.

Through these efforts, students who are preparing for interviews and/or co-op or internship employment can obtain work-appropriate attire at no cost.

To use the Career Closet, students must be referred by a co-op coordinator or another faculty member.

AAUP members (and others) can assist by donating career attire or donating funds to purchase attire, as well as volunteering to staff the Career Closet and assist students in selecting their "interview outfits."

For more information about how to help with the Career Closet, contact AAUP Service Committee Chair Andi Feld.

AAUP Kenneth V. Stoll Scholarship and John M. Battistone Scholarship

Both AAUP scholarships provide financial assistance (\$1,000 to be used for tuition, fees, and/or books) for a Cincinnati State student who has demonstrated academic excellence while pursuing a degree.

Support for the scholarships can include donating funds (through the Cincinnati State Foundation), or encouraging students to apply for these scholarships.

AAUP Scholarship funds are disbursed using the standard processes managed by the Cincinnati State Foundation.

Students apply for the AAUP Scholarships using the same online application system used for other institutional scholarships, and funds are disbursed using the standard processes for institutional scholarships.

Application materials also are available from the Chapter website (www.cinstateaaup.org) in the "Library" section.

The AAUP Scholarship applications are reviewed by the Chapter Scholarship Committee, which has been chaired by Darlene Gray for the past several years.

Recommended recipients are approved by the AAUP Chapter Executive Committee.

The most recent AAUP scholarships recipients are:

- **Aleah Yarletts** (John M. Battistone Scholarship). Aleah is a Pre-Engineering student with a 3.8 GPA. She plans to continue her education in Biomedical Engineering after graduating from CState.

- **Laurette Kameni** (Kenneth V. Stoll Scholarship). Laurette is double-majoring in Pre-Business Administration and Supply Chain Management with a GPA of 4.0. After graduating, she plans to earn a bachelor's degree in Finance or Accounting.

Sick Leave Bank

The Faculty Sick Leave Bank was established in 2002 as part of contract negotiations between the College administration and Cincinnati State AAUP.

The Sick Leave Bank is described in both the AAUP 1 and AAUP 2 bargaining unit contracts.

The purpose of the Sick Leave Bank is to provide additional leave days to bargaining unit faculty members who have exhausted their accumulated sick leave, personal leave, and vacation days, but otherwise qualify for leave.

The Sick Leave Bank currently has about 200 days "banked," but additional donations provide assurance of support for colleagues who might face an unexpected health emergency.

Any faculty member may donate from 1 to 10 days to the Sick Leave Bank each year, provided that the donor will have at least 35 days remaining in their own accumulated leave.

Days may also be donated to the Sick Leave Bank prior to retirement.

More information about the Sick Leave Bank (including how to request leave days from the bank) is on the Chapter website in the "Service" section.

An eform for donating days to the Sick Leave Bank is available on the College Intranet. There's also an eform to request use of days from the Sick Leave Bank.

Ohio 2-year & 4-year faculty join in Faculty Congress

Last summer, in July 2017, faculty representatives from Ohio's 23 public technical and community colleges and Ohio's 14 public universities met together at the Ohio Statehouse in Columbus to establish the **Faculty Congress of Ohio**.

Representatives came from two faculty organizations that have operated separately for many years.

The *Ohio Faculty Senate of Community and Technical Colleges* provides the voice and perspective of faculty from Ohio's public two-year colleges.

Typically, the group meets four times a year in Columbus, although in Spring 2018 the meeting was held at Cincinnati State.

The *Ohio Faculty Council* represents the faculty of Ohio's public four-year universities, and holds monthly meetings throughout the academic year.

The mission statement for the Faculty Congress of

Ohio includes "facilitating conversation among member institutions," as well as communicating on behalf of Ohio's faculty with "elected officials, the Ohio Department of Higher Education, other policy makers, and the public about issues pertaining to higher education in Ohio."

Meredith Effler attended the inaugural meeting of the Faculty Congress last summer, as one of Cincinnati State's representatives to the Ohio Faculty Senate.

Meredith, along with Bob Nields, was appointed by the Cincinnati State Faculty Senate to attend meetings of the two-year faculty organization.

Meredith said members of the Faculty Congress, along with representatives from the Ohio Education Association (OEA) and the Ohio Conference of AAUP, met with State legislators who serve on legislative committees related to higher education.

The Faculty Congress also met with Ohio Department of Higher Education Vice Chancellor Stephanie Davidson.

Meredith said the Faculty Congress members discussed shared concerns on several issues that affect all public colleges and universities in Ohio, including:

- state financial support of higher education
- full-time and part-time faculty ratios
- textbook affordability
- College Credit Plus

Meredith said, "I was surprised that some legislators we met with admitted that they don't know a lot about the faculty perspective on how academia actually works."

The Faculty Congress of Ohio is scheduled to meet again in July 2018 to review activities of the past year and discuss goals for the coming year.

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