



Dear Faculty,

With finals complete and graduation ceremonies over, another semester has ended and soon it will be 2015! This will be the last news alert of 2014, but look for the next one in January! Please note that the AAUP-KSU Office will be closed December 24, 2014 – January 1, 2015.

We sincerely hope you have found these periodic news alerts helpful. And remember, whether you have an issue or a question, please contact us!



FTNTT PERFORMANCE REVIEWS: The guidelines for the AY 2014-2015 Performance Reviews have been disseminated. Please note the following timeline:

January 2, 2015: FTNTT faculty members who have completed at least nine (9) years of consecutive appointments upload materials to FolioWeb for a Simplified Performance Review.

January 20, 2015: FTNTT faculty members who have completed three (3) or six (6) years of consecutive employment upload files to FolioWeb for a Full Performance Review.

FTNTT PROMOTION: Applicants must upload file materials for promotion to FolioWeb by **January 23, 2015**.

DENTAL BENEFITS GRIEVANCE: On November 7th, AAUP-KSU filed a grievance against the administration regarding dental benefits. In spring 2014, an arbitrator ruled in favor of AAUP-KSU on the dental benefits grievance filed by the TT Unit. The arbitrator concluded that the dental benefits emplaced were not the benefits agreed to in the *Collective Bargaining Agreement*. The FTNTT CBA includes language that provides the same benefits to the FTNTT bargaining unit as are provided to other full-time University employees. Historically, the FTNTT bargaining unit has received the same benefits as those provided to the TT bargaining unit. During negotiations, it was made clear by the administration that the FTNTT bargaining unit receives the same benefits as are provide to the TT bargaining unit. However, now, the administration is refusing to honor this agreement. **UPDATE:** On December 9th, AAUP-KSU representatives met with the administration for the Step 1 Hearing of the grievance. During the hearing, the administration stated that prior to proceeding with the grievance, the Association should review the data on the costs of the dental benefits plan that was implemented against the one that the Association believes should have been implemented. The administration offered to supply this data. Eight months ago, AAUP-KSU requested this exact data for the such a purpose. The administration refused to adhere to the CBA and supply this information. The grievance process is ongoing and we will provide updates as become available.

Just a reminder! If you are receiving this email, it does not necessarily mean you are a member of AAUP-KSU! Membership is voluntary but must be actively sought. Just because your paystub has a notation for "Union Dues," it does not mean you are necessarily a member. If you want to be a member, and have not (or don't remember) signing a membership form, please contact us today! It's easy and the cost is extremely minimal. <http://www.aaupksu.org/membership/content/dues.php>

Thanks for reading!

Coleen Casey
Director
AAUP-KSU
P: 330-673-9118
ccasey@aaupksu.org
office@aaupksu.org