



Dear Faculty,

The final month of 2014 has begun! December will certainly be a full month with finals, graduation, and the holidays. December 8th begins finals week and commencement ceremonies are on December 12th and December 13th. Please note that faculty are still on contract during the holidays and winter intercession.

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: Eligible FTNTT faculty members must notify the Dean of the decision to stand for promotion by **December 12, 2014**.

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. 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!

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