

# AAUP-KSU

An independent affiliate of AAUP

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Dear Faculty,

We hope you find these periodic news alerts helpful. Any time you have an issue or a question, please contact us!

Happy St. Patrick's Day!



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## AFSCME NEGOTIATIONS IMPASSE

*(An update regarding the American Federation of State, County and Municipal Employees [AFSCME] Chapter here at Kent State University who are currently in negotiations with the Kent State Administration.)*

AFSCME represents Kent State University's maintenance, residence hall, and dining services workers. Despite how vital their work is to the functioning of the University and the wellbeing of our students, many of their members make only a few dollars more than the minimum wage. Sadly, their negotiations with the administration have reached an impasse. The parties are currently in the Fact Finding process in which a third party examines the case and makes recommendations for a resolution.

The Fact Finder's report is expected the first or second week of April. If both parties accept the report, it will become their new contract. **If either party rejects the report, the administration can simply impose its "last, best, final offer."** From what we understand, the administration's last proposal before impasse was reached contained no raises for this year and only a 2% raise in each of the next two years. In many cases, a 2% raise for AFSCME members amounts to less than 25 cents an hour extra. Worse, the administration has proposed increasing their share of the costs for health care coverage from 17% for the 90/70 plan to 20%.

**If the administration imposes this proposal on AFSCME members at the end of the Fact Finding process, the only recourse available to AFSCME local 153 will be to strike.**

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### **FTNTT PERFORMANCE REVIEWS**

The deadlines for material submission for AY 2014-2015 Performance Reviews have expired. Please refer to the timeline below:

February 2, 2015: Unit administrator uploads summary of the review and notification of appointment status for AY-2015-2016 for FTNTT faculty members who have completed a Simplified Performance Review.

February 23, 2015: Unit administrator notifies FTNTT faculty members who are in the first three-year term of annually renewable appointments (years 4 and 5 of consecutive employment) who are **not** to be offered reappointment for AY 2015-2016.

March 1, 2015: Unit administrator uploads summary of review and notification of appointment status for AY 2015-2016 of FTNTT faculty members who have undergone a Full Performance Review in their third or sixth year of employment.

Anyone in need of assistance should contact the AAUP-KSU Office.

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### **FTNTT PROMOTION**

The deadline for material submission for AY 2014-2015 Promotion has expired. Please refer to the timeline below:

March 23, 2015: NPABs and College Deans complete reviews. NPAB evaluations online and the dean provides written notifications of the promotion review results.

April 24, 2015: Provost notifies candidates of negative decision. President notifies candidates of positive decision.

In order to appeal a negative decision, FTNTT faculty members must appeal within ten (10) working days of notification from the Provost. Contact the Association Provost for Faculty Affairs (Sue Averill) to request information/procedure for appeals.

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### **FACULTY PROFESSIONAL DEVELOPMENT EXCELLENCE POOL DEADLINES**

AY 2014-2015 deadlines for submitting proposals to the Faculty Professional Development Excellence Pool: **June 5, 2015**. More details can be found by following this link:

<http://www.aaupksu.org/news/content/ftntt-news.php>

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### **GRIEVANCE/ARBITRATION UPDATE**

Dental Benefits Grievance: On November 7<sup>th</sup>, 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. On December 9<sup>th</sup>, 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. In April, AAUP-KSU requested this exact data for such a purpose. The administration refused to adhere to the CBA and supply this information. The Office for Faculty Affairs finally provided the data on January 8, but only after AAUP-KSU filed a formal grievance. On Friday, January 23<sup>rd</sup>, the administration responded with its Step 1 Answer to the grievance. Unsurprisingly, the administration denied the grievance. AAUP-KSU submitted an appeal to Step 2 and on Friday, February 13<sup>th</sup>, the parties met for the Step 2 Hearing. The University has 15 days to submit its Step 2 Answer. **UPDATE: On March 2, the administration responded with its Step 2 Answer to the grievance, again denying the grievance on appeal. On March 5, AAUP-KSU submitted a Demand for Arbitration with the American Arbitration Association.**

**NEW!** Benefits for Dependents of Same-Sex Spouses: The TT Unit of AAUP-KSU filed a formal grievance over the denial of healthcare coverage for the child of a faculty member's spouse. Following the Step 2 Hearing, the administration stated it would present the issue to the KSU Board of Trustees at the March 11<sup>th</sup> meeting with a recommendation for a more inclusive policy. In an email to AAUP-KSU on February 24<sup>th</sup>, President Warren said: "My team continues to work toward changes in the wording of the policy regarding benefits for children of domestic partners, and we are very close to finalizing that change. This effort has been on-going and is the right thing to do."

While the President's response is encouraging news for faculty and for the family affected, AAUP-KSU's grievance will remain in force until the discriminatory policy is resolved.

The Faculty member in this case attempted to enroll the biological child of her spouse in medical benefits during the open enrollment period for 2015. She was told that the child is not eligible for coverage under the plan. AAUP-KSU views the University's refusal to extend such coverage as discrimination on the basis of sexual orientation and therefore a violation of the CBA.

We find it troubling that benefits are being withheld from a child in serious need of coverage and will be providing further media coverage of this case in the event that the matter is not resolved quickly. **UPDATE: We are hopeful that a positive resolution will be forthcoming.**

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## **FTNTT EXECUTIVE COMMITTEE ELECTIONS**

The Nominations process for the election of the AY 2015-2016 FTNTT Executive Committee are complete. Please look for the ballot in your email.

**EXECUTIVE COMMITTEE ELECTION:** April 13 – April 21

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## **DISTINGUISHED SERVICE AWARDS**

The AAUP-KSU Distinguished Service Award (DSA) is recognition for outstanding service to the Association demonstrated in terms of leadership and accomplishment. Nominations will be accepted each spring semester. The nomination form can be found on the AAUP-KSU website (<http://www.aaupksu.org/about-us/content/chapter-resources.php>). Please submit nominations to the AAUP-KSU Chapter Director (Coleen Casey).

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## **SUMMER TEACHING**

The Summer Teaching 2014 Analysis will be available in our next communication. The analysis studies 2014 summer teaching in terms of the sections cancelled, sections taught for proportional compensation, and average compensation. The data is delineated by department, college, campus and by bargaining unit (TT and FTNTT). It will also examine the data in relation to 2013 summer teaching.

A note for Regional Campus faculty: Several faculty have notified AAUP-KSU of communications sent by the administration that ask Faculty to respond if they are willing to accept proportional compensation for summer teaching. Such responses are unnecessary and non-binding. Please contact the Office if you have further questions.

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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. All faculty regardless of membership have paystub notations for "Union Dues." 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>

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Thanks for reading!

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