

AAUP-KSU

An independent affiliate of AAUP

The semester is nearing an end and we know you are busy! But any time you have an issue or a question, please contact us!



FTNTT EXECUTIVE COMMITTEE ELECTION RESULTS

PRESIDENT: Tracy Laux

VICE PRESIDENT: Kim Winebrenner

SECRETARY: Ruth Leslie

TREASURER: Mahbobeh Vezvaei

AT-LARGE MEMBERS: Linda Piccirillo-Smith

Gregory Blundell

Susanne Clement

Elizabeth Richardson

Richard Mangrum

Don Thacker

Tom Warren

Debra Clark

John Stoker

Teresa Polanski

Terms begin August, 2015.

[Congratulations and thank you for your willingness to serve AAUP-KSU!](#)

THANK YOU!

A sincere thank you to everyone who wrote and/or called state representatives to urge the anti-union language be removed from the House Budget Bill (HB 64). The House Finance Committee removed the language before its vote on April 20th. While the fight is an ongoing

one (and the budget bill still needs to be passed by the state legislature) we were successful at this level! All thanks to YOU!

AAUP COLLECTIVE BARGAINING CONGRESS (CBC) DELEGATE ELECTIONS

Each year, AAUP-KSU holds elections for delegates to attend the AAUP CBC Annual Meeting in Washington, D.C. (June 10 – 14, 2015). The FTNTT Unit of AAUP-KSU will have two delegates representing the unit at the conference. Only members of AAUP-KSU are eligible to participate.

CBC DELEGATE ELECTION: April 22 – May 1

UPCOMING MEETINGS

FTNTT Executive Committee Meeting – Friday, April 24 – 3:30pm – 5:00pm

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.

FACULTY PROFESSIONAL DEVELOPMENT EXCELLENCE POOL DEADLINES

The upcoming deadlines for submitting proposals to the Faculty Professional Development Excellence Pool: **June 5, 2015, September 11, 2015, and November 6, 2015**. More details can be found by following this link: <http://www.aaupksu.org/news/content/ftntt-news.php>

GRIEVANCE/ARBITRATION UPDATE

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. 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. 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. The administration denied the grievance at both Step 1 and Step 2. On March 5, AAUP-KSU submitted a Demand for Arbitration with the American Arbitration Association and on March 19, the parties selected Robert G. Stein to hear the case. **UPDATE:** The parties have tentatively agreed to a settlement to this case. The agreement states that for the 2016 benefit year, the FTNTT Unit will be provided with the high option Dental Plan identical to that offered in 2012 (that is currently offered to the TT Unit) and that when/if the TT Unit negotiates a new high option Dental Plan, that plan will be provided to the FTNTT Unit until such time as the FTNTT Unit negotiates some other high option Dental Plan with the University. Additionally, no payments will be made to or by the University in connection with any differences in benefits and/or employee contribution rates between the 2012 plan and the plan that was in place in 2013, 2014, and 2015.

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).

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>

Thank you for reading!

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