

# AAUP-KSU

An independent affiliate of AAUP

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Congratulations on another great year! It may be summer, but AAUP-KSU will still be here if you have an issue or a question, please call! Also, don't forget that Negotiations take place this summer! Be on the look-out for communications from AAUP-KSU!



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## AFSCME INFORMATIONAL PICKETING

Despite a restraining order restricting demonstrations, picketing, and rallying between April 25, 2015 and May 9, 2015 (when inauguration and commencement ceremonies occur), AFSCME and its supporters were present outside of the MAAC on May 1<sup>st</sup> to protest the unfair treatment by the administration during its negotiations with AFSCME Local #153. Among those participating were FTNTT Unit President Tracy Laux, Chapter President Christopher Fenk, and First Vice President (TT Unit) Jennifer Larson! Additionally, numerous representatives from the Students Against Sweatshops as well as other students were there to support AFSCME.

Complying with the injunction, members of AFSCME and its supporters demonstrated before, during, and after the inauguration event and even spoke with state Representative Kathleen Clyde, D-Kent and Connie Schultz (wife of U.S. Senator Sherrod Brown, D-Ohio) who showed their support of the workers. AAUP-KSU fully supports AFSCME in its attempt to reach a fair contract with Kent State University.



Supporters participating in Informational Picketing on May 1.  
(Photo copyright Coleen Casey 2015)

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## 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. Congratulations to Tracy Laux and Susanne Clement for being elected as AAUP-KSU CBC Delegates!

**AAUP CBC/AAUP ANNUAL MEETING:** June 10 – 14, 2015

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## 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.aupksu.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. 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 signed a settlement agreement 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. AAUP-KSU is happy to announce that this issue has been resolved.

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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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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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Thank you for reading!

Coleen Casey  
Director  
AAUP-KSU

P: 330-673-9118  
[ccasey@aaupksu.org](mailto:ccasey@aaupksu.org)  
[office@aaupksu.org](mailto:office@aaupksu.org)