

AAUP-KSU

An independent affiliate of AAUP

The semester is nearing an end...but don't get too stressed out! Any time you have an issue or a question, please contact us!



NEGOTIATIONS UPDATE

On March 23rd, the administration provided information requested by AAUP-KSU back in November concerning the actual cost of health care coverage for University employees since 2012. As is true nationally, health care costs have been rising each year. At Kent State University, health care costs have risen at a compound annual growth rate (CAGR) of 10.52% since 2012. That cost is shared by employees via the amount deducted from your paycheck for health care benefits. Given that more of the costs have been shifted onto employees, the employees' share of healthcare costs has risen far more quickly than the University's share:

	Percent Increase since 2012:	CAGR since 2012:
University's Share of Health Care Costs:	17.85%	8.56%
Employees' Share of Health Care Costs:	41.41%	18.92%

In its negotiations with AFSCME, the administration has expressed concerns about the Cadillac plan tax provision of the ACA/Obamacare. This is a tax that, starting in 2018, will be leveled on employers offering healthcare plans with premiums over \$10,200 for individual coverage and \$27,500 for family coverage. AAUP-KSU believes that the administration's worry is unfounded. Currently, our highest cost plan (the 90/70 plan provided by Medical Mutual) has premiums of \$7,018.20 for individual coverage (medical plus prescription) and \$18,651.24 for

family coverage. As such, **the premiums would have to rise in excess of 45% between now and 2018 to trigger the Cadillac plan tax. By contrast, costs for our most expensive plan have risen roughly 23% since 2012.** Importantly, were the concerns about the Cadillac plan tax founded, shifting more of the costs onto employees would not address the concern given that the ACA provision takes into account the total cost of the premium and not just the cost born by the employer.

GRIEVANCE/ARBITRATION UPDATE

Benefits for Dependents of Same-Sex Spouses: Following a Step 2 Hearing of a formal grievance over the denial of healthcare coverage for the child of a faculty member's spouse, President Warren presented the issue to the KSU Board of Trustees at the March 11th meeting with a recommendation for a more inclusive policy. We were delighted to learn that President Warren was successful in her efforts to extend these benefits and we enthusiastically applaud her actions. **UPDATE:** AAUP-KSU and the University have both signed the Memorandum of Understanding (MOU) that will resolve this issue and provide benefits to dependents of domestic partners (included the dependents of same-sex spouses) retroactive to January 1, 2015. Benefits to be provided include medical, prescription, vision, and dental benefits; dependent life insurance; and the tuition fee waiver benefit. AAUP-KSU has been notified that Human Resources will be contacting individuals who have a registered domestic partner to inform them of this coverage option. Faculty members are also welcome to initiate the process by contacting Mark McLeod (mmcleod3@kent.edu).

Tenure JAB Case: Despite a unanimous vote from the Faculty and unanimous positive recommendations from the unit administrator, the CAC, the dean, and the Provost's Advisory Committee, Provost Diacon denied the application for tenure. The Provost's decision was subsequently upheld by the Joint Appeals Board (JAB) and President Warren. On January 30, 2015, AAUP-KSU filed a formal grievance against the KSU administration citing seven (7) major procedural errors. AAUP-KSU has expressed deep concern over the message the Provost's decision sends to tenure-track Faculty and those who might be considering employment at Kent State University. It calls into question the integrity of shared governance. **UPDATE:** On March 27, 2015, the University submitted its Step 2 Answer denying this grievance. The Association has 30 days to appeal to arbitration.

Regional Campus Interim Dean Appointments: Discussions are still ongoing to informally resolve a grievance filed against the administration regarding Regional Campus Interim Dean appointments. **UPDATE:** Negotiations continue and we are hopeful this issue will be resolved soon.

NOMINATIONS AND ELECTIONS

The Nominations process for Chapter President and Council are moving forward as prescribed in the AAUP-KSU governing documents. Please look for the electronic ballots in your inbox.

CHAPTER PRESIDENT ELECTION: April 6 – April 14

COUNCIL ELECTIONS: April 13 – April 21

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 TT Unit of AAUP-KSU will have three delegates representing the unit at the conference. Per the U.S. Department of Labor guidelines, election notices were sent to home addresses as well as via email on April 6. **Nominations are due Friday, April 17 by 12:00pm.** Only members of AAUP-KSU are eligible to participate.

CBC DELEGATE ELECTION: April 22 – May 1

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.aupksu.org/about-us/content/chapter-resources.php>). Please submit nominations to the AAUP-KSU Chapter Director (Coleen Casey).

UPCOMING MEETINGS

If you are interested in supporting the objectives of AAUP-KSU, consider joining a committee. Committees include Grievance and Arbitration Committee, Oversight Committee, Committee W, Committee Q (formerly LGBTQ Committee), Racial and Ethnic Concerns Committee, Nominations and Elections Committee, Negotiations Committee, Membership Committee, and the Action/Media Committee. Just contact the Office.

TT Grievance Committee Meeting – Friday, April 10 – 10:00am – 12:00pm

TT Executive Committee Meeting – Friday, April 17 – 10:00am – 12:00pm

Council Meeting – Friday, April 17 – 1:00pm – 3:00pm

REAPPOINTMENT/TENURE/PROMOTION (RTP)

The Kent State University RTP process for AY 2014-2015 is well underway. As always, AAUP-KSU has RTP Counselors available to assist faculty members who have questions or concerns. If you or a colleague needs assistance, please contact the Office. Tenure decisions have been posted on FolioWeb and promotion decisions are due by April 15.

SUMMER TEACHING

The 2014 Summer Teaching Analysis is complete! Similar to last year's study, this analysis examines the percentage of sections taught for proportional compensation as well as the average compensation. The data is broken down by college, department, and campus and is

separated by unit (TT and FTNTT). Finally, the document includes a comparison between 2013 and 2014 and shows that the percentage of sections taught for proportional compensation has decreased and the overall average compensation has increased between 2013 and 2014. The analysis is illustrated in both in raw data form and diagrammatic. For a copy of the electronic analysis, please send me a request (ccasey@aaupksu.org).

AAUP-KSU will be sending a Summer Teaching Communication to all faculty soon. Please look for it in your inbox!

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>

Thanks for reading!

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