

AAUP-KSU

September 29, 2017

Remember to contact AAUP-KSU with any questions, issues, or concerns. We are here to help you Monday through Friday, 9:00am - 5:00pm.



ANNOUNCEMENTS

- Reappointment, Tenure, and Promotion (RTP) season is approaching! Please refer to the see the [Preliminary Timetable](#) and the [AY 2017-2018 RTP Guide](#) for more information.
- Provost Diacon will be addressing questions about the University Employees Separation Plan (UESP) and adjunct teaching in his next Provost's Update.
- The OCAAUP Annual Meeting is November 3 – 4. Anyone interested in attending should contact the AAUP-KSU Office.
- Print copies of the *Collective Bargaining Agreement* are available upon request and can be sent to you through Campus Mail.

LEGISLATIVE UPDATE

FROM OCAAUP:

Take Action on House Bill 298

Another attack on sick leave and collective bargaining

House bill 298, introduced by Rep. Derek Merrin (R-Monclova Twp.) would reduce sick days for those state employees who currently have 15 days down to 10 days. This includes college and university employees. The bill also would prohibit employers from offering greater than 10 sick days, or agreeing to more in a collective bargaining agreement. So not only is this an attack on benefits, it is an attack on collective bargaining rights.

TAKE
ACTION!

Sounds familiar, doesn't it?

That's because nearly identical language was not only part of Senate Bill 5 in 2011, but also was inserted into HB 49 (the state budget bill) by Rep. Merrin earlier this year. Fortunately, we were able to get that language removed, but Rep. Merrin is intent on reducing what he calls "an excessive number of sick days."

There are two things you can do right now to help stop this bill:

1) Call your representative to tell them you oppose HB 298 and any legislation that curtails benefits and collective bargaining rights. Dial (844) 213-8172 to be connected to your state rep's office. You will be asked to enter your zip code to be forwarded to the appropriate office.

2) [Send an e-mail to your representative through this link.](#)

As we explained to legislators during the budget process, professors do not receive the same benefit leave time as other state employees, like personal and vacation days. As such, sick days are the only leave time that faculty can rely on in the event of a serious illness. During the budget, we heard from members who expressed how important that leave time was for them when they confronted serious illness.

While the extreme legislators behind this bill will tell you that it is about limiting sick days for public employees, we know the truth. This is just the first step in trying to silence our voice at the workplace. Today they try to limit how we collectively bargain for sick days; tomorrow it will be about limiting how we collectively bargain over pay, workload, as well as how we grieve unfair conditions. This is their attempt to pass Senate Bill 5 in piecemeal fashion, and we must fight back against ANY attempts to limit our voice on the job.

Please take a few minutes to call and e-mail your representative. Your activism does make a difference.

TT REPRESENTATIVE TO THE OCAAUP BOARD OF TRUSTEES

Thank you to everyone who voted in the recent election for the TT representative to the Ohio Conference AAUP (OCAAUP) Board of Trustees. Congratulations to Joel Hughes for being named Trustee for 2017-2019! Thank you for your willingness to serve!



GRIEVANCE/ARBITRATION COMMITTEE UPDATE

Tuition Benefits: The Association was contacted by several Faculty members regarding fees that either they or their spouse are being charged for courses being taken at KSU. The CBA states that the general and instructional fees are waived for eligible faculty members' spouses (and University Policy contains similar language with regard to faculty members themselves). However, the instructional fees of Faculty and spouses of Faculty in specific programs, for which the Board of Trustees approved a tuition rate higher than the basic in-state tuition, are only reimbursed up to the amount of the basic in-state tuition rate. On March 17, 2016, an informal resolution meeting was held. Subsequent to the meeting, the University notified the Association that the specific cases that the Association is knowledgeable of, have been fixed with the Faculty member and/or spouse being reimbursed the full amount. Despite the administration's claims that affected Faculty members have been reimbursed, it is clear that has not occurred. Additionally, AAUP-KSU requested information in order to determine if any other Faculty member or his/her dependent has been affected and the administration has not provided the data (even though AAUP-KSU requested information without identifying factors in accordance with FERPA). Because of the administration's unwillingness to reimburse the affected Faculty members and provide information to ensure the CBA language is being properly implemented, AAUP-KSU filed for arbitration. The parties have selected the arbitrators and are currently working to find mutually-agreeable dates in which to hold the arbitration hearing. **UPDATE: The arbitration on the arbitrability of the case has been scheduled for Tuesday, November 21st.**

Search Committee Composition: A Faculty member informed the Association that a search committee for the Director of a school was being chaired by an administrator. The CBA states that members of search committees for Chairs or School Directors must be tenure-track Faculty or full-time non-tenure

track faculty members (with tenure-track Faculty being in the majority) (Article VI, Section 8.A). Therefore, since administrators are neither tenure-track Faculty or full-time non-tenure track faculty, they are not eligible to be members of search committees for Chairs or School Directors and thus may not be appointed to the position of Chair of such a committee. After unsuccessful attempts to resolve this issue, AAUP-KSU filed a grievance on April 14, 2017. On August 24, 2017, the administration provided its response denying the grievance. AAUP-KSU will be filing for arbitration in this matter. **UPDATE: On September 22nd, AAUP-KSU filed for arbitration.**

If you have an issue, question, or concern regarding any provision of the CBA, please contact AAUP-KSU as soon as possible.

AAUP-KSU COUNCIL REPRESENTATION

Congratulations to the newly-elected Council representatives!

Ashtabula Campus: Ann Abraham
College of Public Health: Melissa Zullo
University Libraries: Vanessa Earp

Is your academic unit/campus represented on Council? If you are in any of the units listed below, your unit is **NOT** represented. This means you and your colleagues might be missing out on important updates and information as well as not getting your unit's issues and concerns considered or addressed. However, it is an easy problem to remedy! Any TT member of AAUP-KSU in your unit can serve and the commitment is not arduous. Council meets once a month on campus for a meeting that generally lasts under two hours. Please contact Coleen Taylor (330-673-9118 / ccasey@aaupksu.org) if you or a colleague is interested!

ACCOUNTING	ANTHROPOLOGY	ART	BIOLOGY
CHEMICAL	CHEMISTRY	ECONOMICS	EHHS/FLA
PHYSICS	FASHION DESIGN & MERCHANDISING	GEOGRAPHY	MIS
EHHS/LDES	MATH	NURSING	TECHNOLOGY
MARKETING			

OFFICE HOURS POLICY UPDATE

All Faculty should have received an electronic communication regarding the updated Office Hours policy. For your convenience, a link to the policy is included below:

[Operational Procedures and Regulations Regarding Faculty Office Hours](#)



Are you sure you are a member of AAUP-KSU?

Just because you received this email, does not mean you are a member of AAUP-KSU! Membership is voluntary and is **NOT** automatic. You must fill-out and sign a form to become a member of AAUP-KSU. (All faculty members, 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. Members enjoy special benefits including being able to participate in voting on *Collective Bargaining Agreements*, electing officers, serving on committees, legal consultations and special events! <http://www.aaupksu.org/membership/content/dues.php>

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