

APSCUF MEMBERSHIP MEETING

Tuesday, May 8, 2007

7:00-8:00 p.m.

MINUTES

OPENING: President Mark Cloud called the regular monthly meeting of APSCUF to order on Tuesday, May 8, 2007, at 7:09 p.m. at the Sieg Conference Center.

1. Special Negotiations Report

Bill Chabala

Chair, APSCUF Negotiation Team

Negotiations differ this year due to a different mindset in Harrisburg, a belief that faculty are “people to be managed.” PASSHE proposals would lead to a mass exodus of faculty and difficulty in recruiting faculty. PASSHE faculty are being used to exemplify the bottom of the scale as faculty try to negotiate better deals. PASSHE proposals include a 0% pay raise in each of four years and tripling the members’ share of health-care premiums. APSCUF has had success in moving away from tripling health care because PASSHE is “scared to death of a strike.” PASSHE’s onerous proposals seem intended to force negotiations until APSCUF accepts their terms. It is time for cohesive action, since APSCUF tried to negotiate one year ago, but PASSHE has stalled at every step. APSCUF has been prepared, but negotiations have not been rational and PASSHE has claimed that APSCUF data don’t count.

The two sides exchange proposals on Thursday, May 17, 2007, and APSCUF hopes for some agreement on costs. If there is agreement, the two sides can move quickly toward resolution. There will be no tentative agreements on articles, only an agreement on the whole contract. PASSHE will finally put their model on the table. Under pattern bargaining, settlement with one union becomes the model for all other unions. AFSCME is the PASSHE model, and AFSCME is funding their own raises. Highmark proposed an 11.7% increase in health care, but the APSCUF consultant noted that without padding, the increase should be 4.8%. There is likely to be a reduction in prescription payments and an elimination of the \$100 deductible. PASSHE wants a wellness package, but APSCUF will not agree until it is revealed. An acceptable wellness package must include (1) inability to exclude, (2) confidentiality, (3) accessibility, (4) provision that retirees can take it into retirement, and (5) 50% reduction in premiums. On salary, APSCUF will not accept a lump sum like AFSCME did. APSCUF seeks normalization of salary schedule, a step in the fall of 2007, and a modest increase in the spring of 2008. PASSHE seeks rank and tenure for deans as an incentive for recruitment. In return, APSCUF seeks normalization of summer school and overload salaries, which PASSHE describes as too expensive. APSCUF would insist on protection of departments and safeguards built into rank and tenure for deans.

PASSHE’s negotiating team has some reasonable members; others insist on the win/lose model. APSCUF intends to recoup in this contract losses in the last one. PASSHE’s chief negotiator has been replaced by Vicki Beatty, who has negotiated only municipal contracts. Meetings of the two sides across the table were “embarrassing,” so PASSHE switched to exchanging proposals in separate rooms, a strategy that was “not very effective.” Small groups met for the first time last week, a very good four-and-a-half discussion. The next meeting is scheduled for May 18-19, 2007. APSCUF is proposing a five-year contract with salary increases based on the consumer price index (urban) plus 3%. There has been little discussion of annuitant benefits.

APSCUF members posed several questions. On 2003 promotions, APSCUF intends to make them whole, on the proper step with back pay. On workload equivalents for lab sciences, APSCUF is proposing a minimum of a three-hour alternative workload assignment. On sick leave, PASSHE believes it is abused by faculty, and APSCUF wants to change the ninety-day maximum in a calendar year. Promotions in 2007 will be governed by this contract. PASSHE wants to make distance education part of a normal load, but APSCUF would like to lower the preparation fee and increase the per-student fee. Those on 26-week pay have already earned salary and benefits through August 2007, and APSCUF will seek an injunction if PASSHE tries to stop pay. Negotiations will “come right down to the wire.” APSCUF is also insisting on domestic-partner benefits. On the timing of the strike in the summer, APSCUF will resort to a job action only when there is no other recourse. On temporary contracts, PASSHE wants no limits. APSCUF realizes that there will always be temporaries but insists on movement of temps to tenure track.

2. Approval of Minutes of February 6 and March 6, 2007 Meetings (Exhibits I and II)

R. Myers made a motion, seconded by S. Hicks, to approve the minutes from February and March. The motion passed.

3. Treasurer’s Report (Exhibits IVa and IVb)

R. Myers made a motion, seconded by S. Hicks, to accept the treasurer’s report. The motion passed.

W. Eisenhauer made a motion, seconded by S. Hicks, to accept the proposed budget for 2007/2008. The motion passed.

4. Grievance Report (Exhibit V)

Grievance 05-0006LH Distance Education Pay for Summer (APSCUF): an arbitrator ruled in APSCUF’s favor, but PASSHE has told administrations not to follow the ruling and has appealed.

5. Strike Committee Report

a. Members should provide alternate e-mail address and phone numbers via the local APSCUF web site (www.lhup.edu/apscuf/formlist.html) or via e-mail to M. Girton.

b. Picket sign-up sheets are in the APSCUF office.

c. The solidarity fund has \$32,000. Contributions should be directed to Z. Hossain.

6. President’s Report

Summer II faculty need support from the rest of the membership.

7. New Business

a. M. Cloud transferred the gavel to the new Chapter President, F. Cook, who presented M. Cloud with a gift in appreciation of his service as Chapter President.

Respectfully submitted,
John H. Wilson
Alternate Delegate