

AAUP News

Cleveland State University Chapter

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Contract Negotiations in Mediation

It would be nice to report that after four months and numerous negotiating sessions the contract has been settled and retroactive pay raises will soon be on the way. Unfortunately, in what is turning out to be the longest period of bargaining since the first contract, this is not the case. On the positive side, tentative agreements have been reached on such items as workload (unchanged), tenure/promotion clarifications, computer privacy, distance education, and credit for prior service. After a rough start in October, agreement on these issues was rather cordial. On the negative side, after the AAUP agreed to delay discussion of economic issues until after the fall election, there has been no movement on compensation and benefits since exchange of economic proposals in December. And the teams remain far apart on other issues as well.

As a result, mediation began on February 6th, and, as of this writing, has involved three six-hour sessions. With the help of the mediator, tentative agreements have been reached on a few items, and some proposals have been withdrawn by both sides. If additional scheduled mediation fails to result in agreement, it will be followed by fact-finding. Fact-finding takes the form of a hearing in which both sides present their positions to the fact-finder, who then issues a report which must be voted upon by both the AAUP membership and the Trustees. Either side can reject the report by 3/5 vote. Failing that vote, the report and the previously agreed to items become the new contract. If the report is rejected, options include a

return to the bargaining table, or, upon due notification, a strike by the AAUP membership.

The AAUP has shown considerable patience and good-will throughout the negotiations process. The AAUP negotiating team has agreed to several reasonable administration proposals, but has vigorously argued against, for example, their proposals to eliminate retirement teaching, alter union rights, and increase non-tenure track faculty. The team has forcefully advocated positions recommended by the Bargaining Council, including the big issue of salary. CSU faculty are still woefully underpaid compared to those at peer institutions, and inequities such as inversion and compression now affect several colleges. In the midst of an ambitious program to enhance the image and attractiveness of CSU through building and more research, it should not be forgotten that the faculty constitute the core of the university. They are highly qualified scholars and teachers, dedicated to students and passionate about CSU. It seems reasonable that their salaries should be commensurate with CSU's aspirations. ✨

Grievance Note

Dr. Beth Cagan, Associate Professor in Social Work has been appointed Grievance Officer beginning Spring Semester, replacing Dr. Ed Thomas who is on PLOA. Beth brings considerable CSU and AAUP experience to this position. She can be reached at 687-4671. Recent grievances

Question and Answer

involve such issues as workload, docked pay, off-campus teaching, and administrative behavior. ✧

Q. I'm a new faculty member and my pay-stub shows a deduction for the AAUP. What is this fee and does this make me an AAUP member?

A. This deduction is a "fair share" fee remitted to the CSU-AAUP chapter as the collective bargaining agent for all tenure track faculty except those in the College of Law. It has been required of all new faculty since January 2001. The deduction of this fee does NOT automatically confer membership in the chapter. Rather, one must actively join the AAUP by completing a simple membership form. This form can be obtained from the chapter's website www.csuohio.edu/aaup or by calling the AAUP office at x4694. Becoming a chapter member has many benefits and does not cost any more.

Q. What are the benefits of AAUP membership?

A. The short answer is AAUP membership allows one to participate in the collective bargaining process that continues to make CSU a better place to work. Only chapter members can vote in AAUP elections, serve as chapter officers or on chapter committees and, importantly, vote on contract ratification, such as the one currently being negotiated. To learn more about the value of AAUP membership, check out the CSU-AAUP website or read the current contract. Aren't a guarantee of academic freedom and an open tenure/promotion process worth membership?

Q. I think I have a grievance. Must I be a chapter member to grieve, and whom do I call?

A. NO. Representation by the Grievance Officer is available to all bargaining unit faculty, regardless of chapter membership. Call Beth Cagan at x4671. Grievances must be filed within certain deadlines, so it is important to call Beth immediately. If in doubt, still call. Sometimes issues can be worked out without a formal grievance.

Q. I want to vote on the new contract when it is agreed upon. Must I be an AAUP member?

A. YES. The right to vote on AAUP matters is a privilege of chapter membership. The

membership form can be obtained at www.csuohio.edu/aaup or by calling the AAUP office at x4694. ☼

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