



NEWS UPDATE: September 30, 2010

Negotiations Team Approved by Delegates; Outside Negotiator Hired to Assist the Organization

Delegates attending the September Legislative Assembly in Harrisburg selected three faculty members (two regular members and one alternate) to join President Steve Hicks at the bargaining table as the organization begins work to secure a new contract. The current pact expires on June 30, 2011.

Delegates also approved the hiring of an outside negotiator -- Stuart Davidson -- to boost APSCUF's efforts.

State APSCUF Vice President Ken Mash (East Stroudsburg) and Clarion University's Beth MacDaniel were selected as the two

regular faculty members, with Edinboro's Marc Sylvester designated as the alternate.

"It's an exciting time as APSCUF works its way through a whole new process for negotiating, centered around a veteran negotiator on the labor side," Hicks said.

"The newly approved team looks forward to getting to work and the Negotiations Committee has already started framing what our negotiating parameters will look like. I know Stuart (Davidson) has his sleeves rolled up and he's ready to go, and so are we."

Mash has a positive outlook headed into the talks.

"I am humbled to be selected as a member of the team. It's clear we have our work cut out for us," he said.

"My confidence is bolstered by the quality of my colleagues on the team, the quality of our Negotiations Committee, and our ability to work with Stuart."

MacDaniel expressed thanks to the Negotiations Committee and delegates for her election to the team, and pledged hard work as

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Ken Mash



Elizabeth MacDaniel



Marc Sylvester

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a member of the APSCUF Team.

“I am very honored to be a member of your Negotiations Team, and I thank the Negotiations Committee and the Legislative Assembly delegates for the confidence they have in me,” MacDaniel said following her appointment.

“Rest assured that I will work hard as a member of your Team and do my best to bring the negotiations to a successful conclusion.”

Davidson has represented labor unions and employee benefit plans since graduating from Harvard Law School in 1982. Stuart began his legal career by successfully defending the pension rights of state employees in a case that was ultimately decided by the Pennsylvania Supreme Court.

During Stuart’s legal career, he has been involved in representing a wide range of union workers, including musicians, longshoremen, machinists, steelworkers, firefighters, teamsters, police officers, food and commercial workers and NFL players. His work for both public and private-sector unions includes leading contract negotiations, presenting interest and grievance arbitrations, representing employee benefit funds and advising clients on internal union matters. Stuart has also played key roles in the development of new and progressive benefit structures with the pension and health and welfare plans he represents.



Stuart Davidson

In addition to his work as chief counsel to large regional and local unions along the East and Gulf coasts, Stuart is a frequent lecturer, teacher and author on issues such as ERISA, fiduciary responsibilities, labor law, employment discrimination, OSHA matters, drug and alcohol testing and other labor and employment concerns.

He regularly speaks at programs sponsored by the International Foundation of Employee Benefit Plans, and has taught at the Pennsylvania State University Union Leadership Academy, the Pennsylvania State Occupational Safety and Health Institute, the Harvard Trade Union Program and Harvard Business School.

Resident in the firm’s Philadelphia office, Stuart is committed to community service. Johns Hopkins University elected him to its Board of Trustees in 1979.

As a trustee, he helped generate private-sector support for the extraordinary work being performed

by the University’s School of Hygiene and Public Health by aiding in the establishment of the Advisory Council for Occupational and Environmental Health. He served on that Council for nearly a decade. Stuart has also served as a Commissioner of the Delaware River Port Authority; board member and executive committee member of the Development Corporation for Israel; member of the International Foundation of Employee Benefit Plans Attorneys’ Committee; President of the American Friends of the Yitzhak Rabin Center; and member of the Pennsylvania Board of Law Examiners, an appointment made by the Supreme Court of Pennsylvania.

“Best Lawyers in America” has listed Stuart among the top attorneys in the field of labor and employment law since 1995. Philadelphia Magazine has included Stuart as a Pennsylvania Super Lawyer each year since 2004. He has also received the Jewish Labor Committee’s Humanitarian Award.

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WCU's Bacon Elected to State Executive Council

West Chester University's Jen Bacon is the newest member of the State APSCUF Executive Council.

Bacon was unopposed in her bid for the officer-at-large post that was vacant due to the resignation of ESU's Allan Benn following April's Legislative Assembly.

"Jen Bacon brings a fresh voice to the Executive Council and, in her role as an at-large member, on the Personnel Committee. From talking to her, I think Jen will bring a no-nonsense approach to decision-making," State APSCUF President Steve Hicks said.

Bacon is looking forward to serving the organization.

"I am both a passionate advocate and good listener – I pride myself on being open to new ideas, even when I have an agenda. I welcome the opportunity to serve."

Bacon's term will expire at the same time as the other officers-at-large (May 31, 2011).

All three officer-at-large positions will be up for election at the April, 2011 APSCUF Legislative Assembly, which is scheduled for April 14-16 in Greensburg.



Jen Bacon

Legislative Assembly Approves Motion to Provide Health Insurance for Annuitant Domestic Partners

At Friday's Legislative Assembly session, delegates approved Executive Council's previous action to provide health insurance for annuitant domestic partners. This action was taken after the state system interpreted the 2007 CBA as not providing the benefit, despite gubernatorial policy supporting the

benefit. APSCUF had announced publicly that we had the benefit.

Executive Council action was to provide the benefit for retirees since the inception of the 2007 agreement until its sunshine date of June 30, 2011 (or until the next CBA, hopefully with the benefit, is signed).

In concordance with the annuitant health insurance, coverage is provided only till age 65, when Federal insurance is available. Council is trying to determine the best way to implement this action; further details will be forthcoming in a few days.



Proud

APSCUF Assembly delegates offer unanimous support...

'A Day to Defend Public Education'

October 7, 2010, has been designated as a national day of action to defend public education and to protest its privatization. The AAUP supports these efforts.

Privatization in higher education in recent decades has brought disproportionate increases in:

- non-educational, administrative expenditures;
- tuition and fees, with related proportional declines in state support;
- contingent appointments, in which faculty are hired and fired at whim, with limited or no protections for academic rigor (a few unhappy student "customers" can equal nonrenewal) or for addressing controversial topics in their teaching and research (often on key public policy issues) in the full range of fields in academe, including science and engineering; and
- costly ventures that often fail, for they are undertaken with too little consultation with the professionals who do the academy's work.

Such patterns have compromised the provision of affordable, quality higher education for all who are qualified, the independent pursuit of knowledge in the public interest, the vitality of the academic profession as a national resource, and the ability and freedom of academics to fully engage students and to pursue knowledge.

We encourage our members and chapters to organize and participate in activities on October 7, 2010, that call attention to the extraordinary costs of the current policy path. In many ways, in many cases, and for many years, privatization in higher education has largely failed, with the costs being passed on to students. We must defend and invest in not-for-profit higher education to provide access and success for new generations of students to quality higher education at a reasonable cost, and to advance knowledge in the service of the common good.

The strength of our nation's higher education system is a function of the strength and academic freedom of its professionals, and of their ability to exercise an independent voice in shared governance in shaping the path of the academy. Both conditions are grounded in the broad provision of academic due process and peer review exemplified in the tenure system. The founders of the AAUP understood and articulated that in their original declaration of principles. We reaffirm that message today. And we call on our members to exercise their collective voice on October 7, 2010, in defense of not-for-profit higher education.

Gary Rhoades, General Secretary, AAUP

Student Internship Available at State APSCUF Headquarters in Spring Semester, 2011

State APSCUF is seeking a junior/senior PASSHE student in political science, communications, journalism, or a related field to serve as a government relations/public relations intern at the state office building in Harrisburg. The student internship must be for academic credit under the supervision of a PASSHE University faculty member. The successful applicant should have strong knowledge of governmental workings as well as excellent oral and written communications skills. The intern will work under the supervision of both APSCUF's Public Relations and Governmental Relations offices.

Duties will include:

- 1) Assist with tracking and updating APSCUF members on current legislative issues
- 2) Assist in planning APSCUF events, such as Lobby Day
- 3) Research issues as needed
- 4) Attend various legislative meetings and events on behalf of the department
- 5) Assist in coordinating grassroots lobbying at local campuses
- 6) Update APSCUF's media contacts
- 7) Assist in preparing copy for potential radio and newspaper advertising
- 8) Assist in connecting with campus CAS (Commonwealth Association of Students) chapters to improve communications
- 9) Prepare news releases as required
- 10) Assist in editing video files
- 11) Assist in updating APSCUF's social networking sites

APSCUF will provide housing (if necessary). Intern is responsible for transportation from the apartment to downtown Harrisburg (on bus route) since parking is not provided. Intern is also responsible for electric, cable, telephone. In addition, APSCUF will pay \$10 per hour for a 35-hour, M-F work week. The internship will begin January 18 and conclude on April 29.

Please send resume, letter of application and two letters of reference (one letter must be from the student's internship coordinator/supervisor/department chair) to:

President Steve Hicks
APSCUF
319 N. Front Street
Harrisburg, PA 17101

NOTE: Spring, 2011 application deadline is November 15, 2010.