

# APSCUF Update

*Fall 2010*

## President's Message

Welcome back!

This is the beginning of my third year as state president. It is both an honor and privilege to serve you all and an organization based on such laudable fundamentals.

But it's a challenge, too.

The next year looks to be one fraught with tension and difficulties. Six schools have announced the possibility of retrenchment and this month we officially opened negotiations on both the faculty and coaches collective bargaining agreements (state law says we have to formally meet 180 days before the Governor's budget address).

But the beginning of a new academic year isn't the time for gloom, it is the time to be energized by the renewal of the academic cycle. You are all about to head into a semester populated by what is likely to be another record number of students (PASSHE's thirteenth consecutive record enrollment), carrying with you the mission to educate these growing masses.

As a good friend says well, ours is a noble and honorable calling. It is our charge to not just provide our students with training to earn their first job, but training for life. The 2007 AACU study "College Learning for the New Global Century" says that our graduates are likely to hold ten different jobs in the decade after high school graduation. This is a daunting notion.

But it reflects the need for us to continue our broad-based, four-year education. Many of our universities' mission statements indicate that we are not just there for job training, but for (in one case) the intellectual development of the Commonwealth, or (in another) to create civic-minded citizens. In short, our mission is to create better people.

It is a mission we take seriously and which, by any measure, we have done successfully for the past century. Remember that in these hard times our students need our quality instruction more now than ever before.



It is good and noble work and APSCUF will continue to work to provide a working environment where you can do it to the best of your ability.

Good luck in the coming semester.

In solidarity,

A handwritten signature in black ink, which appears to read "Steve Kokoska".

## Chapter Presidents Report: 'Anticipation'

**By Steve Kokoska**  
**Bloomsburg APSCUF President**

As we all prepare for a negotiations year, the Chapter Presidents have been very busy over the last three-four months. As you are all aware, our new bylaws stipulate a different process for negotiating a new contract, and we are all struggling to adapt and carefully find our way.

There will be a negotiations team, comprised of the State APSCUF President, two faculty (and perhaps an alternate faculty member), and a professional negotiator. Nominations for faculty team members were accepted at the April Legislative Assembly. The Chapter Presidents are now prepared to forward candidates for approval to the Legislative Assembly in September.

In the Spring, APSCUF solicited applications for a professional negotiator. The Chapter Presidents met in June and narrowed the field of acceptable candidates to five. Background checks were conducted, and interviews will take place in September. We intend to invite each candidate to Harrisburg for a face-to-face discussion, and we will attempt to make a speedy, informed decision.

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# What will the General Assembly do in ten short days?

By Lauren Gutshall

Ten Days. That's it. To be fair, the House of Representatives has a few more session days on its calendar, but the Senate only has ten scheduled prior to the election and Senate leaders have publicly stated that they will not come back for a "lame duck" session in November. Given the tight time frame, the magnitude of work the General Assembly plans to do this fall is pretty astounding.

First, as part of the budget negotiations, the legislature said it would consider a tax on Marcellus shale natural gas producers by October 1st. APSCUF, as a member of the CLEAR Coalition, has advocated for natural gas companies operating in Pennsylvania to pay their fair share. The coalition is planning to hold a press conference in September to encourage the legislature to pass a fair and equitable tax by its self-imposed deadline.

Governor Rendell is also pushing for the General Assembly to explore a billion dollar transportation funding plan this fall, which may include an eight percent tax on oil company profits and an increase in transpor-

tation fees to pay for bridge and road repairs and mass transit.

Pension reform may also come up as part of the fall agenda. HB2497, the pension reform bill sponsored by Representative Dwight Evans, passed the House in June, and is currently in the Senate Finance committee. The bill makes significant benefit changes for new employees entering the state and school pension systems. If the Senate considers the bill this fall, they are likely to make additional changes to the legislation. APSCUF, along with several other unions, continues to monitor this legislation.

Not looming quite as large on the public radar, but of particular interest to APSCUF is SB929, the Textbook Affordability, Accountability and Accessibility Act sponsored by Senator Andy Dinniman. After languishing in committee for almost a year, the bill moved quickly through the Senate at the end of June and now sits in the House Education Committee. Of obvious concern is the apparent breach of academic freedom. Although a section of the bill states that its intent is not to supersede academic freedom, the language appears to limit the rights of faculty members to choose the best course materials.

The bill also establishes an advisory committee under the Department of Education to make recommendations and issue reports to the General Assembly. APSCUF would have a very limited role in the committee, which creates an undesirable level of government oversight and involvement in academic decisions.

APSCUF is not alone in opposing the textbook legislation. The American Association of University Professors (AAUP) released a statement stating that the legislation infringes upon academic freedom, and has collaborated with the Association of American Publishers and the National Association of College Bookstores on a joint letter to the House Education Committee opposing the legislation.

With so many agenda items and so few session days, the General Assembly has set lofty goals for itself. APSCUF will continue to focus on its priorities, including sensible revenue enhancements, the preservation of a defined benefits pension system and the academic freedom of faculty members to choose course materials that provide quality education to students.

## Chapter Presidents Report: 'Anticipation'

**(Continued from front page)**

The first, required-by-law, negotiations meeting between APSCUF and the State System took place on August 26. We simply informed the State System of our intent to bargain, discussed some rough guidelines, and talked about negotiation team members. As usual, this process could be long, grueling, and frustrating. I appreciate your confidence, and the Chapter Presidents will try very hard to maintain transparency and open communication.

One other note - the Chapter Presidents also met at the Leadership Conference in May. We had a very lengthy, informative discussion of specific issues on each campus. Personally, I found this conversation extremely helpful. I think we all learned about some best practices that we might be able to adopt, and we also heard about crafty management tactics on certain campuses.

We are all deeply concerned about over-crowding this year, negotiations, the state budget, and many campuses have key management

searches underway. The increased number of students is strong evidence that the PASSHE schools are popular and very desirable. No one can point to a specific cause here, but I believe it is almost completely attributable to faculty involvement, our commitment to quality education, and our interaction with students.

On behalf of the Chapter Presidents, thank you for your patience and trust as we wrestle with our new bylaws and the state system. Best wishes at the start of a new academic year.

# Several important health benefit items addressed

By Nancy Koutris

## Healthy U – Phase IV (for active members enrolled in Highmark's PPO or Comprehensive Indemnity Plan)

- Began July 1, 2010
- Deadline May 31, 2011
- Wellness and Profile mandatory for member and eligible spouse/same-sex partner (Completion must be done first and nets 30 points for each)
- Required points for Phase IV will remain at 70 points for Phase IV's activity period
- Phase IV's contribution period (July 1, 2011 to June 30, 2012) percentage for non-participation has yet to be determined
- For detailed information and instructions, please go to [www.apscuf.org](http://www.apscuf.org), click on Health Benefits and then on Healthy U

## Fall 2010 Flu Vaccines

The PASSHE is once again joining the Commonwealth of PA's Influenza Vaccination Program. All active members must register to receive the flu vaccine on campus from Monday, August 23 through Friday, September 17, 2010. The PASSHE will distribute the on-line and manual registration through the local Human Resource office and APSCUF will distribute the information via email and place it on the website.

The Fall 2010 Seasonal Influenza Vaccination Program began on Monday, August 23rd and will end on Friday, September 17th, 2010. Pending availability, the seasonal influenza vaccine will be administered October 12th through mid-November. The link for online registration has not been provided to date. Information will be distributed as soon as it is received.

This year the PEBTF website will be utilized for online registration. This site will be used by all members. (NOTE: new members added to SAP after August 9, 2010 will not be able to register using the online PEBTF registration link. These members will need to complete the Request for 2010 Seasonal Flu Shot Form and return it to the campus benefits office by September 10.)

For the on-line registration link, requirements and instructions as well as the Request for 2010 Seasonal Flu Shot form for manual registration go to [www.apscuf.org](http://www.apscuf.org). There are three strains of the influenza virus included in this year's vaccine and includes the H1N1 strain so only one vaccine will be administered.

Please remember that receiving a flu vaccine through this program or with another provider is worth 15 points under Phase IV. Simply record the date of the flu vaccination (you must complete the wellness profile and pledge first) by going to [www.highmarkblueshield.com](http://www.highmarkblueshield.com), log-in and go to Lifestyle Returns – locate the Health and Wellness Programs section and record the date where appropriate.

## Employee Health Contributions

The BASE employee health contribution increased to 15% from 10% on July 1, 2010. To check on what plan/tier contribution you should be paying (depending on your selected pay schedule -- 26 or 20 pays), go to [www.apscuf.org](http://www.apscuf.org), click-on Health Benefits, Healthy U Page and scroll down to the bottom to 2010-11 Health Plan Contributions.

## Federal Health Care Reform

The State APSCUF office has been receiving many inquiries concerning the Federal mandate that extends dependent health care coverage to age 26. Though the PASSHE could have opted to implement, and APSCUF did make the request for early implementation, for at least part of this provision, the PASSHE decided that it would not implement any of this provision until July 1, 2011.

Please note that the new health care reform legislation excludes dental and vision plans from the mandated provisions.

## Shingles Vaccine

Highmark Blue Shield recently issued a letter regarding the shingles vaccine to the retired faculty members enrolled under the Signature 65 Medicare Complement health plan stating that this vaccine should never have been eligible for post 65 members with Medicare. There was

**(Continued on back page)**

## APSCUF Update

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## 'APSCURF President A. Wayne Burton presents 'The APSCURF Corner'

We are happy to have the APSCURF Newsletter back in circulation and thank APSCUF for this space in the Newsletter.

While many retirees are part of SERS and PSERS, APSCURF also monitors and works on issues for those retirees in TIAA-CREF and other ARP's – all issues affecting any and all retirees are APSCURF's concern.

APSCURF does not only focus on our retirees' welfare, but as the ByLaws indicate we also look to cooperate with civic bodies and community organizations in their educational objectives and to educate the public about public higher education. We encourage retired Faculty members to be active in civic affairs and we assist our local APSCURF chapters in developing educational activities for our members – many of you reading this can assist us in bringing about many of these goals – please contact your

local chapter officers to see how you can be of assistance, and also, think about running for State APSCURF office or serving on one of many State APSCURF committees – very important and not too time demanding.

For those in SERS and PSERS, the APSCURF coordinated and APSCUF staff serviced, COLA Coalition of 11 retiree organizations has met many times during the Spring and Summer.

The COLA Coalition, chaired by APSCURF Past President Don Mayer, provided testimony to the PA Senate Finance Committee, has briefed several Senate and House committee staff about the need for a cost of living adjustment, and will be focusing on efforts in September in the PA Senate on pension system reform in which we hope to get some COLA language included – you will be getting info very soon on your PA State Senator and to make a call during September about the need

for a COLA – all our calls do make a difference as a Senate staff member indicated at our last COLA Coalition meeting.

Many thanks to those of you who have donated to APSCUF-CAP – we are nearing our goal – and those donations will be important in the coming November elections to support candidates who support public higher education and also understand the role of the PASSHE universities, Faculties, and retirees in the economy of Pennsylvania.

All local campus chapter APSCURF presidents will be meeting together in early October to share information about activities, efforts, concerns, and to be updated about all APSCURF on-going efforts for retirees – please contact your local president with any of your issues to be taken to this meeting, and also say thanks to them for their efforts on your behalf.

Best to each of you from all of your officers and committee chairs.

## APSCUF Special Services notebook

The Special Services Committee would like to congratulate Caroline Greenawalt from Millersville University for being selected the 2010 state scholarship winner.

Ms. Greenawalt is pursuing a Bachelor of Arts in International Studies and is the daughter of Charles Greenawalt II who teaches in the Department of Government and Political Affairs at Millersville.

Ms. Greenawalt wrote an essay responding to "How has the union movement benefitted or influenced the rights and working conditions of the American worker?"

### State APSCUF Scholarship Program 2011

- Must be a family member of full dues paying APSCUF/APSCURF member

- Must be enrolled at one of the fourteen (14) state-owned universities
- Enrolled as an undergraduate or graduate
- Essay and reference letter required
- Deadline for submission is Friday, March 4, 2011
- Full applicant packet with instructions and guidelines can be downloaded from [www.apscuf.org](http://www.apscuf.org) or obtained at the local APSCUF office

### QSP Magazine Subscription Program

- On-line secure ordering
- Mail-In – contact local APSCUF office to obtain booklet and order forms or Nancy Koutris at State APSCUF

- Any proceeds received from this program goes toward the State Scholarship Program

### Other Special Services available to full dues paying members

- Alamo and National Rental Discounts
- Nationwide Affinity Insurance
- Verizon Wireless Discount
- AT&T Wireless Discount
- T-Mobile

All Special Service Programs can be viewed in the Members Only Section of APSCUF's web site 24/7. Members must register to be able to access this site through their local APSCUF offices.

**APSCUF: It Pays to Belong!**

# RETRENCHMENT RIGHTS

## Questions and Answers

Prepared by:  
Mary Rita DuVall-Quinn  
Head of Contract Department

### 1. Retrenchment can occur on what basis?

Reasons for retrenchment can include financial considerations, program curtailments, elimination of courses. (Article 29.B)

### 2. What is the State System/University obligated to do prior to announcing Retrenchment?

To call for a Meet and Discuss on avoidance of retrenchment prior to issuing retrenchment notices. Meet and Discuss on avoidance of retrenchment is to occur before retrenchment notices are issued. (Article 29)

### 3. To the extent practicable, the State System/University needs to allow attrition to be utilized to effect the required reduction of Faculty. (Article 29.B.1) If Retrenchment cannot be avoided totally by attrition and it becomes necessary to retrench, what is the Order of Retrenchment?

APSCUF and the Faculty Members in the department shall be notified prior to implementation in the following order:

- Temporary, part-time
- Temporary, full time
- Regular, part-time (non-tenure track faculty)
- Regular, part-time (grandfathered tenure or tenure track faculty.)
- Regular full-time

### 4. How is the "Order of Retrenchment" applied?

University seniority applied on a departmental basis.

Retrenchment of academic faculty members occurs within a department beginning with the least senior faculty member based on the length of service from most recent hire date at the university providing the remaining faculty members have the necessary qualification to teach the remaining courses or perform the remaining duties. (Article 29.C.1)

Retrenchment of administrative faculty members occurs within the affected administrative unit in inverse order of length of service from

the most recent date of employment at the University (seniority) provided the remaining Administrative faculty member have the necessary qualifications to perform the duties. (Article 29.C. 2.)

### 5. What is the timeline for notification to faculty members who will be retrenched?

First-year probationary non-tenured faculty members:  
March 1

Second-year probationary non-tenured faculty member:  
December 15

Probationary non-tenured faculty member beyond the second year:  
December 1

Tenured faculty member:  
October 30

Retrenchment is effective at the end of a contract year for a temporary faculty member or at the end of the academic year for a tenured or tenure track faculty member.

**For a complete Q&A (40 questions in all), visit the APSCUF website and click on the "Contracts" link.**

## RETRENCHMENT UPDATE

With the start of the 2010-2011 academic year, six institutions within the State System have declared that due to anticipated budgetary constraints are considering elimination of programs and course offerings which may lead to retrenchment of faculty members: Kutztown, Mansfield, Millersville, Shippensburg, Indiana, and Lock Haven (in order of formal announcement). An announcement from Slippery Rock University is expected soon leading to a total declaration count of seven. At this point, state and local APSCUF continues to meet and discuss with administration to create solutions to avoid such drastic measures.

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The NEW APSCUF Blog!

<http://apscuf.wordpress.com>

### Health Benefit items

(Continued from page 3)

some initial confusion over this service when it was first introduced but according to the plan’s guidelines, this service is not considered eligible for reimbursement.

For those who are not Medicare eligible and are enrolled under Highmark’s PPO plan, the vaccine can be considered eligible if you are 60 years of age or older (limit of one per lifetime).

Please review the summary of PPO preventive benefits for the guidelines which is located at [www.apscuf.org](http://www.apscuf.org), under Health Benefits or contact Highmark’s customer service. Highmark’s Traditional or Comprehensive Indemnity plans does not consider this preventive service as eligible.

### 2009-10 APSCUF/CAP GOAL

Where we need to be--100%

Where we are--  
84.23%

*APSCUF/CAP needs to raise \$260,000* in order to help our endorsed candidates in the 2010 General Election ***before November.*** If you haven’t donated yet, please don’t delay! There are many easy options to contribute.



Contact your local APSCUF CAP Chair or Office Manager, or call state APSCUF at 717-236-7486 to find out how to contribute. Also, check out the CAP webpage at <http://www.apscuf.org/CAP.html>