



Clarion APSCUF Newsletter



Phone: 814-393-2089

www.apsuf.org

October, 2010

Executive Committee: President – **Jamie Phillips**; Vice President – **Barry Sweet**; Secretary – **Sally Sentner**; Treasurer – **Sue Courson**; Delegates – **Jamie Phillips, Barry Sweet, Karen Bingham, Elizabeth MacDaniel, Deborah Ellermeyer, Sylvia Stalker**; Alternate Delegates – **Greg Goodman, Mark Kilwein, Paul Klenowski, Melissa Kuntz, Annette Rosati**; Coaches Delegate – **Ron Righter**; Coaches Alternate – **Mike Brown**; Coaches State Rep – **Mike Brown**; Coaches State Rep Alternate – **Gie Parsons**; Venango Campus – **Bill Hallock**; CAP – **Jamie Phillips**; DRC – **Stephen Johnson**; Grievance – **Elizabeth MacDaniel**; Health & Welfare – **Janice Krueger**; Legislative – **Barry Sweet**; Membership – **Suzanne Boyden**; Negotiations – **Jamie Phillips**; Nominations & Elections – **Ellen Foster**; Gender Issues & Social Justice – **Deborah Ellermeyer**; Public Affairs/Relations – **Mark Franchino**; Retirement SERS & TIAA-CREF – **Bob Balough**; Student Liaison – **Naomi Bell O’Neil**; Human Relations – **Sonja Heeter**; Rules & Bylaws – **Colleen McAleer**; Strike Chair – **Andy Lingwall**

The President’s Message... Negotiations Update

Negotiations Team

At our last Legislative Assembly in September, the union delegation approved the final composition of our Negotiations Team. State APSCUF President Steve Hicks serves on the team ex-officio and we have hired Stuart Davidson, Esq., of the Philadelphia law firm Willig, Williams, & Davidson to sit on the team as our professional negotiator. The other two members of the team are Ken Mash of East Stroudsburg, who is also our State APSCUF Vice-President, and Clarion’s very own Elizabeth MacDaniel. Marc Sylvester of Edinboro was appointed to be an alternate on the team. I consider the team to be a solid one, which nicely balances experience with sound judgment. In particular, our professional negotiator is a labor-side attorney with very strong credentials and a long history with contract negotiations in the Commonwealth.

Negotiations Committee and Process

The Negotiations Team constitutes a critical component of APSCUF’s negotiations strategy, but an even more critical component is the Negotiations Committee. As the State APSCUF Bylaws note:

Faculty Negotiations Committee

The Faculty Negotiations Committee shall consist of the 14 Chapter Presidents and all seated members of the Negotiations Team. The members of the Negotiations Team will be non-voting members of the committee. ...

[Among the duties of the committee are to] ...

5. Determine the goals and parameters for the Faculty Negotiations Team.
6. Advise the Faculty Negotiations Team during negotiations.
7. Approve a proposed offer to be a Tentative Agreement.
8. Develop strike strategies and tactics.
9. Approve collective action related to negotiations.

Thus, the Negotiations Committee is responsible for tasking the Negotiations Team with a set of contractual goals and with strategies for achieving them, for determining whether a proposed contract should be sent to the membership for a vote, and for determining whether the Union will go on strike.

This is a new process and it has not been used before. Previously all of the above fell under the purview of State APSCUF Executive Council. With this new process, the force behind negotiations shifts to the Chapter Presidents. I consider this to be a positive change for one chief reason: Chapter Presidents—unlike members of State EC—are elected by their chapters and, so, are accountable to their chapters. Consequently, Chapter Presidents are more likely to represent the interests of their campuses in terms of negotiations goals, the acceptability of Tentative Agreements, and with the necessity or desirability of going on strike.

(Continue Page 2)

Contract Wish List

So, in that light, I want to again solicit suggestions from faculty regarding changes, additions, or deletions they would like to see in our new CBA, as our old one expires on June 30, 2011. I have already received excellent suggestions for contract language changes from several faculty, but time has become more pressing. I need to know what Clarion faculty want in their new CBA within the next couple of months. This will allow me time to organize your feedback for presentation to the rest of the Chapter Presidents when we meet again in December.

I look forward to hearing from you.

Jamie Phillips
Chapter President



FALL 2010 MEETING DATES
(Please mark your calendars!)

EXECUTIVE COMMITTEE (EC)

Tuesday, October 5
Tuesday, October 19 (250/252 Gemmell)
Tuesday, November 2
Tuesday, November 16
Tuesday, November 30
*(All meetings are held @ 3:30 pm
in Room B-8 Hart Chapel)*

DEPARTMENTAL REP COUNCIL (DRC)

Tuesday, October 12
Tuesday, November 9
Tuesday, December 7
*(All meetings are held @ 3:30 pm
in Room 202 Still Hall)*

MEET & DISCUSS

Friday, October 8 – Pre-Meet
Friday, October 15
Friday, November 5 – Pre-Meet
Friday, November 12
Tuesday, November 23 @ 3:30 pm – Pre-Meet
Friday, December 3
(All meetings are held @ 2 pm)

LEGISLATIVE ASSEMBLY 2010--2011

*February 3 - 5, 2011
Holiday Inn East, Harrisburg
*April 14 - 16, 2011
Four Points Sheraton, Greensburg

ATTENTION APSCUF MEMBERS: There will be a campus visit from State APSCUF President Steve Hicks on Tuesday, October 19th @ 3:30 pm in Room 250/252 at the Gemmell Student Center. APSCUF members are invited to attend. PLEASE MAKE AN EFFORT TO ATTEND THIS MEETING.

NOTE: The APSCUF Office will be closed from October 11 thru October 15. Also on Thursday and Friday, November 4 & 5 in which Jan will attending an Office Manager’s meeting in Harrisburg.



A PROMOTION WORKSHOP WILL BE HELD ON THE CLARION CAMPUS FRIDAY, OCTOBER 9th @ 3:30 PM IN HART CHAPEL AUDITORIUM. PROMOTION APPLICANTS, DEPARTMENT CHAIRS, MEMBERS OF DEPARTMENTAL PROMOTION COMMITTEES AND ANY INTERESTED FACULTY SHOULD ATTEND.

Fall 2010 Supplemental Payments
Overload & Related Payments – November 5th paycheck
Distance Education – December 3rd paycheck
(See insert)





CONGATULATIONS and a BIG THANK YOU to SYLVIA STALKER, 2010 APSCUF Outstanding Service Award recipient given out at the Bargaining Unit Meeting on September 9th. For many, many, many and many years, SYLVIA has been involved with our local APSCUF chapter serving in many capacities such an Alternate Delegate, DRC Chair, member of the Meet & Discuss Team and currently serves as one of our Delegates. And on a State level, she is currently serving as the Chair of the State By-Law Committee.

APSCUF SPECIAL ELECTIONS RESULT: Annette Rosati will serve as Delegate to the Legislative Assembly for the spring semester. Congratulations to Annette, and thank you to the candidates for their willingness to serve and all who participated in the election. Nominations & Elections Committee.

Welcome New APSCUF Members!!
Maria Aiello - Academic Enrichment
Michael Chesterfield - Student Affairs
Marcella Isacco - Mathematics/Education
Amy Kaltenbach - Education
Michele Pedlow - Education
Karen Schreffler - Nursing

APSCUF MEMBERSHIP AT CLARION

APSCUF Membership is open to ALL faculty and coaches: tenure track, full-time temporary and part-time temporary. The majority of faculty and non-faculty coaches at Clarion University are APSCUF members. We truly ALL benefit from the work environment created by the CBA and by APSCUF. And during this important negotiating year for our upcoming contract, APSCUF membership is more important than ever. Our current membership includes 297 faculty and 17 coaches. Below are the numbers of Fair Share (non-members) by department. If you have not joined APSCUF and wish to do so, please contact the APSCUF office #2089 for a membership application.

ACADEMIC ENRICHMENT: 1 Fair Share
ACCOUNTANCY: 2 Fair Shares
ADMINISTRATIVE SCIENCE: 3 Fair Shares
AGES: 1 Fair Share
ALLIED HEALTH: 100% Membership
APPLIED TECHNOLOGY: 100% Membership
ART: 1 Fair Share
BIOLOGY: 7 Fair Shares
CIS: 100% Membership
CSD: 3 Fair Shares
CHEMISTRY: 2 Fair Shares
COMMUNICATION: 2 Fair Shares
ECONOMICS: 1 Fair Share
EDUCATION: 8 Fair Shares
ENGLISH: 1 Fair Share
FINANCE: 2 Fair Shares
HISTORY: 1 Fair Share
HPE: 100% Membership



LIBRARY: 1 Fair Share
LIBRARY SCIENCE: 100% Membership on-campus/4 Fair Shares off-campus
MARKETING: 1 Fair Share
MATHEMATICS: 5 Fair Shares
MODERN LANGUAGES: 2 Fair Shares
MUSIC: 4 Fair Shares
NURSING: 10 Fair Shares
PSP: 100% Membership
PHYSICS: 1 Fair Share
PSYCHOLOGY: 1 Fair Share
SOCIOLOGY: 100% Membership
SPECIAL EDUCATION: 3 Fair Shares
STUDENT AFFAIRS (athletics): 6 Fair Shares
STUDENT AFFAIRS (counseling): 1 Fair Share
THEATRE: 2 Fair Shares
VENANGO ARTS & SCIENCES: 9 Fair Shares
COACHES: 5 Fair Shares



GO GOLDEN EAGLES!! Again this year Clarion APSCUF is proud to be a sponsor in the Golden Eagle Athletic Partnership, a corporate sponsorship supporting Clarion University athletic teams. As part of the package, 6 sets of tickets for Clarion University home football games were donated to the kids of The Arc of Clarion County. The Arc provides a variety of services and programs designed to support people who experience disabilities and their families.

APSCUF is very active in the social media scene! Follow APSCUF on the web!



www.twitter.com/apscuf



"APSCUF Faculty and Coaches"

The NEW APSCUF Blog!

<http://apscuf.wordpress.com>

"MEMBERS ONLY" Site

APSCUF MEMEBERS: Are you signed up for APSCUF's "Members Only" site? If not, here is what you need to do. Contact our Office Manager, Jan Walters, in the local APSCUF office at Ext. 2089 or at jwalters@clarion.edu and supply her with a password. Your information will be forwarded to State APSCUF for processing. Once processed, you will then be able to enter the "Members Only" site at www.apscuf.org.



Once you enter the site, you can participate in forums; get updated on current APSCUF issues and topics; access APSCUF Special Services information such as how to order magazines (QSP Program), receive car rental discounts, amusement park discounts, and Verizon Wireless discount along with AT&T and T-Mobile discounts. Also find the latest information and discussion on negotiations of our upcoming contract. The process is easy...so sign up today! And oh yes...for those

who have forgotten their password, contact Jan in the APSCUF Office.

ATTENTION: ALL ACTIVE FACULTY AND COACHES ENROLLED UNDER HIGHMARK'S COMPREHENSIVE INDEMNITY AND PPO PLANS

(NOTE: THIS PROGRAM DOES **NOT** APPLY TO: ACTIVE MEMBERS ENROLLED UNDER AN HMO and ALL RETIRED FACULTY)



Summary Information:

- Phase 4 of *Healthy U*, PASSHE's wellness program, began July 1, 2010
- All Highmark members covered under PASSHE's Health plan are eligible to participate
- To participate, both the employee and their covered spouse/same-sex domestic partner must earn 80 *Healthy U* point each of participating in various wellness programs and activities
- Successful completion of the Phase 4 participation requirements by the program deadline of May 31, 2011, will allow the employee to save significant dollars on their health care premiums for the following plan year

For more information on *Healthy U*, go to www.apscuf.org and click on to "Health Benefits" than click onto "Healthy U".



CLARION APSCUF WEBPAGE: ARE YOU TRYING TO FIND ALL THE PROMOTION, TENURE, SABBATICAL AND/OR EVALUATIONS INFORMATION AND MATERIALS? Go to www.apscuf.org/clarion and click onto "Documents" than click "Faculty Documents". Please note that all materials are updated on the web when received from each university-wide committee chair.

DON'T FORGET TO VOTE ON ELECTION DAY, TUESDAY, NOVEMBER 2nd.



CLARION APSCUF LEADERSHIP APPOINTMENTS FOR 2010-2011

Departmental Representative Council

Chairperson:

Stephen Johnson

Grievance Committee:

Elizabeth MacDaniel - Chair

Steve Johnson

Jamie Phillips

Mark Kilwein

Annette Rosati

Health & Welfare Officer:

Janice Krueger

Legislative Officer:

Barry Sweet

Membership Officer:

Suzanne Boyden

Negotiations Officers:

Jamie Phillips

Nominations and Elections Committee

Chairperson:

Ellen Foster

Gender Issues and Social Justice

Committee Chair:

Deborah Ellermeyer

Public Relations Officer:

Mark Franchino

Retirement SERS & TIAA-CREF Officer:

Bob Balough

Strike Chair:

Andy Lingwall

Safety Committee:

Lorie Taylor

Human Relations Officer:

Sonja Heeter

Professional Development Committee:

State Representative –William Buchanan 1
year re-appointment - term expires 2011

Professional Development Committee

Members:

*Sonya Heeter - three year appointment -
term expires 2011*

William Buchanan - two year appointment
- term expires 2012

Paula Amrod - three-year appointment -
term expires 2011

CCPS Chair:

Barry Sweet - term expires 2011

Parking Committee:

Mary Pat McCarthy - term expires 2012

Lynn Smith - term expires 2012

Campus Coordinator for Harrisburg

Internship Semester:

Barry Sweet – term expires 12/31/2011

APSCUF Scholarship Committee:

3 one-year terms

Sonja Heeter - chair

Kathleen O'Donnell

Todd Pfannestiel

Student Affairs Liaison:

Naomi Bell O'Neil

Smoking Committee:

Robert Levy

The above Appointments were approved at the APSCUF General Membership Meeting on September 28, 2010.

**COUNCIL ON GENERAL EDUCATION
ACADEMIC YEAR 2010 - 2011**

<u>COLLEGE</u>	<u>TERM EXPIRES</u>
COLLEGE OF ARTS AND SCIENCES NAOMI BELL O'NEIL	2013
COLLEGE OF BUSINESS TONY JOHNS	2013
COLLEGE OF EDUCATION AND HUMAN SERVICES SUSAN COURSON	2011
FACULTY NOT IN A COLLEGE OR SCHOOL MARILYN STEMPECK	2011
SCHOOL OF NURSING SHELLY MOORE	2012
NATURAL SCIENCES AND MATHEMATICS VALERIE BENNETT - Co-Chair	2013
HUMANITIES AND SOCIAL SCIENCES CHRISTOHPER MCCARRICK - Co-Chair	2012
VENANGO CAMPUS DAVID LOTT	2013

Updated 09/09/10