



# WHY IS THE FACULTY ON STRIKE?

*The Association of Pennsylvania State College and University Faculties is the union that represents faculty members and coaches at the 14 Pennsylvania State System of Higher Education universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.*

Faculty members voted in early September to give APSCUF leadership the authority to call a strike, should they deem one necessary. **We do not want to strike**, but we must because the contract the State System is proposing is harmful to your quality education. On Sept. 19, the State System suggested nonbinding fact-finding with a Pennsylvania Labor Relations Board arbitrator. The board did not grant the State System's request. We prefer binding arbitration, which APSCUF suggested instead of fact-finding, because binding arbitration would bring the entire matter to a conclusion. The State System turned us down. We offered to save millions of dollars and stayed at the table until the strike deadline. They insisted on proposals that would degrade our universities and public higher education. Faculty members went on strike 5 a.m. Oct. 19 and will remain on strike until a contract is reached. We will continue to negotiate to make the strike as short as possible. **Your faculty members return to work when the State System negotiates a fair contract.** Get the latest information at [APSCUF.org/students](http://APSCUF.org/students).

**BECAUSE YOUR FACULTY AND COACHES CARE ABOUT YOU, WE HAVE ALREADY WORKED UNDER EXPIRED CONTRACTS FOR MORE THAN 470 DAYS.** We chose not to consider a strike late last semester because it would have threatened finals and graduation. During the two years of our negotiations, other unions have reached two agreements with the Commonwealth. From our perspective, the State System hasn't been serious. It did not meet with faculty for four months, it waited nearly a year before proposing 249 contractual changes, and it has never offered faculty what other statewide unions have received from the Commonwealth.

**THE STATE SYSTEM WANTS TO FUNDAMENTALLY CHANGE THE QUALITY OF YOUR EDUCATION.** The State System would cut funding for faculty scholarship and professional development that allows your faculty to bring current knowledge to your class. It would substantially increase the number of interns faculty members would be required to supervise.

**THE STATE SYSTEM DOES NOT SEEM CONCERNED ABOUT ATTRACTING AND KEEPING THE HIGHEST QUALITY PROFESSORS FOR YOU.** The State System wants to cut faculty benefits and charge more for them. It wants millions more in concessions from faculty than any other employees. It wants to put adjunct faculty members, 60 percent of whom are women, on a separate — lower — salary scale. Meanwhile, the chancellor and the university presidents took substantial pay increases last year. APSCUF offered millions of dollars in concessions in healthcare and wages.

## WHAT CAN STUDENTS DO?

- You don't have to take our side to make a difference. Email Chancellor Frank Brogan at [chancellor@passhe.edu](mailto:chancellor@passhe.edu) to **tell the State System to be serious about negotiations and to care about the quality of your education.**
- Contact your legislator in support of APSCUF: <http://bit.ly/APSCUFlegislators>
- Stay informed! Know what is happening by subscribing to the APSCUF blog at [APSCUF.org/blog](http://APSCUF.org/blog), visiting **[APSCUF.org/students](http://APSCUF.org/students)** and following APSCUF on social media:



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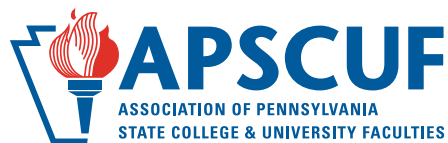
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## FACULTY ON STRIKE

# FREQUENTLY ASKED QUESTIONS

### WHY IS MY FACULTY ON STRIKE?

**Your faculty members didn't want to strike**, but they are doing so because the State System has not negotiated a contract that is fair to students and faculty. See page 1 for more about the issues that affect your quality education.

### HOW LONG WILL THE STRIKE LAST? CAN I STILL LIVE ON CAMPUS DURING THE STRIKE?

The strike will last until the State System negotiates a contract that is fair to students and faculty. APSCUF members do not work in residence halls or dining halls and don't make decisions about their operation. Ask your university about their plans.

### HOW WILL I KNOW WHEN THE STRIKE ENDS?

When the State System negotiates a contract that is fair to students and faculty, we'll post a press release and update our blog at APSCUF.org. We'll also change the home page so the news is clear. And, of course, we'll post on social media. When the strike is over, faculty members will return to their posts.

### ARE CLASSES MEETING DURING THE STRIKE? DO I NEED TO GO?

Your current professors are the professors of record for your courses. They are the ones qualified to evaluate your work and give you grades for the work you do when they are in the classroom. We trust students will do the right thing. During a strike, your faculty (including counselors, library faculty, athletic trainers, etc.) will not work:

- Neither their in-person nor online classes will meet.
- They will not do academic advising.
- University committees will not meet.
- They will not advise student clubs.
- They will not write letters of recommendation.
- Faculty members will not conduct fieldwork/research with students.
- They will not respond to campus email.
- Faculty members will not receive pay or benefits.
- Etc.

### CAN I GET A REFUND ON MY TUITION? WHAT ABOUT FINANCIAL AID? AND WILL I GRADUATE?

We hope any classes can be made up as soon as the System negotiates a contract that is fair to students and faculty. APSCUF does not make decisions about financial aid. The State System posted on its website:

*"If a strike occurs, every attempt will be made at its conclusion to complete the semester within the current semester calendar. If this occurs, there will be no change to your financial aid or student bill. If the faculty strike prevents the university from completing the semester within the semester calendar, there could be an impact on student financial aid. Each university is committed to ensuring students can complete their educational experience, even if it means extending the semester through normal breaks and beyond the official end date, or finding alternative means to complete the course that would fulfill the U.S. Department of Education's requirements. If that is not possible, affected students may receive a tuition refund. This means there may be an adjustment to your student bill that could affect your financial aid award for the semester."*

### IS THIS STRIKE JUST ABOUT MONEY?

Our biggest concerns are about proposals that affect our students' quality education. Read more about what the State System's proposal wants to cut (and pile on) on page 1.

### DO FACULTY MEMBERS CARE ABOUT STUDENTS?

We care about our current students, the education future students receive, and that the degrees alumni earned hold their value.

### WHAT CAN I DO?

- **Tell State System officials to go to the bargaining table to negotiate a fair contract** with your faculty by writing to Chancellor Frank Brogan at [chancellor@passhe.edu](mailto:chancellor@passhe.edu).
- Contact your legislator in support of APSCUF: <http://bit.ly/APSCUFlegislators>
- Stay informed! Know what is happening by subscribing to the APSCUF blog at [APSCUF.org/blog](http://APSCUF.org/blog), visiting [APSCUF.org/students](http://APSCUF.org/students) and following APSCUF on social media:



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