

# APSCUF CAL U

## Chapter Newsletter

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Dr. Craig A. Smith  
Chapter President

## Convocation 2018 Dr. Craig Smith

Greetings, colleagues, and welcome to the **new reality**. No – I’m not talking about the proposed schedule redesign, which is certainly worthy of discussion. No, I’d rather talk about a different reality.

I’m talking about the post-*Janus* reality. As you know, the U.S. Supreme Court issued the *Janus* ruling this past June, and its impact was immediate. Public sector unions, like APSCUF, no longer collect “fair share” dues from non-Members. What does that mean for us? Some see it as diminishing our strength, but I don’t see it like that at all. What I see is this: now we know where we stand. There is no middle ground anymore. Either you contribute to the costs associated with contract negotiations, or you don’t. Either you’re a union Member, or you’re a **Free Rider**.

Like most of you, I choose to stand with my union because I appreciate the gains made by the Collective Bargaining Agreement, and I expect the **next** CBA to retain those hard won gains. I am asking each of you to stand with me.

Every current union Member received a **sign up card** in the mail. No, you didn’t lose your membership, and you’re not being asked to join again. Instead, we want you to recommit to the union. Fill out the card and drop it in the mail. If you’re not yet a union Member, then now is the time to make that commitment.

.As my commitment to you, here are my **three goals**:

### Goal No. 1 – Protect our Bargaining Unit

*Who belongs to our Bargaining Unit?* Every coach, every tenured or tenure track faculty, every adjunct faculty, whether part-time or full-time, belongs to this **bargaining unit**. Every one of them has the same rights and protections guaranteed in the contract, because they are all parties to the **same** contract. However, that is **not the same** as union Membership. To be a Member of this union, you have to sign the card – you have to make a choice.

I’m pleased to report that every one of our new faculty hires this year made that choice and joined the union, and some of our departments, such as Earth Science, have already achieved 100% membership – *including adjuncts*. Why? Because they don’t take our contract for granted, because they understand that the **next** contract depends on our bargaining position, because they recognize that our best bargaining position depends on having Members. We can’t afford to let them down. They are counting on the rest of us to remain or to become union Members.

And speaking of protecting our Bargaining Unit, please remember that everyone who belongs to this bargaining unit are equal members of the same bargaining unit. I want to make this clear, if someone in this bargaining unit has an issue with someone else in this bargaining unit, then that is **NOT** a union issue. It may be a personnel issue or a managerial issue, but it is **NOT** a union issue. This union protects **everyone in the bargaining unit equally**.

### Goal No. 2 – Uphold the contract

Let me share with you what the late Burrell Brown once said to me. At a local APSCUF meeting, Burrell turned to me and said, “**Any** contract

violation is a contract violation.” What he meant by that was, no matter how minor the infraction, no matter who was involved, no matter the extent of the injury, whenever the contract was violated, APSCUF **will respond**. That stuck with me, just as the words of Michael Slavin stuck with me – maybe because he was shouting at the time. I’ll never forget when Michael screamed across the table at Provost Barnhart, “My side can’t violate the contract any more than your side!” He was right. We are all parties to the same contract, all coaches, all faculty, all managers. The other side may *occasionally behave* like they don’t respect the contract, but they signed it, same as our side, and I intend to hold them to it.

But let’s remember, the contract is a work in progress. It changes with each negotiation. With each **new** contract, there’s the potential to gain some and to lose some. So, for this **next** contract, if you want to gain more than we lose, if you want to retain the hard won gains that could easily be taken for granted, then you need to improve our bargaining position. You need to **sign the card** and make the commitment.

### Goal No. 3 – Promote the union

Obviously, I believe in the cause of labor, and I support the work of APSCUF, even though I may not support every decision made at the local or state level. And I don’t expect any of you to support every decision made at the local or state level. We have the right to disagree. But no matter how much we may disagree, I will not abandon this union. Why? Because APSCUF will not abandon me.

Right here on this campus we have an office manager, an APSCUF employee, and in Harrisburg there is a whole team of qualified employees whose full-time job is to look out for our best interests. This association has been promoting affordable, quality higher education for the past 80 years. It’s time to decide. Either you’re a proud union Member, or you’re not.

As a union Member, you will receive this **door tag** with the APSCUF symbol on a blue background to hang on your office door, showcasing for all who pass by that you are a union Member.

Let me close by telling you something about myself. If you’ve never met me, this may be all you need to know.

A lifetime ago my first teaching job was in the public schools. Before I received tenure, while I was still probationary, the school principal told me that he would not renew my contract. He gave me some bogus reasons, which didn’t matter, because, as you know, a probationary teacher can be fired for any reason or no reason at all. Not knowing where to turn, I called the local NEA office. You see, I had joined NEA when first hired. Long story short – I didn’t lose that job. I continued teaching in that school district for 14 years. And I am convinced that there was one reason why I kept that job. It wasn’t because I was an excellent teacher, which I was. It wasn’t because the principal backed down, which he didn’t. No, the reason I kept that job was because at every meeting, over the course of many months while I pled my case, an NEA representative sat at my side, protecting my rights.

I hope none of you ever finds yourself in that position, but I know that’s not true. I’ve sat next to Cal U colleagues during investigatory interviews, during pre-disciplinary conferences, during grievance proceedings, and during a labor board hearing.

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## General Meeting Scheduled

A General Meeting of APSCUF Members will be held in 208 Manderino Library, Tuesday, October 30 from 11am – 12pm. Dr. Ken Mash, APSCUF President, guest speaker.

## Overload and Distance Ed Payments

Overload payments will appear in the October 26 paychecks.  
 Distance Education payments will appear in the November 21 paychecks.

## Get Involved—Make an Impact

Faculty are encouraged to offer their expertise by serving on one of our standing committees. Please contact the Committee Chair or the APSCUF office if you are interested.

Legislative, Mary O’Connor, chair  
 Political Action, Bill Meloy, chair  
 Membership, Jason Kight, chair  
 Student Scholarships, Jason Kight, chair  
 Social Justice/Gender Equity, Marta McClintock, chair  
 Health & Welfare, Laura Miller, chair  
 Adjunct Faculty, Laura Giachetti, chair  
 Newsletter, Karen Kastner, editor

## Adjunct Faculty

Local APSCUF recognizes the important work you do on behalf of our students at Cal U. Our university could not offer all of the high quality classes our students need without you. That's why we want you to become familiar with our contract (Collective Bargaining Agreement), as it impacts each of you directly. If you need a copy of the contract or have any questions, feel free to contact us.

You should have received already our local guide for Adjunct Faculty to understand the contract. Here is a video of our recent Adjunct Faculty orientation where we discussed some of those guidelines. Of course, you receive all of the benefits and protections of the contract whether or not you **join the union**. That's the law. We would prefer, however, that you **join the union**, because it's the fair thing to do. It's the right thing to do.

<https://calu.zoom.us/recording/play/qLsIWmyznHixWs6GVKKUEfnjCr5CLgjdVwF6fPLNi90NgWkyZCnCs-R3JTJktUV?continueMode=true>

Joining the union costs the same for everyone. No matter if you're a tenured full professor at the top of the salary schedule or an adjunct faculty teaching one class - everyone pays the same 1.15% of earnings in dues. That's an investment in your future, as the same contract applies to all faculty. Most of your colleagues are already paying their dues to help you. Please, won't you consider helping them? We could use your help.

If you have already **joined the union**, thank you. If you're still thinking about **joining the union**, give us a call. We'd like to hear from you. Our future negotiations depend on your membership.

## Legislative and CAP Committees Update

**2018 Midterm Election—Tuesday, November 6, 7am—8pm**

October 30—Deadline to request an Absentee Ballot

October 31—Deadline to return an Absentee Ballot

### APSCUF Endorsed Candidates

Tom Wolf—Governor

John Fetterman—Lieutenant Governor

See endorse candidates at APSCUF.org <https://www.apscuf.org/issues-and-advocacy/candidate-endorsements-2017-18/>

58th District—Mary Popovich (D) Cal U Adjunct Faculty

42nd District—Wayne Fontana, Senate

**Janus Legislation** – the following pieces of legislation were introduced:

**House Bill 2571** (Rep. Kate Klunk, R-York) — Changes the language for “fair share” in current law to a “nonmember” definition. Requires public employers to notify nonunion members every payday that union payments are voluntary and joining is not a condition of employment. Excludes payroll deductions for nonmembers. Notice may be provided electronically but must be provided each pay and when a new employee is hired. **Action to date**- voted favorably out of the House Labor and Industry Committee, no full House action expected.

**House Bill 2593** (Rep. Fred Keller, R-Snyder) — Increases the time period a union member has to resign his or her membership. The period would increase from 15 days to 45 days. It also requires notice to employees once a year in January about their right to resign from a union. The bill would require a union to notify its members during the 10-day period before the resignation period of their right to resign from the union. **Action to date** - voted favorably out of the House Labor and Industry Committee, no full House action expected.

**House Bill 2586** (Rep. Cris Dush, R-Jefferson) — Requires a secret ballot vote of all public sector employees in a collective bargaining unit before authorizing a strike.

**House Bill 2625** (Rep. Greg Rothman, R-Cumberland) — Would allow members of a public sector union to terminate their membership at any time by prohibiting unions from negotiating “maintenance of membership” in future contracts.

## APSCURF—Here For Your Retirement

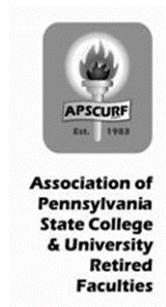
Breaking With, Is Hard to Do Michael Slavin, President

Alright everyone, sing along “They say that breaking up is hard to do . . .” For those of a certain age that song will be in your head for the next few hours – you are welcome. A memorable song from my youth that I played over and over again as I lamented my breakup with a junior high school sweet heart. Not only was I heartbroken but my whole life changed; who was I without her, what about our friends, who was going to meet me at the dance next week? Little did that 13-year-old know that these changes and similar questions were to follow me as I progressed through my life: High School graduation, college, jobs, marriage, children, graduate school, divorce, new jobs, marriage, more schooling, new jobs, promotions, my parent’s deaths, friend’s death, family deaths, and of course retirement. All these life changes bring stress to us, some more than others. There are those who call these “break ups” in our lives, break with, because we move away from a relationship with a person, with school, with a job, or with a group of people. Retirement for many is a wonderful step into the next part of life. For others, the idea of retirement brings fear, discomfort, and questions. No matter how you approach retirement, it involves a major life change. A break with a significant part of your past 20, 25, 30 or more years. Your finances, daily focus, social interactions, relationships with students, relationships with colleagues, and your relationship with the university all change. Who am I, now that I am not a professor? What do I do Monday (and every other day)? So many questions pop up as you go through that retirement process. You may ask “there are those who can help with this break with, right”? Well for the most part, no! Aside from the short workshops that have been offered by APSCUF over the years, very little is done to assist in the retirement process. One of the complaints I have heard from recent retirees was the fact the university and APSCUF appear to be ill equipped to help deal with these changes and, for some, the actual departure process was somewhat demeaning. Well APCURF wants to bring you the support you need as you proceed through the retirement process.

In the Spring of 2018, APSCURF invited any faculty member thinking of retiring within the next few years to our spring luncheon. Those interested faculty met with retired folks and asked all sorts of questions. In addition, there was a presentation by professional money managers. California APSCURF plans to do a similar gathering this year. In addition, there will be a new retirement guide service being offered to any interested faculty member. The purpose of this service is to support you through the entire retirement process. We will provide a current APSCURF member who has already be through it all to help you with the entire retirement process, answer questions or direct you to those who can. Our goal is to help make your retirement break with as smooth as possible. If you are interested, please contact me at [slavinm@atlanticbb.net](mailto:slavinm@atlanticbb.net).

### Cal U APSCUF Retired Faculty 2018

- Barbara Bonfanti, Communication Disorders, 5/26/2018
- Bernadette Jeffrey, Social Work, 8/18/2018
- Timothy Landy, English, 8/18/2018
- Jeffrey Magers, Professional Studies
- John Nass, History, Politics, Society & Law, 8/18/2018
- Mary Salotti, Student Affairs-4, 1/01/2018
- Roy Yarbrough, Exercise Science & Sport Studies, 3/31/2018
- George Yochum, Communication, Design & Culture, 9/02/2018



### Keep Us In The Loop

**Have You Moved**..... Please notify the APSCUF office at Cal U, in addition to Cal U Administration, whenever you have an address change. [ksmelko@apscuf.org](mailto:ksmelko@apscuf.org) or 724-938-4293.

**Have You Changed Home Email**.....Please notify the APSCUF office with an address change, so as not to miss important information regarding APSCUF or the CBA.

## Recognition and Achievement

### Promotions

Angela Bloomquist, Professor, Psychology  
 Adnan Chawdhry, Associate Professor, Business & Economics  
 Jeffrey Hatton, Professor, Exercise Science & Sport Studies  
 Brent House, Associate Professor, English  
 Cassandra Kuba, Professor, History, Politics, Society & Law  
 Elizabeth Larsen, Professor, History, Politics, Society & Law  
 Marcia Marcolini-Hoover, Professor, Secondary Ed & Admin. Leadership  
 Marta McClintock-Comeaux, Professor, History, Politics, Society, & Law  
 Mathew Price, Professor, Chemistry & Physics  
 Susan Rutledge, Associate Professor, Secondary Ed & Admin. Leadership  
 Christina Toras, Professor, History, Politics, Society & Law  
 Michelle Torregano, Associate Professor, Childhood Education

### 100% Membership *(all tenured, tenure-track, adjunct faculty)*

Student Services Department  
 Library Services Department  
 Earth Sciences Department  
 Academic development Services Department

### Nearly Full Membership *(all tenured, tenure-track, adjunct faculty)*

Art & Languages Department  
 Biological & Environmental Sciences Department  
 Chemistry & Physics Department  
 English Department  
 Special Education Department

### Greatest Number of Adjunct Faculty Members

Business & Economics Department  
 Music & Theatre Department

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<http://www.apscuf.org/membersonly/membership-registration/>



### Chapter Executive Council

Craig A. Smith, President, History, Politics, Society & Law  
 Jason Kight, Vice President, Special Education  
 Monica Ruane Rogers, Secretary, Library Services  
 Richard LaRosa, Treasurer, Business & Economics  
 Barbara Letourneau, Coaches President, Athletics  
 Sarah Meiss, Delegate, Biological Environmental Sciences  
 William Meloy, Delegate, Library Sciences  
 Lisa Kovalchick, Delegate, Math, Computer Science, & Info. Systems  
 Thomas Wickham, Delegate, Earth Sciences  
 Scott Hargraves, Alternate, Health Sciences  
 Arcides Gonzalez, Alternate, Art & Languages  
 Gwendolyn Perry-Burney, Alternate, Social Work  
 Kalie Kossar, Alternate, Special Education

#### APSCUF Cal U Chapter Office

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 250 University Avenue  
 California, PA 15419

#### Chapter Meeting Schedule

November 15, Executive Council, 212  
 Keystone Hall, 11am  
 November 20, Meet & Discuss, 327 Dixon  
 Hall, 11am