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## **Right Flier: Newsletter of the AAUP-WSU Volume 7, Number 3, May 2007**

American Association of University Professors-Wright State University

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# The Right Flier

Newsletter of the AAUP-WSU

Volume 7, Number 3, May 2007

Editor, Henry Ruminski

Administrative Assistant, Connie Jacobs

## Now is the Time for All Good Men and Women to Come to the Aid...

Anna Bellisari, President

Since 2005, we have enjoyed the results of previous negotiations to produce a first-rate collective bargaining agreement with the Wright State administration. Our salaries are above the median for faculty at state universities in Ohio, our health insurance and other benefits are among the best in the state, we have paid teaching relief for new parents (along with only two other institutions in the state), domestic partner benefits are now available, and solid grievance procedures are in place to redress many issues.

Now AAUP-WSU is gearing up for the next round of contract negotiations. We are fortunate to have a highly skilled and dedicated Chief Negotiator who will lead next year's bargaining for a new three-year contract. Rudy Fichtenbaum is backed up by a deeply committed Executive Committee of AAUP-WSU, and will be working with a strong Negotiating Team. An elected Bargaining Council composed of representatives from every college will advise and support the Team throughout the bargaining period.

By now it is abundantly clear that collective bargaining has been very effective at WSU. The key word here is *collective*, meaning that all members of AAUP-WSU have important roles in the success of the coming bargaining process. If you care about salaries and benefits, parking availability, workloads, summer teaching opportunities, the physical work environment on campus, and any number of other issues affecting the faculty, it is time for you to become involved.

We are calling on all good men and women to share in the bargaining process, to support and sustain the Team's efforts, to work for the common good. We do not expect you to contribute a portion of your professional development leave (as two AAUP-WSU

members are planning to do), but we do hope you will run for election to the Bargaining Council, or voice your opinions to your elected Bargaining Council representatives. And we do urge you to complete and return the AAUP survey that seeks your input, so that we can represent your concerns.

The strength of AAUP-WSU is in the participation of our members. Now is the time for all good men and women to come to the aid of their union!

### SPRING QUARTER CHAPTER MEETING



Monday, May 14 at 1:00 p.m.

CTL Studio B (basement of library) for Dayton campus & Lake Campus 151 Dwyer

Because collective bargaining matters will be discussed, this meeting is open only to Regular Chapter Members.

Refreshments will be served.

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# Preparing for Upcoming Negotiations

## **By Rudy Fichtenbaum, Chief Negotiator**

Our current CBA expires June 30, 2008. In all likelihood we start negotiations for a successor CBA in January of 2008. In preparation for negotiations we will be sending out a survey before the end of the spring quarter to help set priorities for the next round of negotiations. If there are issues you would like to see address in the survey please send your suggestions to me.

## **The Bargaining Council**

Apart from sending out the abovementioned survey, the first step in preparing for negotiations is to form our Bargaining Council (BC). The BC will review the results of the survey at the beginning of the fall quarter. After reviewing the results of the survey the BC reviews all of the proposals AAUP-WSU plans to put on the table and makes recommendations to the Negotiating Team (NT). Most of the meetings of the BC will occur in the fall quarter. The BC will also meet periodically once negotiations have begun to review the administration's proposals and make recommendations to the NT.

Shortly all regular chapter members (RCMs) will be receiving a call for nominations for the BC. In order to serve on the BC you must be an RCM. The size of the BC is determined by the number of RCMs in a college. Each college having RCMs will have one member on the BC. In addition, colleges with 20 or more RCMs will have an additional representative for every 20 RCMs in the College. The number of representatives on the BC is determined by a count of RCMs 14 months prior to the expiration of our CBA. If there are more nominees from a college than there are spots on the BC from that college then an election will be held to determine that college's representation on the BC.

Based on membership during April the numbers of Bargaining Council members for each college are: CECS, 2; CEHS, 2; COLA, 6; CONH, 1; COSM, 5; Lake Campus, 1; and RSCOB, 2.

## **The Negotiating Team**

In addition to the BC, we will also be forming our Negotiating Team (NT). It is the job of the NT to meet with the representative of the administration and work out tentative language for our next CBA. Typically negotiations start early to mid January and run through the end of the spring quarter. The NT is appointed by the EC and reports directly to the EC. Once a tentative agreement has been reached the NT presents this tentative agreement to the EC for approval. If the EC approves then it send the tentative agreement to the members for a ratification vote. If you are interested in serving on the NT please contact Anna Bellisari, President AAUP-WSU (email: [anna.bellisari@wright.edu](mailto:anna.bellisari@wright.edu)).

## **Ohio Conference Annual Meeting**

The Ohio Conference of AAUP held its annual meeting in Columbus on April 13 and 14. AAUP-WSU was represented by President Anna Bellisari, Vice President Henry Ruminiski and Chief Negotiator Rudy Fichtenbaum.

During the Friday session Anna reported on the chapter's accomplishments during the year, including family leave and domestic partners benefits.

Saturday Henry and Rudy attended a workshop on lobbying and legislative activities which included information for both state and national levels. As part of the annual national meeting in Washington the national office will assist local delegates with arranging meetings with Senators and Congressmen.

On the state level, a Statehouse Day (see story elsewhere) was announced as an opportunity for Ohio chapters to meet with state officials to make our concerns known.

At the meeting Rudy, who is currently the Vice-President for Collective Bargaining Chapters with the Ohio Conference was elected president-elect for next year and the following year will be President of the Ohio Conference.

# AAUP-WSU News Briefs

## Statehouse Day in Columbus

The Ohio Conference of AAUP sponsored Statehouse Day on the morning of Thursday, April 26. AAUP-WSU's Chief Negotiator Rudy Fichtenbaum and Communication Officer Jim Vance represented our chapter. At this event, State Senator Teresa Fedor (D-Toledo) was honored with the conference's Jastram Award, given selectively to members of the Ohio General Assembly who are strong advocates of higher education. Specifically, Senator Fedor led the successful fight last year against the so-called "Academic Bill of Rights".

The Jastram Award is named in memory of Ohio State University Philip Jastram, who was an early leader of the Ohio Conference and a long-time chair of the Government Relations Committee.

A number of other senators and representatives attended, as did Eric Fingerhut, Chancellor of the Ohio Board of Regents.

This presented an excellent opportunity to lobby these individuals, urging them to support adequate funding for Ohio's public universities. Chancellor Fingerhut, who received the Jastram Award in his years in the Ohio Senate, described his intent to formulate a master plan for higher education in Ohio and his wish to partner with AAUP in this endeavor.

## Assistant GCA Officer Appointed

The Executive Committee voted unanimously to appoint Marty Kich as assistant grievance and contract administration officer for the Lake Campus. He also serves as a member of the Grievance Committee.

The appointment recognizes the leadership role that Marty, a professor of English at the Lake Campus, has been playing for AAUP-WSU. He has been instrumental, not only in providing the Executive Committee with input from Lake Campus BUFMs, but also in providing those BUFMs with information about their rights under the Collective Bargaining Agreement.

## Your union at work for you.

The union is monitoring the remodeling efforts in Rike Hall to minimize possible negative effects on faculty.

After receiving input from members in the College of Engineering and Computer Science the Executive Committee provided the Administration with feedback on a proposed incentives proposal and asked for additional information.

A BUFM in a COLA department is appealing the decision of the University P&T Committee.

Executive Committee representatives met with CATS representatives to discuss hardware and software issues including charges to faculty who choose other than CATS approved brands of PCs. If a faculty or staff member wants a PC that is other than the approved brand, they can ask for approval and get technical support at less expense to their department.

Two BUFMs in a CoSM received assistance with questions about the chair's control of current faculty searches.

Delayed travel reimbursements in CoSM were paid after AAUP-WSU intervened for faculty.

A BUFM in CoSM, who is alleging that he was discriminated against in promotion, has filed a grievance.

## Scholarship Committee appointed

An AAUP-WSU scholarship committee was appointed by the Executive Committee to examine scholarship programs at other chapters and offer recommendations to the chapter.

The committee consisted of Vice President Henry Ruminski, Member at Large Maggie MacDonald and member Mel Goldfinger.

The committee's report will be presented at the spring chapter meeting for discussion.



### Check your pay advice

While payroll errors have decreased mistakes continue to be found. The Executive Committee urges everyone to examine your pay advice each month to help catch errors.

#### AAUP-WSU Membership by Unit

College of Engineering & Computer Science	54.5%
College of Science & Math	68.6%
Raj Soin College of Business	74.5%
College of Education & Human Services	76.1%
College of Liberal Arts	80.0%
College of Nursing & Health	80.0%
Lake Campus	94.1%
WSU Total	73.4%



#### AAUP SUMMER INSTITUTE 2007

The annual AAUP Summer Institute will be held at The University of Nevada, Reno in Reno Nevada, July 19-22. AAUP-WSU will support the attendance of two representatives from our chapter. Please contact AAUP-WSU for further information.

Also see:

<http://www.aap.org/AAUP/About/events/2007-SI/>



### DON'T FORGET THE FACULTY FALL SOCIAL

TENTATIVELY SCHEDULED FOR:

FRIDAY, SEPTEMBER 7, 2007

5:00 PM – 7:00 PM

MILLETT HALL ATRIUM

REFRESHMENTS & ENTERTAINMENT

**Watch for more information the first week of fall classes.**

The following members serve on the AAUP-WSU Executive Committee.

Anna Bellisari, President	2923
Henry Ruminski, Vice President	2950
Audrey McGowin, Secretary	2791
Travis Doom, Treasurer	5105
Jim Vance, Communication Officer	2206
Maggie MacDonald, Member-at-Large	2470
Carol Loranger, Member-at-Large	2961
Rudy Fichtenbaum, Chief Negotiator	3085
Barry Milligan, Grievance & Contract Admn.	4805

**Mail To:**