

Unit Ties

September 2001

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PSU-AAUP

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President's Message

Sarah Andrews-Collier
PSU-AAUP President

It's hard to know what to say in this column after the events of the last two weeks. I am not a writer by inclination or profession. I am an artist, and as such, I believe my work is my means of expression—not me standing on a soapbox or writing op ed pieces. But it is incumbent on leaders, especially elected ones, to affirm the community's beliefs in times as unnerving and stressful as these. So, awkward as this feels, here goes my unworthy effort.

The events of September 11 are no less than unbearable, but like the catharsis of Greek tragedy, some good has miraculously come of them. They have forced clarity about certain issues—unions, for instance. The hijacking and crashing of four airplanes and the aftermath of those acts has everything to do with unions—what is good and right about them and why people join them. The pilots belonged to a union which has continuously struggled with management to improve safety in the air. The union flight attendants had similar goals. Along with the traders, lawyers, bankers, etc., many, many union employees, including port authority, postal, communications and service unions perished in those buildings. The police and firefighters who went into the fires in New York and Arlington all belong to unions. Two weeks later, trade union members, for example Ironworkers Local 40, clear rubble and search for survivors with relentless determination.

As diverse as the unions represented in these events are, they have several essential things in common. They exist because their members need better working conditions and

want fair compensation for their work, and they prosper because they are communities, in particular, communities of interest. Therefore, when OUS Vice Chancellor Tom Anderes sent a message on Sept. 14 to classified employees that suggested that impasse was, in effect, un-American and in poor taste, it was a serious miscalculation. For several days, the members of SEIU 503/OPEU, the union that represents the higher ed. classified workers, had been hearing about brothers and sisters who died in the World Trade Center, in certain cases lacking protections that might have altered their fates. Anderes also overlooked several other items. Today's unions are less and less about manufacturing and production, and more and more about safety, health care, learning, and communications. These are all professions that speak to the welfare of the entire community. Today's unions are not about blue-collar workers versus white-collar workers and today's workplace is not only the factory floor. Today's unions frequently cross intellectual and geographic boundaries and link people not so much by vocation and locale but by democratically held beliefs such as liberty and justice for all.

This has been the saddest of times, and there is every likelihood that there is more of the same to come. This is also a very uncertain time, the likes of which most of us have never before known. As an advocate of labor unions and a strong believer in how important they will be in the weeks and months to come, I couldn't be more optimistic and confident about our ability to overcome these events and flourish.

*Where there are wars, wherever you are
confronted with an opponent, conquer him with love.
—Mahatma Gandhi*

National AAUP Responds to the Events of September 11

From the AAUP national website:
<http://www.aaup.org/let991.htm>



Dear Colleagues,

The events of September 11, 2001, have undermined our sense of security in many ways. They are not just violations of our people and of our symbols of power. They are violations of our basic trust in reason. Despite some internal national conflicts, our members have chosen to work within our democracy with a sense that we could make a difference in deciding how to use our great power justly in the world. Although we have been deeply disturbed about injustice, poverty, and inequity and the violence they instigate, we have also harbored a belief that we could find ways to remediate these evils by understanding them. And now the evidence of such immense violence, used so irrationally, has challenged our belief that we could make sense of things to ourselves and to others.

In the presence of such a rebuke to our deepest convictions, it is tempting not to think at all, but to act instinctively. As an association of university professors that is distinctively American, however, we are called by all the elements of our identity to reaffirm our faith in the power of knowledge to hold back the irrational. We therefore affirm, for our colleagues throughout this country, that we will continue to fight violence with renewed dedication to the exercise of freedom of thought and the expression of that freedom in our teaching.

Jane Buck, President
Mary Burgan, General Secretary

Collective Bargaining Update

Martha Hickey
VP of Collective Bargaining

Highlights of PSU-AAUP & PSU negotiations for the weeks of September 10-14 & 17-21:

- Tentative agreements on Articles 12, 13, and 41
- New Letter of Agreement establishing a University "Best Practices" Task Force
- Benefits Information from OUS (finally!)
- Schedule for Upcoming bargaining session

After many weeks of research, analysis and discussions conducted within the framework of interest-based, collaborative bargaining, the Association and PSU have reached tentative understandings regarding fixed-term instructional and research faculty and academic professional positions at the University:

1. Article 41 (Fixed-Term Instructional and Research Faculty) has been significantly expanded to suggest standards for the allocation of FTE, seniority, two-year contracts and leave for fixed-term instructional and research faculty.
2. A task force will convene during fall term to help the University develop guidelines for "best practices" relating to the hiring, review and reappointment of fixed-term instructional and research faculty.
3. Article 12 (Academic Professional Faculty) revisions will ensure that appeals procedures remain in place and that two-year contracts are also recognized as an option in appropriate circumstances. Issues related to eligibility for in-range advancement have yet to be resolved.

PSU and AAUP have also reached a tentative agreement on Article 13 (Working Conditions). The agreed upon contract language will help ensure balanced, equitable workloads; AAUP representation on PSU's Work-Life Committee; and safe, healthy working conditions for all PSU employees. The University and the Association have also agreed to contract language about the procedure for addressing concerns about student conduct and language that defines minimum office components for instructional faculty.

We have recently begun preliminary discussions on salary (Article 25) and health and dental insurance (Article 26). On Sept 12, OUS representatives Joe Sicotte and Denise Yunker described the changes in the PEBB benefits plan for 2002. Mr. Sicotte and Ms. Yunker described OUS's efforts to suggest alternatives to the PEBB 2002 Benefits plan. Ultimately, PEBB did not accept any of the changes that OUS believed would be more beneficial to the University System. Certain consequences follow automatically. Others are still subject to

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The Grievance Procedure Explained

Julie Schmid
PSU-AAUP Chapter Coordinator

During the 2000/01 academic year, the Association saw a significant rise in grievance-filing among its members. We believe that this is attributable to two trends: the University's move toward a more "corporate" model and the resulting erosion of tenure, academic freedom, and faculty governance and the University's increased reliance on legal counsel. In this increasingly corporate and litigious environment, the grievance procedure has become the most effective way of protecting faculty rights and fighting for a just workplace. Many of the workplace issues that arise can be dealt with informally; some, however, are most successfully addressed through the formal grievance procedure. During the past year, the Association successfully represented faculty in a number of formal grievances, including a grievance regarding a bungled third-year review for a tenure-track faculty member and a grievance regarding the untimely "non-renewal" of an Academic Professional faculty member. We are also currently pursuing arbitration in a grievance for an Academic Professional faculty member who was "non-renewed" after twelve years of employment. While there has been an increase in grievances, we believe that there are even more potential grievances that go unreported due to confusion about the grievance procedure or fear of retaliation. What follows is a brief overview of faculty rights under state labor law and the contract, the PSU-AAUP grievance procedure, and an index of which workplace matters are and are not grievable.

If you believe that your workplace rights have been violated, the first step is to contact the AAUP office. The office staff will then put you in touch with one of the members of the PSU-AAUP Grievance Committee. The committee member, with the assistance of the office staff, will meet with you, listen to your concerns, and advise you on how to proceed. Informational meetings with the office staff and with the Grievance Committee are not shared with the membership or the administration. Oftentimes, faculty concerns can be dealt with by a call to Human Resources or with an informal meeting with the department chair. If the faculty member decides to pursue an informal meeting, under Weingarten rights s/he can insist on having union representation at this meeting. Under Weingarten, a supervisor cannot deny a fac-

ulty member's request for representation or retaliate against the faculty member for bringing a representative from the Association to the meeting. It has been our experience that although individual administrators are sometimes unaware of Weingarten, the Administration is aware of and follows this law. If the problem is egregious and/or if the problem cannot be addressed through an informal meeting, then the Grievance Committee member will talk to you about filing a grievance.

Instructional and Academic Professional faculty at PSU have access to two types of grievance procedures. The first is the contractual grievance procedure, which is described in Article 20 of the PSU-AAUP Collective Bargaining Agreement. This procedure is available to any faculty who are represented by AAUP. A contractual grievance is an allegation that some part of the contract has been violated or misinterpreted. This violation can include a violation of departmental or college-wide "past practice"—i.e., if a department has traditionally followed a procedure and has now decided not to follow that procedure, a faculty member may grieve this abrogation under the past practice language in the contract (Article 17). If the faculty member or the Association can't find a clause in the contract that hasn't been violated or misinterpreted, then there is probably no contractual grievance.

There are a number of instances where a faculty member may be unable to file a contractual grievance. These instances are listed below.

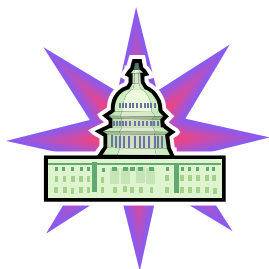
- **Timeliness of the grievance:** A contractual grievance must be filed within 40 days of the alleged violation of the contract or 40 days of when the faculty member could have reasonably known of the violation. If the faculty member decides that s/he would like to pursue an informal meeting to address a contractual violation, that meeting must occur within 20 days of the alleged violation or 20 days of when the faculty member could have reasonably know of the violation. If the Association or the member miss these deadlines, the grievance cannot be filed.

"In this increasingly corporate and litigious environment, the grievance procedure has become the most effective way of protecting faculty rights and fighting for a just workplace."

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Legislative Report

Tom & Dave Barrows
Dave Barrows & Associates



"This Session did not see the same partisan bickering that had characterized the 1999 Session as leadership sought to avoid the appearance of disunity."

Oregon's Seventy-First Legislative Assembly adjourned Sine Die at 5:15 a.m. on Saturday, July 7, 2001. This Session did not see the same partisan bickering that had characterized the 1999 Session as leadership sought to avoid the appearance of disunity. This was maintained until the last two weeks of Session when the non-partisan, handholding fell apart in the face of a battle between the two parties over redistricting. The Legislature sent a redistricting plan to the Governor, which was opposed by the Democrats. The Governor had said that he would veto any plan that did not have bipartisan support. The Republican leadership in the House then tried to pass the redistricting plan in the form of a joint resolution, which would not require that it go to the Governor for approval. This was viewed as a constitutionally questionable method for enacting a redistricting plan that would have certainly been challenged in the courts had it passed. When this Resolution was passed out of Committee, the Democrats in the House walked away from the building so that there would not be a quorum. The deadline for the legislature passing a redistricting plan was July 1, after which the responsibility fell to the Secretary of State. The Democrats hid out for nearly a week and avoided the process servers that had been sent out by the House Republican Leadership until it was too late for the resolution to be passed through the process. The drawing of the new lines now falls to Secretary of State Bill Bradbury.

There was also a smaller walkout in the House Health and Public Advocacy Committee earlier in the Session over the refusal to move a bill to require health insurance coverage for contraceptives. That walkout included members of both parties and eventually led Rep. Jan Lee of Clackamas to leave the Republican Party to become an Independent and finally a Democrat.

There were several other issues that defined this Session. The issue of funding for education for kindergarten through 12th grade was not a big battle this Session. Usually that is one of the key elements of a Session, but this time around, everyone bought into the Governor's proposed numbers early and it was not a major battle. That in itself made this an unusual Session. There was concern from some

that K-12 got more funding than they should have, but education is a major political issue and no one was willing to lead the fight to reduce this funding in favor of other programs. One of the major fights, which lasted until the final hours of the Session, was the Governor's attempt and finally success in getting a formula to contain the cost of prescription drugs under the Oregon Health Plan. This was the Governor's go-home issue and it forced negotiations that went down to the wire. A number of pharmaceutical companies fought this and it appeared that it would not happen, but in the end the Governor got most of what he wanted.

This Session also saw a lot of activity in dealing with energy issues. This was both in terms of creating new energy generation and in dealing with the implementation of the energy deregulation/restructuring bill (SB 1149) that had been passed in 1999 and was due to go into effect on October 1, 2001. The problems that California's deregulation had created both in terms of price and with supply in the region combined with significantly reduce rainfall for the year, caused a great deal of concern regarding the amount of energy available and the timing of Oregon's law. The Bonneville Power Administration was due to set their new rates on October 1st, with an enormous increase expected. There was concern among several legislators that the law should not go into effect on the same day that the rates would increase substantially. There became virtually three camps among the legislators: those that wanted to repeal Oregon's deregulation law before it went into effect, those that favored a delay of implementation, and those that wanted to see deregulation begin on October 1st. As the Session moved forward, it appeared that the majority of the Legislature fell into the delay group. A large number of bills had been introduced to either repeal or delay the effective date of SB 1149. There was, however, no consensus on how long it should be delayed. In the end, after much wrangling, the delay provisions were put into HB 3633 and it put off Oregon's law until March 1, 2002. Bills were also passed to deal with new generation of electricity. A bill was passed that speeds up short term sighting of energy production facilities and another was passed that deals with

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Campus Equity Week: Call To Action

From: <http://www.cewaction.org/cal0718.html>

From October 28 through November 3, 2001, there will be a week of coordinated activities on campuses in the United States and Canada. Campus Equity Week—designed to educate our campus communities, the public and policymakers—will focus attention on issues of fairness and quality of education. The message: teachers' working conditions are students' learning conditions and equal work deserves equal pay.

In addition to public education, the week of action will promote local organizing and encourage contingent faculty participation and activism. Anyone interested in promoting fairness for contingent faculty is invited to begin making plans to take action during that week.

Campus Equity Week will also take issue with declining labor standards and increasing use of temporary and part-time labor for all campus work. Campus Equity Week endorses the adoption of equitable labor policies and standards that encourage fairness and dignity for all members of the campus community. Campus Equity Week is part of a growing movement among working people from all walks of life seeking to address the inequities of contingent work. Campus activism is directly linked to that broader movement through the professional organizations, labor unions and member organizations of the National Alliance for Fair Employment that support Campus Equity Week and constitute its steering committee.

The History

CEW is part of a long history of academic labor organizing. For the past two decades faculty in the US and Canada have struggled to organize local unions and have their issues addressed in collective bargaining. Their voice has been increasingly strengthened by the growing concerns of the major academic professional and disciplinary associations. In recent years, we've seen a general increase in all forms of union and advocacy organizing with the emergence of ambitious regional projects and successful legislative strategies particularly in British Columbia, Boston, California, New York, and Washington State.

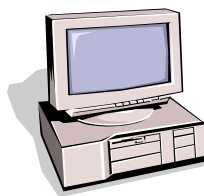
Through a series of conferences, internet networks and growing support from faculty organizations, a leadership dedicated to building

an international movement of contingent faculty has emerged. These developments took on new importance as increased activism on contingent labor in the broader economy, prominent media coverage, and a heightened awareness of corporatization made issues surrounding contingent labor central to public debate regarding the future of higher education.

CEW marks a new level of activity and political sophistication. For the first time all major faculty organizations have come together to encourage public education and faculty activism targeting every campus in the US and Canada. Join us October 28 to November 3 and we will make some history we can call our own.

What's Happening Here

PSU-AAUP has joined the American Federation of Teachers (AFT), the union that represents part time faculty (less than .5 FTE) at PSU and the faculty at PCC to plan actions surrounding CEW. Local events planned are a rally on Monday, October 29, a legislative forum on Thursday, November 1, and a film festival. If you would like to be involved in planning, please contact the AAUP office at 5-4414 or aaup@teleport.com.



We're changing! (or at least our email address is...)

In the very near future, our email address will be changing. When the change has been made we will let you know our new address. In the meantime, you can still email us at aaup@teleport.com.



*"The message:
teachers' working
conditions are
students' learning
conditions and
equal work
deserves equal
pay."*

OPEU Reaches Tentative Agreement, Strike Plans Off



SEIU Local 503, OPEU workers reached a tentative agreement on Friday, September 21 with the Oregon University System (OUS). The union, which represents classified workers on all seven public university campuses in Oregon, had been bargaining with OUS since April. Negotiations eventually broke down and the two parties went into mediation. The union and administration still couldn't agree on a settlement and OPEU took a strike vote on September 6. Union members voted overwhelmingly to go on strike and planned on going out on September 24, the first day of classes on all campuses. For details on the settlement, visit the SEIU website at www.seiu503.org.

AAUP Oregon Conference 2001 Election Results



In July 2001 the Oregon Conference of the American Association of University Professors held an election for President, Vice President, Secretary and Treasurer. The following people were elected:

- President: Peter Gilkey, Mathematics, University of Oregon
- Vice-President: Jacqueline Arante, English, Portland State University
- Secretary: Charles Langford, Sociology, Oregon State University
- Treasurer: Herb Joliff, Mathematics, Oregon Institute of Technology

The term for all offices is 2001-2003.

WELCOME NEW MEMBERS!!

DAVID HANSEN	SCHOOL OF BUSINESS ADMIN.
LEOPOLDO RODRIGUEZ	ECONOMICS
DENNIS STOVALL	ENGLISH
CHRIS SWEET	ADMISSIONS & RECORDS
MARIA TENORIO	COLLEGE OF LIBERAL ARTS & SCIENCES

Don't Leave Home Without It!

If you are a full member of AAUP, you will be receiving a membership card via campus mail in the next few weeks. This card will include your National AAUP membership number. It will also include information about your WEINGARTEN RIGHTS. WEINGARTEN RIGHTS are rights assured under Oregon labor law. WEINGARTEN legally guarantees all faculty the right to bring an AAUP representative with you to any meeting with your chair or director that may lead to discipline, termination, or any changes in your working conditions. If you have questions about WEINGARTEN or your AAUP membership status, please contact the AAUP office at 5-4414 or aaup@teleport.

If you are unsure about your membership status with PSU-AAUP, contact our office. If you'd like to join PSU-AAUP, fill out the membership form on the back & send it to us!

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long term sighting of power plants. The combination of California's impact on the energy market and the significant reduction in water available in the Columbia River for the Bonneville system combined to make energy one of the most if not the most critical issues of the 2001 Session.

Another bill of general interest was a proposal to increase the maximum speed limit on rural interstate highways to 70 miles per hour. SB 502 passed both houses of the Legislature in the last couple of days of the Session but was vetoed by the Governor after the Session had ended.

One of the big issues that did not get resolved was a bill to allow the state to sell bonds to fund a portion of a stadium for a Major League Baseball team in Portland. This became a political hot potato as it originally called for the state to sell \$150 million in lottery backed bonds to fund their part of the project. HB 2941 barely passed the House with a 31 to 27 vote. When it got to the Senate, the proponents introduced a new bill that would not rely on lottery bonds, but would instead call for the issuance of general fund bonds to be paid back with the income tax from the players' salaries. SB 978 also included safeguards to protect the state and would not have triggered the Bond sale until all of the remaining funding for the stadium had been committed and a Major League Baseball Team had committed to transfer to Oregon. In the end this bill became a political issue and although there was support from the majority of the Legislature and the Governor, it did not get out of the Senate and died when the Session ended.

In the Higher Education arena, we went into the Session with a budget proposal presented by the Governor that would have cut approximately \$96 million from the current service level for the Oregon University System and would have significantly raised tuition without the increases going to backfill the cuts. The Higher Ed Lobby Network (HELN) began meeting before the Session began in order to move forward with a united front in an effort to increase funding for higher education. HELN continued to meet every two weeks during Session to push for more money. A rally was held on March 6 and as was the case in 1999, Portland State University was very well repre-

sented. The speakers at the rally were mostly Republican lawmakers and this angered many of the House Democrats. The Democrats accused the student organizers of playing to the majority, but the response was that by going along with the Governor's proposed budget for higher ed, the Democrats were selling the system short. In the end most of the Democrats who had gotten mad, moved to a position of wanting to know what they could do to help increase funding. During the Session, Sen. Ryan Deckert (D-Beaverton) and Rep. Tim Knopp (R-Bend) convened a higher ed caucus. The purpose of this was to get all of the strong supporters of higher ed together in order to push for more money and to show a united front on other issues of importance to higher ed. There was a core group that made most of the meetings with a number of other legislators that attended at least one of them.

The final budget approved by the Legislature increased the basic OUS funding by \$59.3 million and added targeted funds for Engineering (\$20m), a Central Oregon Campus (\$7.2m), Small Schools (\$8m) and Enrollment Growth (\$8.5m) bringing the total OUS allocation to \$812 million. This was still a cut in funding, but it was better than it might have been in a Session that saw the beginnings of an economic downturn.

While the budget for higher ed was the issue that took most of the focus, there were other bills and topics that impacted higher ed or Portland State University. Part of the Capitol Construction money went to help build an engineering building at PSU. Each campus was given one priority building to request. PSU got lucky, because while they were in requesting money for the engineering building, others, including representatives of some of Oregon's Tribes, were advocating for additional money to go toward the Native American Center at the University. Both were successful in getting money for construction. This occurred at a time when most schools were happy to get anything for new buildings.

Another bill dealing with buildings was SB 14. The bill requires the State Board of Higher Education to provide for seismic safety surveys on certain buildings. It also requires plans be put into place for seismic

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"In the Higher Education arena, we went into the Session with a budget proposal presented by the Governor that would have cut approximately \$96 million from the current service level for the Oregon University System and would have significantly raised tuition without the increases going to backfill the cuts."

Want to Get Involved in Your Union? Read On!

Do you want to become more actively involved in our AAUP chapter but don't know where to begin? Consider serving on any of the following!

Unit Rep. Team

- Attend one unit rep. meeting per quarter
- Transmit information from AAUP office to unit members
- Transmit information from unit members to AAUP office
- Sign-up members in your unit

Time commitment: Not more than 5 hours/quarter

Membership Committee

- Identify and recruit unit reps in un-represented departments and units
- Develop and implement membership recruitment plans
- Work closely with unit reps to recruit members
- Work closely with unit reps to educate members about issues important to the AAUP and the University community as a whole

Time Commitment: Not more than 5 hours/quarter

Grievance Committee

- Attend grievance committee meetings and workshops
- Work with other committee members and AAUP staff on representing members in workplace grievances
- Work with other committee members and AAUP office staff on protecting members workplace rights

Time commitment: Not more than 8 hours/quarter

Legislative Committee

- Work with AAUP's lobbyist and other committee members on raising AAUP's visibility in Salem
- Work with other committee members on educating members about legislative issues and encouraging them to take an active role in the political process
- Build alliances with other state AAUP chapters

Time commitment: Not more than 5 hours/quarter

Phone Tree Team

- Phone list of 15-25 members with information about upcoming union events.

Time commitment: Not more than 2 hours/quarter

Mailings Team

- Help office staff with preparing mailings (i.e., stuffing envelopes, sticking labels, etc.)

Time commitment: Not more than 2 hours/quarter

If you'd like to serve on any of the above committees, fill out the form on page 9 and sent to mail code "AAUP"



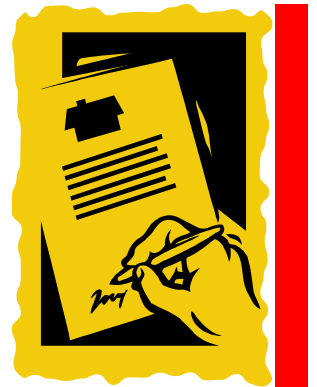
Does Your Vote Count?

Have you filled out a membership application and become a full member of PSU-AAUP? If not you are a fair share member. Fair share members:

- Cannot vote in chapter elections
- Cannot vote on the contract
- Do not have a voice in shaping the policies of the chapter

If you want to have a voice in important workplace issues such as salary increases, healthcare coverage, and parking, fill out the membership application on page 12 and become a *full member* of PSU-AAUP.

If you are unsure of your membership status or have questions about the dues structure, please call the AAUP office at 4414. We'd be happy to answer any questions you may have.



PSU-AAUP

Yes!!! I want to help build my union!!!

Name: _____ Date: _____

Department: _____

Work phone: _____ Email: _____

I am interested in:

____ Serving as a Unit Rep ____ Serving on the Grievance Committee

____ Serving on the Membership Committee ____ Serving on the Legislative Committee

____ Serving on the Phone Tree Team ____ Serving on the Mailings Team

If you are interested in any of these committees or teams, please fill out the above information and return to PSU-AAUP, 232 SMC (Mail Code: AAUP)

For more information on both the contractual and non-contractual grievance procedures, visit our website at www.psuaaup.org

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- **Interpersonal conflicts between faculty members:** Contractual grievances can only be filed against administrators and supervisors (chairs, deans, directors, etc.). If there is conflict between faculty members, AAUP can help by suggesting to the University that they need to act to reduce the conflict or by suggesting mediation. **Under no circumstances can one faculty member file a grievance against another faculty member.**
- **Matters involving academic judgment:** According to Article 20, Section 2 of the Collective Bargaining Agreement, faculty cannot grieve matters of academic judgment. The term academic judgment includes judgment by faculty and administrators concerning academic standards, competence and performance as these relate to appointment, reappointment, promotion, tenure, merit increases, curricula, and educational policy. That being said, it is the Association's position that "academic judgment" is a somewhat nebulous concept, and, if there is a clear past practice violation, the faculty mem-

ber may still be able to file a contractual grievance. If you have any questions about a potential academic judgment/past practice issue, contact the AAUP office.

When there is no contractual violation but there is unfair or inequitable treatment, faculty may file a non-contractual grievance. The non-contractual grievance procedure is described in the Oregon Administrative Rules (577-042-0005 through 577-042-0025) and is available to all faculty, whether or not they are represented by AAUP. AAUP has no formal standing in the non-contractual grievance process. We are, however, happy to meet with AAUP members to describe the non-contractual grievance process and offer advice.

There is more information about both the contractual and the non-contractual grievance procedure on our web site (www.psuaaup.org). However, if you have any questions at all or would like our assistance in any workplace matters, please contact the AAUP office (5-4414). We are here to help!



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negotiation:

1. Automatic:

- Over 40% of PSU faculty will have to change their current health care plans. (Everyone will have to confirm his or her current choice.) General information on the two plan choices, Kaiser Permanente and a single option for Regence Blue Cross/Blue Shield PPO, has already been posted in campus mailboxes.
- Opt-out cash will still be possible if you have alternative medical coverage, but at a reduced rate.

2. Subject to negotiation:

- A flat or tiered contribution rate: PEBB wants OUS to discontinue its cash-back program and implement contributions linked to plan type (single or family coverage, etc). This would represent a loss of 1.1 million dollars in salary received annually as "cash back"

from PSU faculty alone.

- The contribution rate that is negotiated will determine whether the cost of medical and dental coverage is fully paid or not.

The AAUP would like to thank all those who responded to our benefits survey this summer. Your feedback has helped us frame this issue for the University. We appreciate ongoing comments or feedback from members on the issue of cash-back and/or the new benefits plan.

The Association and the University have scheduled a number of bargaining sessions over the next few weeks (please see the Calendar of Events on page 11). If you are interested in attending any of these sessions as an observer, please contact the AAUP office at 5-4414.

AAUP Calendar of Events

- **September 29**—9am-2pm; Bargaining session to discuss salary & benefits
- **October 2**—1pm-5pm; Bargaining session to discuss salary & benefits
- **October 3**—4-5:30pm; AAUP New Faculty Reception; 4th Avenue Building, Suite 10
- **October 4**—2pm-?; Bargaining session to discuss salary & benefits
- **October 11**—2-5pm; Bargaining session (topic TBA)
- **October 18**—2-5pm; Bargaining session (topic TBA)
- **October 25**—2-5pm; Bargaining Session (topic TBA)
- **October 28-November 2**—Campus Equity Week
- **October 28**—12-1pm; Campus Equity Week Rally
- **November 1**—2-5pm; Bargaining Session (topic TBA)

If you would like to attend any of the bargaining sessions as an observer, please contact the AAUP office (5-4414 or aaup@teleport.com).

PSU-AAUP Executive Council & Staff

The AAUP Executive Council is committed to being available to you. Please call or email a council member or the AAUP office with any concerns of questions.

Name	Title	Dept.	Phone	Email
Sarah Andrews-	President	TA	5-4603	andrewscolliers@pdx.
Martha Hickey	VP of Collective Bar-	FLL	5-5290	hickeym@pdx.edu
Beverly Fuller	Treasurer	SBA	5-3744	beverlyf@sba.pdx.edu
Louise Paradis	Secretary	CARC	5-4970	paradis1@pdx.edu
Jacqueline Arante	Councilor	ENG	5-3574	arantej@pdx.edu
Randy Blazak	Councilor	SOC	5-8502	cfrb@pdx.edu
Tucker Childs	Councilor	LING	5-4099	childst@pdx.edu
Larry Crawshaw	Councilor	BIO	5-4209	crawshl@psu4.pdx.edu
Michael Harvey	Councilor	LING	5-5456	harveyem@pdx.edu
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rehabilitation or other actions to reduce seismic risk for certain buildings. This is all contingent upon the Legislature providing funding through bonding authority if approved by the voters in Senate Joint Resolution 21.

One bill of interest that did not pass was SB 783. We strongly supported this legislation. The bill would have allowed students attending public schools in grades 11 and 12 to enroll in post-secondary courses for credit at eligible institutions. Limited payments would have been made out of the State School Fund. This was opposed by the K - 12 folks and died in the Ways and Means Committee when the Session adjourned.

This Session did not see the same kind of attacks that were seen last Session. There were not any bills to eliminate tenure or prohibit political subdivisions from collecting funds for political purposes as there were in 1999. The latter issue may again surface as a ballot measure, but the fact that it was not introduced in the Legislature is good news.

We Want to Hear from You!!!

Unit-Ties accepts letters and articles to be published. If you'd like to submit something to us, send your correspondence to mail code "AAUP" or email us at

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**American Association
of University Professors**

The American Association of University Professors (AAUP), established in 1915, is the only National Organization exclusively representing faculty of higher education. AAUP has pioneered the fights for tenure, academic freedom, and due process for all faculty.

The Portland State Chapter (PSU-AAUP) operates as both a professional association and as the exclusive collective bargaining agent for all PSU faculty employed at least .50 FTE.

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As provided under ORS 292.043, I authorize the monthly deduction of my dues to the American Association of University Professors, Portland State University Chapter. The amount of the deduction is based on my salary and AAUP status, and is calculated by the AAUP office and the Payroll Office. The monthly deductions will continue until I provide written notification to the Payroll Office.

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