

Unit Ties

Summer 2003

Published by
PSU-AAUP



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“And then they came for me, and no one was left to stop them.”

Susan Reese, English

The other night at the Metropolitan Alliance for the Common Good (MACG) annual assembly, it occurred to me that there is a subtle form of genocide taking place in our State and our United States right now, against those who suffer most greatly due to among other things, age, chronic illness, mental illness, substance abuse, physical and emotional abuse, poverty, and homelessness. One speaker reported that she knows personally of 22 suicides due to the loss of the Oregon Health Plan by 100,000 Oregon citizens earlier this year, and foretold of more to come if the 150,000 additional Plan members slated to be dropped this June, really are. One man held up a photo of his dear friend, one of the suicides, who without his treatment and medication just couldn't see any way to continue living; he spoke through tears of a beautiful life, lost. The stories didn't, and don't, stop there.

Jobs are being cut, benefits are being cut, housing has become unaffordable to many, and Oregon education, well, we have made it into one of the top cartoons in the nation, and not for good reasons. Meanwhile, those at the top seem to be doing just fine. Tax cuts are being bandied about on a national level that lip service says will “stimulate the economy” by giving the common person money to spend, but it's only enough for dinner out, if the restaurant isn't too fancy, but millions will go to those who already have millions. Billions of dollars are being spent on “defense” and on rebuilding Iraq, which I agree we need to do, having devastated much of it, while too many Americans literally starve on our streets, turned out from hospitals, care facilities, prisons, and homes.

Why do I use the term “genocide”? It seems all of this is being allowed to happen by a majority of Americans, and the numbers of dead and dying are very high; we struggle to understand a mass grave in another land, but don't add up the murder here, the starvation here, in our own country. In the workplace, “across the board cuts” seem to mean that one person disappears quietly from each area, and others step closer together to fill the gap, to do extra work, and nobody notices as numbers shrink drastically, rather than cutting one complete area, noticeably, so the public actually can tell that something is missing, so someone can complain.

In “Speak Out” by Lawrence Ferlinghetti, he draws on that old familiar verse which ends “And then they came for me, and no one was left to stop them.” Thousands, millions of Americans need help, and we must come together to join our concerns, our voices. This is why I belong to AAUP and to MACG. This is why we need all of you, too.

Please, whatever you believe, whatever your story, share it. Speak out. (and I highly recommend you read “The Ones Who Walk Away From Omelas” by Ursula K. LeGuin...”Omelas” is “Salem O” backwards)

Collective Bargaining Report

Jacqueline Arante, Vice President of Collective Bargaining

Negotiations between PSU-AAUP and PSU on the collective bargaining agreement for 2005-2005 were held on May 20, from 9:30 to 11:30 in Smith 229.

AAUP presented a 2nd proposal on Article 11: "Released Time" which would require the recognition of service to the Association as viable service for pay, promotion, and tenure under the University guidelines of May, 1996. This proposal also allows for course release to carry on the work of the Association as it is done by the President, Vice-President for Academic Freedom and Grievances, Vice-President for Collective Bargaining, key committee chairs, and members of the negotiations team, regardless of whether either the elected officers or the negotiations team are instructional or non-instructional. PSU will counter-propose, a 2nd time, on June 3.

AAUP also offered a counter-proposal to PSU's proposal to eliminate Article 37: "Human Resources Information System Implementation." It is PSU's position that this article should revert to an article which monitors administration of the Human Resource system and leaves intact the Association's right to grieve on behalf of its members.

PSU offered a slightly revised version of Article 1: "Recognition" which further clarifies our position that any instructional, academic professional, and/or research employee of the University working at .5 FTE or greater, AT ANY POINT IN EITHER THE 9-MONTH OR 12-MONTH YEAR, should be in the AAUP bargaining unit and therefore, is eligible and responsible to participate in shared governance decisions, will be paid the negotiated salary rate, and is eligible for complete benefits. AAUP will go forward with a petition for clarification of unit to the Employment Relations Board in the next few months.

Article 25: "Parking": This discussion has been tabled until June 3rd. See Bargaining update, May 6. Finally, AAUP presented a revision of Article 17: "Academic Professional Faculty". This proposal includes provisions for timely notice, timely hiring, multiple-year contracts, the ability to accrue seniority, more AAUP agreement over changes which affect the terms and conditions of employment, and increased ability to grieve. PSU is unwilling to counter-propose on June 3; they stated that they view this article as closely linked to Article 18: "Fixed-term Instructional and Research Faculty". and they are not willing to propose on Article 18 until September.

The next negotiations session is June 3, 9:30-11:30, in Smith 236. PSU will offer counter-proposals on Articles 11 and 37; they will also propose new articles on Article 6: "Exchange of Information" and Article 24: "Working Conditions". PSU also proposes a new article: "Employee Background Checks". AAUP will offer proposals on Articles 3: "Rights of the Association as Agent", Article 5: "Reserved Rights of the University", and Article 8: "Past Practices".

Academic Professional Salary Increases

Several Academic Professionals have contacted AAUP regarding their in-range salary increases. According to Article 17, Section 2 of the contract, Academic Professionals who achieved an above satisfactory performance evaluation this spring are eligible for up to 1.5% salary increase. According to Mike Driscoll these salary increases will be implemented as scheduled. For eligible Academic Professionals, salary increases will be effective July 1, 2003. If you have questions about these salary increases, please contact AAUP at 5-4414 or aaup@psuaaup.net.

**American Association of University Professors, Portland State University Chapter
Allocation of Expenses, December 31, 2002**

Category	Total	Chargeable	% Chargeable	Non-Chargeable
Administrative	\$ 15,275	\$15,275	99.98%	\$3
Collective Bargaining	13,946	13,946	100	0
Communications	2,338	1,496	63.99	842
Contributions	632	0	0	632
Depreciation	968	968	100	0
Dues	80,885	32,223	39.84	48,662
Grievances	4,867	4,867	100	0
Legislative	7,991	0	0	7,991
Membership	1,862	0	0	1,862
Payroll	101,470	99,441	98	2,029
Solidarity	189	0	0	189
State Conference	1,390	0	0	1,390
Total	\$ 231,813	\$ 168,213	72.56%	\$ 63,600

Detailed budget allocations toward chargeable and non-chargeable expenses are available to any member of the bargaining unit in the AAUP office. We believe the allocation of expenses to be accurate and honest, and gave the benefit of the doubt to the non-chargeable category if there was any question. Challenges of expense allocations must be received in writing to PSU-AAUP within 30 days of this notice. The percentage of expenses that was chargeable in 2002 was 72.56%. During the 2002/03 academic year, fair share payers were charged 75%.

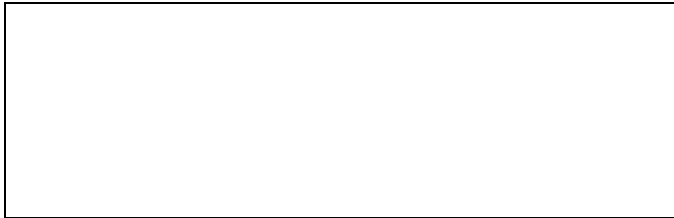
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Unit-Ties is published on a quarterly basis. The American Association of University Professors (AAUP), established in 1915, is the only National Organization exclusively representing faculty of higher education. AAUP has pioneered the fights for tenure, 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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Faculty Working Together for Superior Education.



**American Association of University Professors
Portland State University Chapter
Membership Application**

Name _____
Last First M.I.

Campus Home _____
Mail Code _____ Address _____

Academic Field & Rank _____

Extension _____ Email _____

AUTOMATIC DEDUCTION AUTHORIZATION

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

Print Name _____
Signature _____
Department _____
Date _____
SS# _____

Annual Dues

Normal Annual dues for PSU-AAUP members are 3/4 of one percent (.0075) of academic salary. Active Entrant dues (must be new to the PSU-AAUP bargaining unit) are 3/8 of one percent (.00375, half of normal dues). Annual dues cover local, state and national membership in AAUP.

Send completed form via campus mail to mail code "AAUP"