



PORTLAND STATE UNIVERSITY

American Association of University Professors

Promoting Quality Higher Education – An Investment in Oregon's Future

Date: April 30, 2015

To: Shelly Chabon, Vice Provost for Academic Personnel and Leadership, chabonr@pdx.edu
Carol Hawkins, Director of Academic Employee and Labor Relations, hawkins@pdx.edu
Wim Wiewel, President, president@pdx.edu via U.S. Mail, pursuant to Article 39

From: Leanne Serbulo, Vice President for Collective Bargaining, PSU-AAUP,
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cc: Lois Davis, Chief of Staff, Office of the President, loisd@pdx.edu
Angel James, Assistant to Vice Provost Chabon, angele@pdx.edu
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Re: PSU-AAUP Notice of Commencement of Bargaining for the 2015-17 Contract

Pursuant to Article 43: Negotiation of a Successor Agreement in the PSU-AAUP Collective Bargaining Agreement, I am providing written notice specifying the new issues and sections of this agreement that we intend to negotiate.

The Association Bargaining Team for the 2015-2017 PSU-AAUP Contract will consist of the following persons: Michael Clark, Gina Greco, David Hansen, Anh Ly, Ron Narode, and Leanne Serbulo. In addition, Pam Miller (President, PSU-AAUP) and Phil Lesch (Executive Director, PSU-AAUP) will be present to provide support to the team.

In accordance with an interest-based bargaining process, we have identified four “buckets” or categories of issues that we would like to address in our negotiations. These categories and their associated issues are not listed in any priority order:

I. Support for Professional Development

Issue #1: Faculty and academic professionals do not have sufficient access to professional development.

Issue #2: There are limited opportunities to design, lead, or participate in programs that develop excellence in teaching, research, service and student support.

Issue #3: The indirect funds researchers receive are not adequate to fully support their research programs.

II. Retention and Recognition of Service

Issue #1: Academic professionals have no room for advancement and are not rewarded for their years of experience or the specialized skills and knowledge they possess.

Issue #2: The Article 18 Task Force proposal has not been adopted, and as a result, non-tenure track faculty members still do not have meaningful job security.

Issue #3: The post-tenure review pool will need to be funded at an equivalent rate.

III. Healthy Workplace

Issue #1: Faculty and academic professionals do not have paid family leave, and current policies are not family-friendly.

Issue #2: Out of pocket health care costs are rising, and health incentive programs do not meet the needs of faculty and academic professionals.

Issue #3: Academic professionals are often unable to take leave and are not reimbursed for all of leave they cannot take.

Issue#4: Faculty and academic professionals carry heavy workloads, which interfere with maintaining a healthy work/life balance.

Issue #5: We seek to capture the current leave policies and statutes for faculty and academic professionals in the contract as a new article, or as an addition to a current article.

IV. Fair Compensation

Issue #1: Salaries must rise with inflation, so we do not fall further behind our peers.

Issue #2: Summer session pay rates and teaching opportunities have been reduced resulting in significantly lower annual income for many members.

Issue #3: Our members experience salary compression and inversion, and our annual salaries are considerably lower than our peers both within the state and at comparator institutions.

Issue #4: We need better retention and retirement incentives, and issues of pay equity (by race and gender) need to be considered and addressed.

The issues we would like to address require opening the following contract articles:

- Article 17-- Academic Professional Faculty
- Article 18 – Fixed-Term Instructional and Research Faculty
- Article 19 – Professional Development and Support
- Article 20 – Intellectual Property/Distance Education
- Article 24 – Working Conditions
- Article 25 – Parking
- Article 30 – Salary and Retirement
- Article 31 – Insurance
- Article 32 – Family Medical Leave
- Article 43 – Negotiation of a Successor Agreement
- Article 44 – Term of Agreement
- Appendix E (1)-- Fixed-Term Faculty Letter
- Appendix E (2)-- Fixed-Term Faculty Position Description
- Appendix F – Available Faculty Awards, Rewards and Leaves
- Letter of Agreement—LOA #1: Tuition Benefits

We acknowledge that the interest-based bargaining process may also necessitate adding new articles to the contract.

We have already established our initial training dates and a calendar of May bargaining sessions. We will agree upon ground rules during the training sessions and set additional bargaining dates.