



PORTLAND STATE UNIVERSITY

American Association of University Professors

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

Date: July 14, 2017

CORRECTED

To: Shelly Chabon, PSU Vice Provost Academic Personnel chabonr@pdx.edu
Julia Getchell, PSU DAELR, Julia.getchell@pdx.edu

From: Phil Lesch, Executive Director

C: Jose Padin, President jose.aaup@psuaaup.net
Amanda Byron, Vice President Grievances amanda@psuaaup.net
Ian Stude, PSU Director of Parking istude@pdx.edu
Dan Zalkow, PSU Executive Director, FADM zalkowd@pdx.edu

RE: Division A Grievance- Loss of Free Parking for current and past PSU-AAUP members with emeritus rank employed post-retirement by PSU

This is a grievance filed pursuant to Article 28 Division A of the Collective Bargaining Agreement on behalf of any and all PSU-AAUP bargaining unit members who hold emeritus rank and are in post-retirement employment, and all PSU-AAUP bargaining unit members as prospective future retirees who would be eligible for promotion to emeritus rank from their current position at Portland State University.

On or about July 5, 2017 PSU-AAUP was provided a copy of the notice sent to all emeritus parking permit holders advising them that if they were employed by Portland State University they would be charged monthly fees for parking.

There has been a well-established past practice that emeritus faculty members are granted free parking. Emeritus faculty members have never previously been charged parking fees if they were employed by Portland State University. The HR website at <https://www.pdx.edu/hr/ready-to-retire-or-retired-employees> does not now, and has never indicated that the “Emeritus parking permit ... issued free of charge...” would be charged if the emeritus faculty member accepted post retirement employment with PSU.

PSU-AAUP represents all emeritus faculty members who relinquished tenure lines when they retired and accepted NTTF appointments as post retirement employment in the PSU-AAUP bargaining unit, and any other bargaining unit member in post-retirement employment who has been awarded emeritus rank and has the free parking benefit. PSU-AAUP also represents all prospective retirees who would be eligible for promotion to emeritus rank and would be eligible for post-retirement employment at more than .5 FTE

in the PSU-AAUP bargaining unit, or at less than .5 FTE outside of the PSU-AAUP bargaining unit.

For those employees holding emeritus rank who are employed in the PSU-AAUP bargaining unit, this change in working conditions is a violation of Article 8, Section 2 of the AAUP CBA. For those employees in the PSU-AAUP bargaining unit who are prospective retirees, and are prospectively eligible for emeritus rank and its privileges and for post-retirement employment at PSU, this is a significant change in a benefit plan that is part and parcel of their working conditions as current employees and also protected by Article 8 Section 2.

We would note that the CBA contains Article 25- Parking. The University had the opportunity to seek changes to this article in successor bargaining that concluded in 2014. Neither party opened Article 25.

The Remedy Requested is as follows:

1. The continuation of the status quo. The past practice of providing free parking to PSU-AAUP bargaining unit members holding emeritus status in post-retirement employment should be continued.
2. The past practice of providing free parking to past PSU-AAUP bargaining unit members who earned emeritus rank as a member of the PSU-AAUP bargaining unit and subsequently accepted post retirement employment at less than .5 FTE and is not in the PSU-AAUP bargaining unit should be continued.
3. Any emeritus faculty member in post-retirement employment in the PSU-AAUP bargaining unit who was issued an emeritus parking permit, or otherwise provided with the free parking emeritus benefit, and who was charged for parking should be made whole.
4. Any emeritus faculty member who earned emeritus rank as a member of the PSU-AAUP bargaining unit and subsequently accepted post-retirement employment and is not in the PSU-AAUP bargaining unit who was issued an emeritus parking permit, or otherwise provided with the free parking emeritus benefit, and who was charged for parking should be made whole.

Request for Abeyance

The University does not regularly notify PSU-AAUP of the emeritus status of bargaining unit members. PSU-AAUP has submitted an information request under separate cover to

identify these members. PSU-AAUP requests that the grievance be held in abeyance until 20 working days after the University has provided the information requested.

We look forward to hearing from you.