



# Unit Ties

*Faculty Working Together for Superior Education*

## Welcome to a New School Year!

*Jonathan Uto, PSU-AAUP President*

The 2008-09 School Year is off to a bang. This is an exciting time for PSU-AAUP as our effectiveness and membership numbers continue to grow. Your contributions to PSU-AAUP are supporting a variety of things that continue to benefit your wages, hours and working conditions.

Currently, we have three task forces working hard for you on Fixed Term Faculty issues, to resolve workload problems, and to better clarify Intellectual Property Rights/Distance Education. We are grateful to the Faculty who volunteered to work with our Administration in tackling these tough issues. Keep an eye open for opportunities to give input to these various task forces.

Included in this newsletter are PSU-AAUP's positions on several ballot measures. Though we strive to take a moderate approach towards politics, it is essential we stand up for or against anything that will negatively affect our wages, hours and working conditions. Thank you to the Defend Oregon Coalition for helping us in getting this information together!

Susan Harlan, Art Department Faculty and Membership Committee Chair, is working to convert more of the Faculty from fair share to full membership. Our annual membership drive has started. The benefits of membership include the right to vote, serve in leadership and regalia reimbursement. More importantly, membership gives us strength at the bargaining table. Non-members should be receiving a membership form through campus mail. We'd be thrilled to have you join our ranks!

Natalee Webb, Student Affairs and Leadership Programs, and Jennifer Ruth, English, have stepped down from the Executive Council. Natalie has been appointed Interim Assistant Dean of Students and Jennifer will be transferring her energy and knowledge to our Workload Task Force. We thank them both for their service on Executive Council and wish them well in their new roles.

We would like to welcome Ron Narode, School of Education, to the Executive Council. Ron will be taking Natalee Webb's seat on the council. Ron brings a wealth of experience and energy to this role. Rumor has it Ron will also be joining the 2009-11 Collective Bargaining Team. Thank Ron for stepping up the plate. This next round of bargaining promises to be an interesting one.

There is so much going on with PSU-AAUP that I could go on for several more pages. Our chapter is in such great shape that AAUP National has selected us again to host the West Coast Regional Collective Bargaining Conference meeting. Your colleagues continue to volunteer their time to keep this union going. We would welcome any of your time and energy as well.

I look forward to seeing you around campus soon!



### Fall 2008

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# PSU-AAUP Plays Well with Others

*Julia Getchell, Executive Director*

As recent contract negotiations demonstrated, PSU-AAUP members are part of a larger labor community. The advice and support of campus and community labor unions contributed to our success.

PSU-AAUP is an active member of two local labor coalitions. We are active members of Portland Jobs with Justice, a coalition of local labor and community organizations advocating for decent wages and working conditions for all people. Jobs with Justice was instrumental in the historic demonstration of faculty solidarity at information picket at the Simon Benson Awards last April. Without their help we could not have mobilized so many people in the labor community to walk the line with us. Chris, Margaret, and Eliana are experts in organizing creative and effective actions.

To find out more about how you can support the good work of Portland Jobs with Justice go to <http://www.jwjpdx.org/about-us/join-us>

We are part of the Campus Labor Coalition along with SEIU, representing the classified PSU employees, and PSUFA/AFT, representing the adjunct faculty members. The Coalition meets the second Wednesday of each month at 12 pm at Pizzicato. Everyone is invited to attend.

No time for another meeting? Keep plugged in via the Coalition email list. To get on the list, email Susan Cerasin, PSU-AAUP Office Manager, at [susan@psuaaup.net](mailto:susan@psuaaup.net).

## PSU-AAUP Executive Council & Staff

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AAUP Office: Smith Memorial Student Union, Room 232

*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.

# Message from the Chief Negotiator

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Dear Bargaining Unit Members,

Many of us have received retroactive salary payments and raises in our September 30 paychecks. These payments set the 2008-09 academic year off to a great start!

I would like to thank Cathy LaTourette and her staff in Human Resources for their hard work in implementing the salary raises. They are working with the old, creaky Banner system, and implementing the raises required a huge number of manual adjustments to an enormous spreadsheet. Please double-check your pay stub and contact me, Carol Mack, and HR if you have any questions about how your raise and retroactive pay were calculated.

The 2007-2009 Collective Bargaining Agreement is the result of a 16-month negotiation process. In your paychecks on September 30th, you saw the fruits of the collective bargaining team's persistence. We owe a resounding "thank you" to Chief Negotiator Jonathan Uto, and to my fellow team members Connie Ozawa, Melody Rose, and Alan McCormack, and to PSU-AAUP Executive Director Julia Getchell.



I would also like to thank the faculty who supported AAUP during the negotiation process. Thanks to all who wore a pin, put on a red T-shirt, came to bargaining, attended rallies, contacted your legislators, and wrote letters to the newspaper. Your support of the collective bargaining team is deeply appreciated.

The 2007-09 contract called for several taskforces to address issues that we were unable to solve during bargaining. We now have joint labor-management taskforces on workload, fixed-term faculty job security, and intellectual property rights. The plan is to come up with arrangements acceptable to both sides that can be incorporated into the next CBA. We will ask for your input into these taskforces in the near future.

Currently, departments are implementing the exceptional performance increase (merit pay) component of the February 2009 raises. The union does not oppose rewarding excellence, but the bargaining team argued against this particular formulation of a merit raise, saying that in targeting only 10% of the ranked instructional faculty, it rewarded too few people. We also felt that these raises would create divisiveness within departments. As originally formulated, this raise would have been applicable only to people who were making more than the salary minimum for their rank. In a recent labor-management meeting, Jonathan Uto and I persuaded the administration to apply the merit raises after all other increases, and to make all ranked instructional faculty eligible for the exceptional performance increment. If you have concerns about the merit process, please inform me and "cc" Carol Mack. The administration seems welded to this form of merit increase, and your voices will help us craft a more equitable and less divisive way of rewarding excellence for future contracts.

In March 2009, negotiations begin anew. If you have ideas and concerns for the new contract, or would like to be involved in the bargaining process, please let me know. We look forward to your continued involvement, which will help us make the next bargaining session go more quickly.








~Michele Gamburd

*Special thanks to Susan Harlan (ART) for providing the wonderful artwork in this newsletter.*

*If you would like to submit your own artwork please email: [susan@psuauap.net](mailto:susan@psuauap.net). We welcome submissions from bargaining unit members—including, but not limited to, articles, drawings, poetry or anything else you think would be of interest to your fellow bargaining unit members.*

# 2008 Ballot Measures



Measure	Vote	Impacts
56	YES 	<p>Measure 56 <b>restores fairness to elections</b> by ensuring that local measures win by the majority of people who actually vote.</p> <ul style="list-style-type: none"> <li>“Oregonians should pass Measure 56 and reduce the power of nonvoters to trump the will of those who actually participate in our democracy.” – <i>The Oregonian</i></li> </ul>
58	NO 	<p>Measure 58 is a one-size-fits-all teaching mandate that imposes limits on English learning – making no exceptions for students with learning disabilities. <b>Measure 58 would cost the state at least a half a billion dollars over the next two years.</b></p> <ul style="list-style-type: none"> <li>“Measure 58 would impose the same rigid limits on all children learning English, regardless of abilities or circumstances.” – <i>Eugene Register-Guard</i></li> </ul>
59	NO 	<p><b>Measure 59 would cut \$2.4 billion in funding for education, public safety and healthcare.</b> It grants Oregonians an unlimited federal income tax deduction on state taxes, but 75% of Oregonians would save less than \$1.</p> <ul style="list-style-type: none"> <li>“The measure would benefit just a handful of high-income tax payers while dealing a devastating blow to the state’s general fund...” – <i>The Oregonian</i></li> </ul>
60	NO 	<p>Measure 60 requires teachers’ salaries to be based solely on undefined “classroom performance,” which <b>will lead to more standardized tests</b> and fewer teachers willing to take on the most challenging assignments.</p> <ul style="list-style-type: none"> <li>“Measure 60... a vendetta against teachers, masquerading as a merit pay initiative. As public policy, the measure deserves an F.” – <i>The Oregonian</i></li> </ul>
61	NO 	<p>This is a rigid, one-size-fits-all approach to crime that would <b>cost the state \$586 million per biennium to implement</b> and would require the construction of at least three more prisons, while not addressing drug treatment. It simply warehouses criminals, and isn’t supported by law enforcement officers.</p> <ul style="list-style-type: none"> <li>“A better alternative is being offered by the Legislature is the form of Measure 57. It also increases sentences for these types of crimes, but does so in a way that Oregon can afford. We recommend voters choose Measure 57 over Measure 61. – <i>Gresham Outlook</i></li> </ul>
62	NO 	<p><b>Measure 62 would take nearly \$185 million away from schools</b>, resulting in fewer teachers, larger classes, and shorter school years. It also pulls money out of job creation programs.</p> <ul style="list-style-type: none"> <li>“Let’s take care of Oregon’s public safety needs, but not by carving up lottery funds and reducing our commitment to education and economic development.” – <i>Yamhill NewsRegister</i></li> </ul>
64	NO 	<p><b>Measure 64 would silence the voices of working people</b> by stopping public employees from using voluntary payroll deductions to donate to charities, unions and other organizations.</p> <ul style="list-style-type: none"> <li>“This measure is another classic (Bill) Sizemore booby trap, riddled with ambiguity and unintended consequences that could blow up donations to charitable organizations.” – <i>Eugene Register-Guard</i></li> </ul>





## COALITION LIST

1000 Friends of Oregon  
AARP Oregon  
Adelante Mujeres  
Advocacy Coalition of Seniors & People with Disabilities  
Ainsworth United Church of Christ, Justice Commission  
American Association of University Professors - PSU  
American Association of University Women  
American Association of University Women of Oregon  
American Electronics Association, Oregon Council  
American Federation of Teachers - Oregon  
American Heart Association  
American Lung Association of Oregon  
Associated Oregon Industries  
Association of Oregon Corrections Employees  
Basic Rights Oregon  
Black United Fund of Oregon  
Carpenters Local 247  
CAUSA  
Center for Intercultural Organizing  
Central Pacific Conference of the United Church of Christ  
Children First for Oregon  
Community Action Partnership of Oregon  
Community Alliance of Tenants  
Community Health Charities of Oregon  
Community Providers Association of Oregon  
Confederation of Oregon School Administrators  
Democratic Party of Oregon  
Ecumenical Ministries of Oregon  
Elders in Action Commission  
Eugene-Springfield Solidarity Network/Jobs with Justice  
Federation of Oregon Parole and Probation Officers  
Harvest House Missions  
Hewlett Packard Company  
Human Rights Council of Washington County  
Human Services Coalition of Oregon  
League of Women Voters of Oregon  
Multnomah County Democrats  
NARAL Pro-Choice Oregon  
National Alliance on Mental Illness of Oregon  
National Association of Letter Carriers  
Northwest Oregon Labor Council  
Northwest Workers Justice Project  
ONE Voice for Child Care  
Oregon Action  
Oregon AFL-CIO

Oregon AFSCME Council 75  
Oregon Alliance of Retired Americans  
Oregon Association for the Education of Young Children  
Oregon Business Association  
Oregon Business Council  
Oregon Center for Public Policy  
Oregon Consumer League  
Oregon Council of Police Associations  
Oregon Council, American Electronics Association  
Oregon Education Association  
Oregon Health Action Campaign  
Oregon Health Care Association  
Oregon Humane Society  
Oregon League of Conservation Voters  
Oregon Natural Resources Council  
Oregon New Sanctuary Movement  
Oregon Nurses Association  
Oregon Opportunity Network  
Oregon PTA  
Oregon School Boards Association  
Oregon School Employees Association  
Oregon School-Based Health Care Network  
Oregon State Building + Construction Trades Council  
Oregon State Council for Retired Citizens  
Oregon State Fire Fighters Council  
Oregon Wild  
Oregonians for Health Security  
Pacific Green Party of Oregon  
Parkinson's Resources of Oregon  
Pendleton Building & Construction Trades Council  
Pineros y Campesinos Unidos del Noroeste (PCUN)  
Planned Parenthood Advocates of Oregon  
Portland Jobs with Justice  
PSU Chapter - American Assoc. of University Professors  
Recycling Advocates  
Rural Organizing Project  
Salem/Keizer Coalition for Equality  
Save Oregon Seniors  
SEIU Local 49  
SEIU Local 503  
SEIU Oregon State Council  
Senior Service Institute  
Sierra Club  
Southern Oregon Jobs with Justice  
Stand for Children  
Tax Fairness Oregon  
United Seniors of Oregon  
United Way of Mid-Willamette Valley  
United Way of the Columbia-Willamette  
Voz Hispana  
WaterWatch of Oregon, Inc.  
Working America, Community Affiliate of the AFL-CIO  
Working Families Party of Oregon

*... more signing on every day!*

# Important Information about Ballot Measures

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As you know, this is a critical election. Here in Oregon, we are facing 12 ballot measures, many of which are bad ideas that would slash state services and cause lasting harm to communities across Oregon. Several of them directly impact Oregon's schools, from Pre-K to the University level.

**The American Association of University Presidents urges you to vote Yes on Measure 56 and NO on Measures 58, 59, 60, 61, 62 and 62.**

Earlier this month, all seven Oregon University presidents signed a joint statement opposing Measure 59, which would threaten funding to our university programs, as well as financial assistance for students. As Wall Street stumbles, now is not the time to make it harder for Oregonians to access the training and competitive advantage that higher education offers.

The Oregon University System will already be facing budget challenges for the 2009-2011 biennium. Right now, the state's General Fund provides approximately 25 percent of the dollars that pay for research, technology, public service and operating costs of the Oregon's seven public universities.

Measure 59 could reduce OUS general-fund revenues by \$78.3 million (9 percent) between 2009 and 2011 and \$121.8 million (14 percent) between 2011 and 2013.

**A loss of \$78.3 million would equal approximately:**

- One year's full operating budget for Eastern Oregon University (\$44 million); one year's full operating budget for OSU/Cascades Campus in Bend (\$5.9 million); and half of year's operating budget for the Oregon Institute of Technology (annual operating budget: \$51.3 million). OR
- Cutting one year's funding for all 14,846 OUS graduate students (\$75.3 million).

**A loss of \$121.8 million would equal approximately:**

- One year's operating budget for Southern Oregon University (\$100.5 million); one year's operating budget for the OSU Cascades Campus (\$5.9 million); and almost half of year's operating budget for Eastern Oregon University (annual operating budget: \$44 million). OR
- One year's funding for all OUS graduate students (\$75.3 million); one year's full operating budget for Eastern Oregon University (\$44 million).

**Please vote NO on Measure 59!**

**Remember: Yes on Measure 56 and NO on Measures 58, 59, 60, 61, 62 and 62.**

**For more information on these and other important ballot measures, or to get invol-**

## Help build your union!

AAUP is a member run organization, and as such, relies on the involvement of our members to continue to fight for academic freedom, fair pay, governance, and defending the rights of all our members. Membership participation and support is vital for a healthy union.

There are many ways to get involved, for those who are able to fulfill a leadership role, to those who are able to find a few hours in their busy schedule each quarter. For more information, e-mail us at [aaup@psuaaup.net](mailto:aaup@psuaaup.net), or call us at (503) 725-4414.

Unit Representative Team  
Executive Council  
Collective Bargaining Team  
Membership Committee  
Grievance Committee  
Legislative Committee  
Become a member

For more information, please visit: <http://www.psuaaup.net/getinvolved.html>

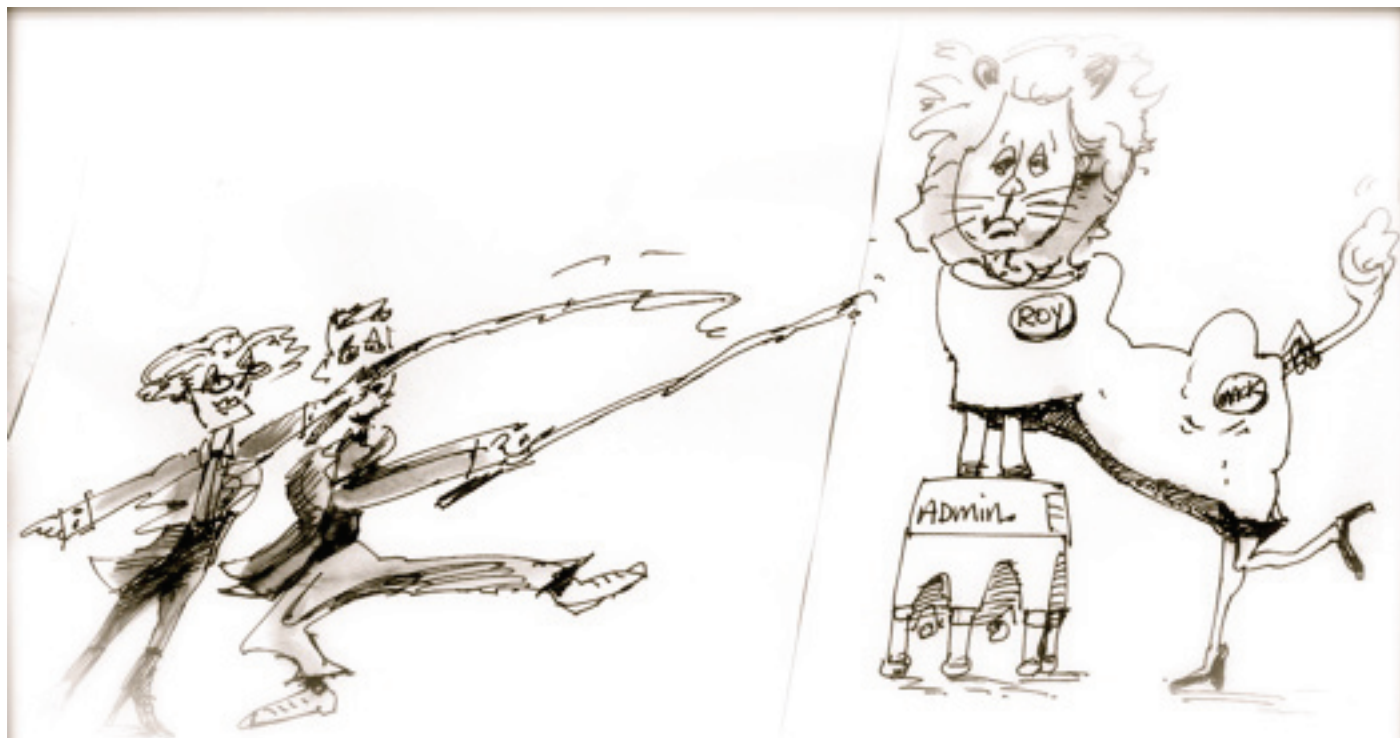
## We need a newsletter editor!

Do you want to get involved with the union but don't have much time? Do you like proofreading? Copy editing? Then we have a job for you!

So good, you won't even want to be paid!

PSU-AAUP needs an editor for *Unit-Ties* (what you're reading now). The editor is in charge of soliciting articles, editing content and developing a vision for the newsletter. The job would only require a few hours of work per academic quarter. There is no need for knowledge of desktop publishing programs, as the PSU-AAUP staff does the layout. The editor primarily provides direction to the staff on what the newsletter would look like.

For more information, please email Susan Cerasin at: [susan@psuaaup.net](mailto:susan@psuaaup.net).



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University Professors

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We're on the Web!  
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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.



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 \_\_\_\_\_ E-mail \_\_\_\_\_

**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 to the Payroll Office.

Print Name \_\_\_\_\_  
Signature \_\_\_\_\_  
Department \_\_\_\_\_  
Date \_\_\_\_\_  
PSU-ID \_\_\_\_\_

**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 and national membership in AAUP.

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