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North Central State Faculty Association A Chapter of the AAUP

www.ncscaaup.org

*Officers of the North
Central State Faculty
Association ~
A Chapter of
the AAUP:*

*Beth Franz
President*

*Joe Badamy
Vice-President*

*Ross Justice
Treasurer*

*Pat Herb
Secretary*

*The North Central
State Faculty Assn.
Mission Statement:*

*We, the members of
the North Central
State Faculty Assn.,
have organized in
order to support the
college's values,
vision, and mission
statement. We offer
a strong,
independent,
unifying voice in an
effort to create an
environment of
mutual respect in
which faculty
knowledge and
expertise are valued.*

Mailing Address: 1421 Lexington Ave. # 140; Mansfield, Ohio 44907

Meeting of All Full-time Faculty, April 25th, 2008

There will be an important meeting of all full-time faculty who were eligible to vote in the March election. We would like the opportunity to share with you an update on what has happened since the election.

This meeting will take place during the scheduled lunch break on April 25th, 2008, Professional Development Day, at the Kehoe Center. We are still working out the details regarding exactly where (in the Kehoe Center) the meeting will be held. A tentative agenda for the meeting is as follows:

1. An update on the official certification of the unit, received from SERB, dated March 27th, 2008, and an explanation of what this means to all of us
2. Clarification of what it means to become a dues-paying member at this point: in terms of (a) the upcoming ratification of a Constitution and (b) the upcoming election of officers, both scheduled to occur in May, and future voting matters
3. Brief reports regarding the following: our treasury (Ross), our membership (Cindy), and our website (www.ncscaaup.org) & other IT issues (Joe & Beth)
4. An update on the pre-negotiation talks currently underway with the Administration (Brad & Beth)
5. Report from the Contract Development Team (Jeff & Jean) and an opportunity for you to provide further input into the proposals currently under development
6. Clarification of how you can become more actively involved in the NCSFA's efforts on your behalf
7. Clarification of the group's goals and a tentative timetable for May in terms of (a) concluding the membership drive, (b) ratifying the Constitution – members only, (c) electing officers – members only, and (d) presenting the Negotiating Team members and the negotiating platform for your review prior to the end of Spring Quarter ... so that we can begin negotiations over the summer break!

We will be sending out more information on the specific location of this meeting. A sandwich lunch will be provided to allow us to make the most of the limited time that we have for a meeting over the lunch break. NO union dues will be used to cover the cost of this lunch. Please plan on joining us!

Membership Update:

We invite all eligible full-time faculty members to visit the website between now and the meeting on the 25th: www.ncscaaup.org. There you will find a membership form and other information of use to members. We will be discussing the topic of membership when we meet again on the 25th. In the meantime, we invite you to visit the website for information and to ask any union representative in your area for more information on why it is important to join the NCSFA at this point in time.

Payroll Deduction Option for Paying Dues:

We understand that, for many of you, voluntary automatic payroll deduction will facilitate the regular payment of dues. To that end, we are currently having discussions with the Administration to set up a process whereby we can do this. We hope to have an update for you when we meet on the 25th.

Grant Money Awarded to Help the NCSFA Prepare for Negotiations:

The NCSFA was recently awarded a CBC (Collective Bargaining Congress) grant by the AAUP to help cover the significant monetary costs associated with preparing for a first-contract negotiation. Approximately \$15,000 has been awarded to help cover the following costs: (1) an in-depth financial analysis of the institution, (2) healthcare coverage consultations, and (3) legal assistance. While there remains much to be done by us, the membership of the unit, these funds will assist us all greatly in being prepared to enter into negotiations this summer.

Union Representation on Institutional Teams and Committees:

As we have tried to make clear in previous communications, the NCSFA intends to partner with the Administration when it comes to matters about which the faculty need to have a voice. The NCSFA is committed to monitoring, to the best of its ability, the processes at work in the College, with the goal being to ensure that a strong and independent collective faculty voice is heard. **Recently the question was raised, apparently, whether there was union representation on the Presidential Search Committee.**

This question did not come from the union, nor was this question directed to the union.

Nevertheless, since the question concerns the union, let us take this opportunity to answer the question raised: First of all, there is at least one dues-paying union member on the Presidential Search Committee, the Budget Committee, and the Health Care Committee. And as long as there is adequate faculty representation on such committees (and in our estimate, there is), and as long as those faculty honor their role to represent, to the best of their ability, the concerns of the faculty they are there to represent (and in our opinion, all faculty should be committed to doing just that), then the union is satisfied that all processes should continue under the terms they began.

Again, the union's purpose is NOT to disrupt processes that are working effectively. Its purpose is to ensure that the processes being used allow for a strong and collective faculty voice to be heard.

For back issues of our newsletter, please visit our website at www.ncscaaup.org.