

FREQUENTLY ASKED STRIKE QUESTIONS: COMMUNICATION WITH STUDENTS

How may I communicate with students about the possible strike?

Your campus email addresses: No

If a student emails a strike-related question to a campus email address, answer the question using a personal email account or follow the D2L suggestions below. (If you don't want students to have your personal address, consider creating an alternative email that forwards to your personal one. **Click here** to learn how to forward Gmail messages to another account.)

Your personal email address: OK on an individual basis. In compliance with FERPA, do not use your class or university databases to mass email students.

D2L: No

Only offer both the State System's and APSCUF's websites without commentary, to avoid an appearance of trying to influence students. For example:

For updates about a possible strike, you can visit:

- *APSCUF.org/students (the faculty and coaches' union's website)*
- *PASSHE.edu (the State System's website).*

WORKS AND DAYS 69, Vol. 35, 2017

**Facebook, personal page or APSCUF chapter page:
OK**

If you have elected to friend students on Facebook, you may talk with them about the strike on that platform using the same discretion you would ordinarily use when communicating with students.

Facebook, department page: No

Use the same approach as you would on D2L. (Direct students to both websites.)

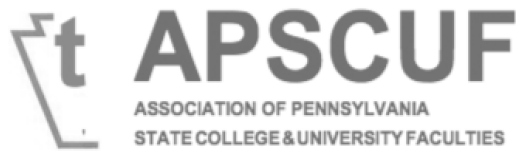
Twitter, personal account or APSCUF chapter account: OK

Public tweets allow other students to see your answers and to join the conversation. You can tweet with #with-APSCUF to hashtag negotiations/strike-related posts. Use the same discretion you would ordinarily use when communicating with students.

Twitter, departmental account: No

Use the same approach as you would on D2L. (Direct students to both websites.)

In-person: OK, but neither during class times nor during busy office hours.



September 29, 2016

Dear Professional Licensed Faculty:

As you are aware, APSCUF membership has authorized a strike that could occur as early as October 19, 2016 unless the current negotiations with the State System result in a signed agreement. Based on legal opinion and your ethical obligation, APSCUF advises that all professional licensed faculty within our bargaining should inform both the university's administration and their patients that they will be engaging in a work stoppage as permitted by the Public Employees Relations Act (PLRA).

APSCUF recommends that you should inform your university, in writing, of your intention to cease work if a strike occurs. Enclosed is a sample letter to use for this purpose.

It is important that Professional Licensed Faculty seek direction from the university about what to tell patients/clients regarding the provision of substitute services if a strike occurs. We assume it is best to inform your patients/clients at the same time both of their unavailability to provide services if a strike occurs and of the employer's arrangement of substitute services.

If the university fails to provide information on alternative services by the time a strike begins, then you should suggest that patients/clients seek advice from the university manager with oversight over the services you provide.

In addition, APSCUF does not recommend that Profes-

sional Licensed Faculty provide services to students from an off-campus location during a strike. Any attempt to continue to provide services to your patients could be deemed to interfere with the university's right to determine appropriate services for patients.

Hopefully, this stressful time will end soon and our membership will have a contract that recognizes your commitment to your clients, profession and to the university. In closing, if you have any questions or concerns, please do not hesitate to contact APSCUF.

Sincerely,

Mary Rita DuVall, MILR

State APSCUF
Head of Labor Relations

319 N. Front Street, Harrisburg, PA 17101
P (717) 236-7486 TF (800) 932-0587 | (717) 236-1883
www.apscuf.org



TO: Chapter Presidents, Mobilization Committee, Public Relations Committee, Spokespeople, Office Managers

FROM: Eric J. Hawrelak

Chair, APSCUF Mobilization Committee

DATE: October 4, 2016

RE: APSCUF Offices Moving Off Campus

This memo is to outline the process for moving the local APSCUF offices off campus. The local APSCUF office should be moved off campus on Thursday, October 13, with the process commencing at 10:00 a.m. Please make sure that you have the appropriate off-campus office space secured immediately; if you are renting and have not done so already, please contact State APSCUF as soon as possible to get approval for the expense as per the Strike Fund Policy.

The Strike Fund Policy, which was amended and approved at the September 2016 Legislative Assembly, states that, to the extent possible, faculty and coaches should be used to move the office. It should not be a problem to recruit 5-10 faculty and coaches to help with the move. In the case that help cannot be secured, the policy allows for reimbursement of moving expenses up to a maximum of \$600, which

is inclusive of both the moves on and off campus.

The Public Relations Committee should notify the local press about the move off campus, and the spokesperson or deputy spokesperson should be available to answer any questions. Kathryn Morton will be putting out a press release and working with local PR chairs to ensure that we can maximize news *coverage* of this *event*.

Office Managers will need to determine which items from the office they need for the temporary office, and will be responsible to pack these items or to recruit help to pack. The packing should be done

ahead of time, to the extent possible, to be prepared to *move* out at the appointed time.

If you have any questions related to the moving off-campus process, please do not hesitate to contact State APSCUF.

EJH:jjg



BEING A MEDIA SPOKESPERSON

REMINDERS FOR SPOKESPERSONS

- You represent the organization, not yourself.
- Be ready to use your key messages.
- Practice!
- Breathe. Speak slowly and steadily.
- Remember “ABC” – Acknowledge, Bridge, Comment.
- Use 9-second sound bites.
- Be confident. Be credible.
- Personalize your message. Use personal anecdotes.
- Many messengers. One unified message.

TIPS FOR SPEAKING ON TV

- Wear neutral, professional attire.
- Remove sunglasses (viewers want to look you in the eye).
- Stay cool / calm inside.
- Keep your hands to your side.
- Every “um” is magnified.
- It’s okay to express some feeling, intensity.

- Keep your audience in mind. Say it so they will understand it.
- Smile!
- Watch your posture

TIPS FOR SPEAKING ON RADIO

- Find a quiet space for interviews.
- Use a telephone land-line (rather than cell phone) when possible.
- Turn off your radio while you are being interviewed.
- Convey clarity, intensity and emotion to your audience.
- Smile! It comes through in your voice.
- Translate statistics into metaphors that give an image.
- Mention a website or other place where people can get more info.
- End on your message.
- ‘Organize in advance for people to call in supporting you.

EFFECTIVE 9-SECOND SOUND BITES

- Reporters, especially for TV, need short, interesting quotes to work into their stories.
- Yes, you lose the nuance, so focus on what is most important.
- Reporters will keep coming back to people who can provide the quotes they need.

Nine seconds is one sentence.

- Practice one sentence answers to questions.

Simplify and lose the jargon.

- Work on statements that listeners can follow easily and that are believable.

Don't over-answer.

- No need to explain every detail. Cut right to the main point. A "summary" statement works.

Remember "ABC"

- Acknowledge the reporter's question; then
- Bridge to one of your talking points or key phrases; then finish with a
- Comment or personal anecdote

Be current. Make it sound interesting.

- Make it memorable by using an analogy from a hot topic or a colorful metaphor.

ABC = ACKNOWLEDGE, BRIDGE, COMMENT

Bridging is getting to what you want to say

- **Acknowledge** the question being asked
 - I understand why you ask that...
 - That's an interesting question...
 - That is one way of looking at it...
 - There is another way to look at it...
 - I've heard that before...
- **Bridge** to your message = "Flip the switch"
 - ...What is really going on here is...
 - ...and I would like to offer another point of view...
 - ...That's a common misunderstanding...
 - ...and yet, we say the 'CSU is the Solution' because...
- **Comment** with your message = "Reframe and reclaim"



WILL THE FACULTY GO ON STRIKE?

The Association of Pennsylvania State College and University Faculties is the union that represents faculty members and coaches at the 14 Pennsylvania State System of Higher Education universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.

Faculty members voted in early September to give APSCUF leadership the authority to call a strike, should they deem one necessary. This does not automatically mean we will go on strike. **We do not want to strike**, but we will if we must. **Your faculty members will not strike if the State System negotiates a fair contract.** The State System has not seemed serious about negotiating a fair contract with the faculty. You can get the latest information at APSCUF.org/students.

BECAUSE YOUR FACULTY AND COACHES CARE ABOUT YOU, WE HAVE ALREADY WORKED UNDER EXPIRED CONTRACTS FOR NEARLY 450 DAYS. We chose not to consider a strike late last semester because it would have threatened finals and graduation. During the nearly two years of our negotiations, other unions have reached two agreements with the Commonwealth. From our perspective, the State System hasn't been serious. It did not meet with faculty for four months, it waited nearly a year before proposing 249 contractual changes, and it has never offered faculty what other statewide unions have received from the Commonwealth.

THE STATE SYSTEM WANTS TO FUNDAMENTALLY CHANGE THE QUALITY OF YOUR EDUCATION. The State System's proposal would force you to take distance education classes because on-campus sections are full. It would allow you to be taught by new graduate students instead of faculty with advanced degrees. It would cut funding for faculty scholarship and professional development that allows your faculty to bring current knowledge to your class. It would substantially increase the number of temporary professors and reduce the number of permanent professors.

THE STATE SYSTEM DOES NOT SEEM CONCERNED ABOUT ATTRACTING AND KEEPING THE HIGHEST QUALITY PROFESSORS FOR YOU. The State System wants to cut faculty benefits, charge more for them, and give no pay increases for two years, and 1 percent increases for the following two years. It wants to cut the salaries of the lowest-paid faculty by 20 percent. (It claims to be changing workload, but that is not true in reality.) The State System wants to freeze or cut faculty pay, but the chancellor and the university presidents took substantial increases last year.

WHAT CAN STUDENTS DO?

- You don't have to take our side to make a difference. Email Chancellor Frank Brogan at chancellor@passhe.edu to **tell the State System to be serious about negotiations and to care about the quality of your education.**
- Contact your legislator in support of APSCUF: <http://bit.ly/APSCUFlegislators>
- Stay informed! Know what is happening by subscribing to the APSCUF blog at APSCUF.org/blog, visiting APSCUF.org/students and following APSCUF on social media:

 facebook.com/APSCUF
 [@APSCUF](https://twitter.com/APSCUF)
 [APSCUF](https://www.instagram.com/APSCUF)
 [APSCUF](https://www.snapchat.com/add/APSCUF)
 APSCUF.org

REVISED SEPT. 12, 2018



WILL THE FACULTY GO ON STRIKE?

FREQUENTLY ASKED QUESTIONS

WILL THERE BE A STRIKE?

Your faculty members don't want to strike, but they will if the State System doesn't negotiate a contract that is fair to students and faculty. See page 1 for more information about the issues that affect your quality education.

WOULD CLASSES MEET DURING A STRIKE?

No. During a strike, your faculty (including counselors, library faculty, athletic trainers, etc.) will not work:

- Neither in-person nor online classes will meet.
- No academic advising will take place.
- University committees will not meet.
- They will not advise student clubs.
- Faculty members will not conduct fieldwork/research with students.
- They will not write letters of recommendation.
- They will not respond to campus email.
- Etc.
- Faculty members will not receive pay or benefits.

HOW LONG WOULD A STRIKE LAST?

In the unfortunate event of a strike, it would last until the State System negotiates a contract that is fair to students and faculty.

CAN I GET A REFUND ON MY TUITION? AND WILL I GRADUATE?

We hope there will be no need for this, and any class time will be made up as soon as the State System negotiates a contract that is fair to students and faculty.

IS THIS STRIKE JUST ABOUT MONEY?

Our biggest concerns are the ones that affect our students' quality education. Fair pay and benefits are important to attract and keep quality educators at your university. Read more about what the State System's proposal wants to cut (and pile on) on page 1.

DO FACULTY MEMBERS CARE ABOUT STUDENTS?

We care about our current students, the education future students receive, and that the degrees alumni earned hold their value.

WHAT CAN I DO?

- Tell State System officials to go to the bargaining table to negotiate a fair contract with your faculty by writing to Chancellor Frank Brogan at chancellor@passhe.edu.
- Contact your legislator in support of APSCUF: <http://bit.ly/APSCUFlegislators>
- Stay informed! Know what is happening by subscribing to the APSCUF blog at APSCUF.org/blog, visiting APSCUF.org/students and following APSCUF on social media:

facebook.com/APSCUF
[@APSCUF](https://twitter.com/APSCUF)
[APSCUF](https://www.youtube.com/APSCUF)
[APSCUF](https://www.instagram.com/APSCUF)
APSCUF.org



Negotiations between the State System and APSCUF

September 28, 2016

STUDENT FACT SHEET:

Q&A: State System's proposal for faculty givebacks

Even as State System officials were publicly discussing financial challenges, last year the Board of Governors gave raises to all managers, including Chancellor Frank Brogan and the university presidents. For example, Chancellor Frank Brogan, who is already the highest-paid public official in the Commonwealth, took \$8,443 to bring his salary to \$345,758.

The State System has wasted a lot of time during these nearly two years of negotiations. It would not meet for a four-month period, did not offer a comprehensive proposal for nearly a year after the contract expired, and has made many distortions with regard to claims.

State System officials continue to use your tuition dollars and money from state allocations to fund their lawyers and spokespeople to spread their propaganda instead of devoting these resources for your education.

While State System officials claim that students are the most important stakeholders, those officials continue to

shamelessly distribute distorted information. While the State System's chancellor has offered increases to faculty, he also wants to dramatically cut the salary of some and make tens of millions of dollars of cuts to academic quality and faculty benefits.

Could the State System's proposals require me to take more online classes?

YES. The current contract contains an agreement between the faculty and the State System that asserts that online classes provide valuable access. It also says that the parties agree there is a preference for traditional courses. The State System's comprehensive proposal removes this agreement. When faculty negotiators told the State System that students are increasingly closed out of on-campus courses and therefore those students could only take needed courses online (distance education), State System officials did not respond. APSCUF believes students should have the option for online courses, but they should not be forced into those courses.

Does the State System want to use more graduate students to teach my classes?

YES. The State System has proposed spreading the use of low-paid "teaching associates" across the universities. State System officials have also proposed to allow newer graduate students (with as few as 18 credits) working toward a master's degree to teach laboratories and clinics. APSCUF is concerned that these are steps toward the increased use of graduate students — in lieu of credentialed faculty — to teach your classes. APSCUF believes you deserve the most qualified faculty to teach courses.

Is my university likely to use more temporary faculty because of the State System's proposals?

YES. The State System has proposed adjusting the contractual cap on the maximum allowable number of temporary

and part-time faculty (adjuncts) from 25 percent to 30 percent and to add more through exceptions. Last spring, three campuses were already OVER the 25 percent cap, and half the universities were at 22 percent or more. The State System's proposals open the door for universities to use more temporary faculty in lieu of full-time, permanent faculty who can afford to give students their full attention.

Is the State System requiring full-time temporary faculty to do much more for the same amount money?

YES. Full-time temporary faculty (adjuncts) currently teach four courses per semester and currently do research and service that is appropriate for their status. Eighty percent of these faculty are the lowest-paid faculty in the State System because temporary faculty are at the bottom of the pay scale, and the State System never gives them raises, no matter how long they have worked for their university.

To earn the same amount of salary, the State System wants these faculty to teach a fifth course each semester. Nobody in academia would believe that this amounts to an equal amount of work. Adding a fifth course would mean that these faculty would continue to do service and research (they must for their courses and careers), but would have less time to devote to the students in each class. Of course, State System officials do not have a plan to provide those faculty members with a fifth class; thus, such faculty would not qualify as full time, so they'd receive a pay cut.

Does the State System want to cut the salaries of most temporary faculty?

YES. Since temporary faculty get paid per course, they get a percentage of the salary a full-time temporary faculty member would make. The State System wants to increase the number of classes required to be full time from four to five, which is 20 percent more. For someone to make full-time salary, they would be required to teach five courses —

or take a 20 percent pay cut. Since the State System has no plan to actually increase their teaching load, the vast majority of temporary faculty would take a 20 percent pay cut. That means someone who taught four courses last year would make \$9,400 less than they would for teaching four courses under the proposed contract. Similarly, faculty teaching one, two, or three courses would also get a 20 percent cut in pay.

Does the State System want tens of millions more from faculty in cuts to quality and benefits than was asked of any other state union?

YES. Other statewide unions that have settled contracts have accepted changes to healthcare. On top of healthcare cuts deeper than any other union, the State System is asking for tens of millions more in cuts that could impact your education and in faculty benefits. Furthermore, the State System wants to stop paying retirement healthcare for future professors. This would add tens of millions of dollars more to the givebacks the State System wants from the faculty. The State System does this while offering less in increases than were offered to every other major statewide employee.

What can you do?

Contact Chancellor Frank Brogan (chancellor@passhe.edu) to tell him to go to the negotiations table to negotiate a deal that protects academic quality and is fair to faculty.



DO NOT DISCUSS THIS WITH ANYONE UNTIL 5
A.M.

There is still a chance something could change.

Received: October 19, 2016 at 2:58 AM

SUMMARY OF SYSTEM “LAST BEST OFFER”

A. What’s NOT in the final offer:

- The System has proposed \$0 System funding for professional development.
- The System has never proposed the salary increases that were provided to other state-wide unions. Rather, it insists that the Faculty accept \$60 million less than they would receive if they followed the state-wide pattern, in addition to taking \$22 million in cuts to health care.

B. Salary: (items included in APSCUF proposal *italicized*)

1. Tenured and Tenure Track Faculty:
 - 2015-16: \$0 (*\$32 million less than state-wide pattern*)
 - 2016-17: 2.75% general pay increase (*same as pattern*); \$1000 bonus
 - 2017-18: 2.0% general pay increase and step (

same as pattern, except delayed step)

- 2018-19: 2.5% GPI and step (same as pattern)
(APSCUF proposed delayed step)

2. Adjunct faculty (lowest-paid third of the bargaining unit):

- 2015-16: \$0
- 2016-17: 1% general pay increase
- 2017-18: 1% general pay increase
- 2018-19: 1% general pay increase

C. Health Care: (items included in APSCUF proposal italicized (dates vary))

1. Health care changes effective January 1, 2017:

- *Freeze enrollment in HMOs (no new enrollments)*
- *Implement in-network deductibles of \$250/\$500 in PPO*
- *10% coinsurance, up to \$1000/individual and \$2000/family in PPO*
- *Increase premium contributions to 18% (HealthyU)/28% (non-HealthyU)*
- *Increase retail (30-day) Rx copays as follows:*
 - o Generic drugs: increase from \$5 to \$10*
 - o Brand formulary: increase from \$18 to \$30*
 - o Brand non-formulary: increase from \$36 to \$50*
- (copays for mail order are 90-day supply for 2x retail copay)*

2. Health care changes effective July 1, 2017:

- *Eliminate three HMOs; Keystone East, Keystone Central, Geisinger*
- *Maintain UPMC HMO for those enrolled prior to January 1, 2017, but modify UPMC HMO plan to incorporate same deductibles, coinsurance and copays as PPO.*
- *Implement Rx management that would require prior approval for certain drugs, mandatory spe*

cialty pharmacy, and step therapy

Increase cost to pre-Medicare retirees who retire after July 1, 2017

- Cut retiree health care benefits to faculty hired on or after or after January 1, 2019 to 5 years or the date the employee reaches Medicare eligibility.

D. Proposals that reappeared in the last best offer, after being withdrawn earlier:

1. Article 12 PERFORMANCE REVIEW AND EVALUATION

- Eliminate 5th year review for probationary tenure track faculty

2. Article 15 TENURE

- Add the “Dean (or other appropriate manager)” as a fourth level of the tenure review process (between department chair and University-wide committee)
- Add a requirement that the University-wide committee provide an explanation for its recommendations
- Permit grievance contesting denial of tenure only if three of four recommendations are positive (currently permitted if two of three are positive)
- Shift burden of proof on a tenure denial grievance to the faculty member.

3. Article 16 PROMOTIONS

- Require University-wide promotion committee to provide a rationale for its recommendations.

4. Article 18 LEAVES OF ABSENCE

- Eliminate right to grieve substantial change in pattern of granting sabbatical leaves at a specific Uni

versity

5. Article 23 WORKLOAD

- Increase intern/cooperative education student load by 67% with no additional pay.

6. Article 29 RETRENCHMENT

- Retrenchments effective in August, just before start of next academic year
- Notice to retrenched faculty member May 1
- Notice of possible retrenchment to APSCUF February 15
- Cut retrenched faculty benefits in half.

7. Article 34 INTER-UNIVERSITY TRANSFERS

Eliminate entire article



Talking Points – Negotiations and Strike Preparation

Timeline of Recent Negotiations – the FNT met with the SS negotiators on Friday, September 16th at which time an agreement to hold “marathon” negotiation sessions was agreed to. We then met Sunday, September 18th – Wednesday, September 21st with sessions often lasting 12 hours. Early on during those meetings it appeared as if we were making some progress primarily on non-economic articles of the contract as proposals from both sides seemed to indicate some areas of agreement. However, there were still significant disagreements on some of the major issues including:

- 1) Adjunct Faculty – The SS wants to ‘adjust the workload’ of adjunct faculty (and/or adjust their pay). They want the adjunct faculty to teach a 5th course to be considered full-time but not increase their pay. We expect that in most cases, adjuncts will not be teaching 5 courses, but instead will be teaching no more than 4 and that would result in a 20% pay cut for those individuals (60% of whom are women). These individuals are paid at Step 1 of the Instructor rank – they never move above this – so a 20% pay cut would equal roughly \$9300.00 for a person teaching 4 classes for the academic year. This is also roughly equal to the pay increase that the Chancellor received last year. For a person teaching a single course in a single semester the pay cut would equal \$1165.00.

a. In addition the SS wants to increase the cap on adjunct faculty from 25% to 30% and wants to have exceptions to this cap. Increasing the cap on adjunct faculty will decrease the number of tenure- and tenure-track faculty that are needed on the 14 campuses.

b. The SS also wants to remove the conversion language from Article 11 which would remove the process for converting adjunct faculty from temporary to tenure track lines.

2) Other Faculty Workload – The SS proposals would increase the workload of faculty in the natural sciences by decreasing the workload for teaching a lab from 1-contact hour to .66 workload hour. They also want to increase the workload for our counseling faculty to 24 hours of direct contact per week.

3) Expand Graduate Teaching – the SS proposals would (1) increase the number of Teaching Associates and would expand that definition to include Masters' students who would be permitted to teach stand-alone labs in science departments. They also wish to remove the current prohibition on TA's teaching in the summer and on branch campuses thus allowing them to do both.

4) Retrenchment – the last proposal that we received from the SS would greatly diminish the timeliness for notifying faculty who may be retrenched – the practical result would be that an individual would not have enough notice to find employment (notice would be given to an individual by May 1st.

5) Health Care changes – the SS is proposing significant changes to our health care. Those changes include: (1) raising our premium share from 15% to 18% for Healthy U participants and from 25% to 28% for non-Healthy U participants, (2) Incorporate a deductible of \$250.00 per per-

son and \$500.00 for multiples (i.e. 2 persons or more on a plan); (3) implement a co-insurance – this means that the member would pay 10% for certain medical procedures and the health insurance would pay 90% until an out-of-pocket maximum was reached which is \$1000.00 for an individual and \$2000.00 for multiples; (4) eliminate the HMO plans, (5) make both structural and cost changes to our prescription drug plan, and (6) eliminate retiree healthcare for prospective employees.

6) Wages – the initial SS proposal was 0% in the first year, 0% in the second year, 1% in year 3, 1% and 1 step in year four and a \$600.00 lump sum in January 2017. In order to receive this we had to accept all of the health care changes.

a. We countered their wage proposal offer by putting the AFSCME wage pattern and we were told that to get a ‘modified’ version of the AFSCME wage pattern was contingent upon acceptance of 1) changes in healthcare redesign, effective January 2017, generating \$22 million in savings through the life of the contract; 2) the elimination of retiree healthcare for prospective employees; and 3) \$48million in additional concessionary changes.

STRIKE PREPARATION

1) There is going to be a lot going on in the next few weeks and we need your help! Some of what we need assistance on:

a. Encourage your colleagues to attend one of the information sessions

b. We need you to sign up for picket duty and other types of support activities should a strike occur.

c. On October 6th there will be a rally at the Dixon Center in Harrisburg to correspond with the BOG meeting.

At LA we heard from leaders of other unions (the PSEA, AFSCME, AFL-CIO, CWA, and the NFLPA).

d. Attend the General Membership Meetings on October 13th and the Rally at College Lodge on October 17th. Both meetings will include food and work on strike preparations.

e. Send hand-written letters to the officers of your state senators/representatives. While they get hundreds of e-mails and phone-calls, requests for visits and hand-written letters signal to them that this issue is important, especially if someone took the time to personally address the issue with them. If you do not know these people are, go to the State APSCUF website (www.apscuf.org) for links to this information.

What does a strike mean?

- A strike is a last resort measure! We do not want to go on strike, but we have already worked for 450+ days on an expired contract with no apparent resolution in sight. There are two sides to this strike: on the picket line, standing in solidarity with your union, or crossing the picket line and working as a scab. If you benefit from the CBA in any way, including salary and benefits, you need to do your share and not rely on others in the bargaining unit to do all of the heavy lifting for you.

- Faculty will not be working, including responding to email, writing letters of recommendation, interacting with students in official capacities such as advising, or conducting office hours.

- Conference attendance during a strike, or working on grant work if the faculty member is receiving university funding for the work, (e.g., if a faculty member is receiving university funds to attend a conference), would be considered crossing a picket line. If the faculty member is attending as an individual (not affiliated with the university), that would not be considered crossing a picket line.

- You do not need to clear out your office, but you should take with you anything that you might need/want for the duration of the strike as visiting your office during the strike would be considered crossing the picket line.
- Student interns, student teachers, etc. - Please tell your dean about student interns, student teacher placements, and experiments. That is your only responsibility. If we are on strike, we should not be working, including communicating with site supervisors. It is our administration's decision about what to do with those students, clients, and those experiments.

What Frank Brogan does not realize (b/c he is from a 'right to work' state) is that in Pennsylvania if you pick a fight with one union, you have picked a fight with them all! However, we also need APSCUF – all of you – to be in solidarity and to be at this rally. If you don't want to be walking the picket line on October 19th then you need to be walking in the rally at the BOG meeting on October 6th.

We need to really emphasize the need for a strong showing at the BOG meeting on 10/6. So far we have only 10 people signed up to go from IUP, and only about 120 State Wide...the last time we went we had 400 people walking in 10 degree weather.

Faculty can take a personal day and assign an out of class activity to make their ability to participate possible.



Contract-negotiations and strike update - Oct. 20, 2016

- On the second day of the faculty strike, APSCUF negotiators still are waiting for Pennsylvania's State System of Higher Education to return to the bargaining table. APSCUF waited until 5 a.m. before the strike, even after the State System told us they were done talking. We continued to wait even on the picket lines for a call from the State System to signal they were ready to settle a contract so our faculty members can return to their students. We even reached out to them on social media, but they did not return.
- The day before the strike, negotiators were in their fifth consecutive day of talks at a neutral location. Tuesday afternoon, Gov. Tom Wolf issued a statement urging the sides to settle the contract and avoid a strike.
- Around 8:45 p.m., the State System handed APSCUF a last best offer and said it was done negotiating. After the fact, the System spokesperson said their team was waiting around. The State System told us they were done talking to us, they lifted the media embargo that was in place during negotiations, and they gave us a "last, best offer," which is negotiations speak for "go on strike." If they stayed, it was only for appearances. It's clear the real decision-makers were finished for the night.

WORKS AND DAYS 69, Vol. 35, 2017

- APSCUF reviewed the 25-page proposal, in which the State System wants to:

- Cut funding for faculty scholarship and professional development that allows faculty to bring current knowledge to their classes

- Substantially increase the number of interns faculty members would be required to supervise — by 67 percent, with no additional pay

- Put adjunct faculty members, 60 percent of whom are women, on a separate — lower — salary scale. APSCUF is concerned about this as a pay-equity issue. While the State System's proposal did include raises, those raises were higher for higher-ranking faculty and lower for lower-ranking ones, a further unfairness APSCUF believes was meant to divide union members. APSCUF is proud to have adjunct faculty members in its union and wants them treated with the same respect as tenured professors.

- Cut faculty benefits and charge more for them, even after APSCUF accepted dramatic reductions in our healthcare coverage and accepted proposals to shift millions of dollars in healthcare costs to our members by accepting deductibles, increased co pays for prescriptions and other givebacks. But these concessions weren't enough for the State System and Frank Brogan.

- Take millions more in concessions from faculty than any other employees. APSCUF offered a wage package substantially smaller than other state employees, by a factor of \$31 million for a bargaining

unit of more than 5,000.

- Change the tenure and promotion processes
 - Remove grievance rights for evaluations
 - Delay retrenchment decisions, making it easier to retrench, and making it harder for retrenchees to get benefits and find new jobs
- Meanwhile, the chancellor and the university presidents took substantial pay increases last year.
- APSCUF members will remain on strike until negotiators reach a contract agreement APSCUF believes is fair to students and to faculty.
- APSCUF will announce when it schedules a next negotiations session.
- This is the first strike in APSCUF's history.
- APSCUF faculty have been working 478 days under an expired contract. The faculty contract expired June 30, 2015, and negotiations have been ongoing since late 2014.
- APSCUF represents about 5,500 faculty and coaches at the State System universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.





After chancellor's retirement announcement, APSCUF looks forward to collaboration

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FOR IMMEDIATE RELEASE

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After Chancellor Frank T. Brogan today announced his Sept. 1 retirement from Pennsylvania's State System of Higher Education, the Association of Pennsylvania State College and University Faculties is eager to move forward, its president said.

"Leadership changes often provide opportunities for constructive changes," APSCUF President Dr. Kenneth M. Mash said. "One of the key recommendations of the NCHEMS report was that we all have to pull together to make our System work. We are anxious to work with the System so that we can fulfill the System's mission to provide all Pennsylvanians with access to a high-quality education at an affordable cost."