

## Where can I learn more about APSCUF?

Please visit our website, [www.apscuf.org](http://www.apscuf.org), and click on the link for Members.

### Want more?



Subscribe to the APSCUF blog!

[apscuf.wordpress.com](http://apscuf.wordpress.com)



Like us on Facebook!

[facebook.com/APSCUF](https://facebook.com/APSCUF)



Follow us on Twitter!

[twitter.com/APSCUF](https://twitter.com/APSCUF)

APSCUF represents more than 6,000 faculty and coaches at Pennsylvania's 14 publicly owned universities — the Pennsylvania State System of Higher Education.

Bloomsburg

California

Cheyney

Clarion

East Stroudsburg

Edinboro

Indiana

Kutztown

Lock Haven

Mansfield

Millersville

Shippensburg

Slippery Rock

West Chester

Let's Stand Together  
...for Students



[www.APSCUF.org](http://www.APSCUF.org)



Association of Pennsylvania State  
College & University Faculties  
319 North Front Street  
Harrisburg, PA 17101

717-236-7486

Toll-free: 1-800-932-0587

[www.apscuf.org](http://www.apscuf.org)

[qualityeducation@apscuf.org](mailto:qualityeducation@apscuf.org)

## Let's Stand Together... for Student-Athletes!





**APSCUF Coaches Stand Together...  
for Student-Athletes!**

Coaches from the Pennsylvania State Athletic Conference (PSAC) petitioned and elected the **Association of Pennsylvania State College & University Faculties (APSCUF)** to represent them as their sole and exclusive collective bargaining agent.

APSCUF coaches are unique in the sense that the APSCUF Coaches' Collective Bargaining Agreement established national precedent in 2002, with APSCUF being the first union to organize non-faculty athletic coaches in a public higher education system.

By joining APSCUF, you are supporting not only yourself, but your peers, the coaching profession and your student-athletes. Union membership also shows **team spirit** with your own colleagues and other unionized employees at your university.

**What Can APSCUF Do For Me?**

APSCUF provides the following services for nearly 6,000 faculty and coaches:

- Asserts your federal, state, and contractual labor rights;
- Files unfair labor practice charges;
- Assists with the grievance procedure and arbitration;
- Provides representation in discipline and discharge proceedings;
- Conducts Meet and Discuss sessions with state and local university officials;
- Bargains collectively for the best possible contract;
- Lobbies state legislators on issues of interest and keeps members informed;
- Advances coaches' priorities with the public and news media;
- Obtains a variety of members-only benefits like discounts on home and auto insurance, and cellular phone service; and
- Maintains a retiree organization (APSCURF).

**What Can I Do For APSCUF?**

- First, sign an APSCUF membership card!
- Know your contractual and legal rights.
- Report contractual violations to APSCUF.
- Ask questions.
- Get involved! Serve as a Legislative Assembly delegate or alternate, on a Meet and Discuss team, on the State Coaches Committee or several other committees.
- Want more information? Reach out to your local APSCUF chapter! Contact info is on our website, [www.apscuf.org](http://www.apscuf.org).

Prior to collective bargaining (June 2002)	Today
Coaches negotiated wages and working conditions on their own.	Coaches have livable minimum salaries that continue to increase, along with pay equity awareness.
Coaches had no job security, no just cause provision, no representation rights and faced the threat of termination at the university's whim.	APSCUF coaches have a just cause provision, representation rights and job security through rollover contracts of employment.
Coaches had no rights to a buy-out of their contract.	APSCUF coaches have a contractual right to a buy-out of their contract, if non-renewed.
Coaches had no grievance rights.	APSCUF coaches have a grievance procedure.
Coaches had no sick leave, no personal days, no flexibility with non-service time.	Coaches have sick leave, personal leave, a sick leave bank and sick leave payout upon retirement, and a maximum 47-week service period.
Non-exempt coaches received no straight-time or overtime pay for hours worked beyond the normal workweek.	Non-exempt coaches are paid fairly for all hours worked beyond the normal 37.5-hour workweek.

