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**Executive Committee:** President – **Jamie Phillips**; Vice President – **Barry Sweet**; Secretary – **Sally Sentner**; Treasurer – **Sue Courson**; Delegates – **Jamie Phillips, Barry Sweet, Karen Bingham, Elizabeth MacDaniel, Deborah Ellermeyer, Annette Rosati**; Alternate Delegates – **Greg Goodman, Mark Kilwein, Paul Klenowski, Melissa Kuntz, Lynn Smith**; Coaches Delegate – **Ron Righter**; Coaches Alternate – **Mike Brown**; Coaches State Rep – **Mike Brown**; Coaches State Rep Alternate – **Gie Parsons**; Venango Campus – **Bill Hallock**; CAP – **Joseph Croskey**; DRC – **Stephen Johnson**; Grievance – **Elizabeth MacDaniel**; Health & Welfare – **Janice Krueger**; Legislative – **Barry Sweet**; Membership – **Suzanne Boyden**; Negotiations – **Jamie Phillips**; Nominations & Elections – **Ellen Foster**; Gender Issues & Social Justice – **Deborah Ellermeyer**; Public Affairs/Relations – **Mark Franchino**; Retirement SERS & TIAA-CREF – **Bob Balough**; Student Liaison – **Naomi Bell O’Neil**; Human Relations – **Sonja Heeter**; Rules & Bylaws – **Colleen McAleer**; Mobilization Chair – **Andy Lingwall**; Temporary Faculty Committee Chair – **Jessica Modrzejewski**

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## ***The President’s Message... Negotiations & Retrenchment: The Long View***

First off, I want to thank everyone who attended the campus rally and who encouraged their students to attend as well. It was a great success and it, along with all the rallies at the other PASSHE schools and in Harrisburg, made a genuine difference. I don’t think the Governor expected to hit such a well-organized wall of resistance from higher education, but he is on the defensive now and our budget picture will be brighter as a result. How much brighter I cannot say, but I can say with great certainty that jobs were saved because of your efforts. As someone who has trouble sleeping at night worrying about faculty and their families, I am beyond gratified.

This brings me to the topic of the day: negotiations and retrenchment. Specifically, I want to ease your mind regarding the status of negotiations and regarding the PASSHE mandate that all universities notify faculty that retrenchment is on the table.

We are continuing to negotiate with the PASSHE, but there has not been any progress. This is neither surprising nor problematic. It is not surprising because the PASSHE team also doesn’t have a clear notion of what the budget picture is going to be and, so, doesn’t know what financial leverage they are working with. It is not problematic because—so long as we continue negotiating in good faith—we work under the auspices of our current CBA. The only downside to working under the current CBA is that we won’t get any raises; but no one could surely imagine that we were going to get raises next year. Even better, we won’t have any salary cuts if we work under the current CBA [for perspective: the state is asking AFSCME to agree to a 4% cut next year] and we might even be able to get out of our Healthy-U co-pay requirement. That is not exactly a rosy picture, I know, but it is better than many of the alternatives.

As for retrenchment, the requirement that the PASSHE notify faculty of the possibility of retrenchment is actually required by Article 29 of our CBA and, so, the PASSHE requirement that each University post retrenchment notices is contractually obligatory and fully expected. Actual letters of retrenchment specifying the particular positions to be eliminated would also have to be sent, though, before any faculty could be retrenched. As the budget picture improves, the likelihood of such letters being sent diminishes. It is my hope that this possibility will diminish to nothing. Regardless, everyone has a job for next year and the University only has a limited amount of time to provide retrenchment notifications—thus, tenured faculty have to be notified by October 30, 2011, if they are to be retrenched in 2012.

Furthermore, I think everyone needs to see retrenchment notifications and threats as part of a two-prong negotiations strategy on the part of the Chancellor’s Office. One prong of the strategy is to continue to convince legislators of the desperate need to refund higher education and one prong of the strategy is to scare the hell out of faculty. The Chancellor’s Office has every reason in a negotiations year to soften all of us up to the point that we become willing (maybe even grateful!) to make major non-compensatory concessions to them in our next contract. We cannot let short-term financial problems lead to long-term contractual concessions.

So keep the long view. We will get through all of this as we always have, and we will fight all of this as hard as it takes and as long as we must. And we will not let fear weaken our CBA or our Union.

Jamie Phillips  
President, Clarion APSCUF

## SPRING 2011 MEETING DATES

(Please mark your calendars!)



### EXECUTIVE COMMITTEE (EC)

Tuesday, April 19

(All meetings are held @ 3:30 pm  
In Room 217 Founders)

### MEET & DISCUSS (M&D)

Tuesday, April 26 – Pre-Meet @ 3:30 pm

Friday, April 29 @ 2 pm

### LEGISLATIVE ASSEMBLY Spring 2011 (LA)

\*April 14 - 16, 2011 - Four Points Sheraton, Greensburg

**PLEASE NOTE:** The APSCUF Office will be closed the following days in April: **Thursday, April 14; Friday, April 15; and Friday, April 22<sup>nd</sup>.**



### Welcome Aboard To Our Newest APSCUF Member!

Gayle Barrett – Nursing

### Congratulations to the following new Department Chairs!

AGES – Tony Vega

Biology – Valerie Bennett



**ELECTION BALLOTS:** Election ballots have been sent to all faculty & coaches on April 4th. The deadline to return absentee ballots is **Monday, April 18<sup>th</sup> @ NOON!**

**ELECTION DAY:** The 2011 spring election will be held in Carlson Library on Main Campus and Suhr Library on Venango Campus **Tuesday, April 19th** from 9:00 am till 4 pm.



**DON'T FORGET TO VOTE ON APRIL 19th!!!**

### 20/26 ANNUAL PAY OPTION WINDOW

Nine-month faculty who are interested in changing their pay options from 20 to 26 pays or vice versa may do so during a window period from April 1, 2011 to April 30, 2011. The change will be effective for the first paycheck of the Fall 2011 semester.

If you so choose to change your option, please complete the 20/26 Pay Option form and return it to our Human Resources office in Carrier. Please note that this is the only opportunity to make this change during this academic year. For a 20/26 Annual Pay Option form, please contact the Human Resources office or the APSCUF Office.

### OPEN ENROLLMENT FOR PASSHE'S HEALTH PLAN

Also note that Open Enrollment for PASSHE Health Plan for Active Employees is from April 25 through May 25, 2011. See insert for important changes that are upcoming.

**REMINDER to APSCUF Members:** Have you forwarded your off-campus e-mail address and phone number to Jan in the APSCUF office? Please know that this information will not be shared. If needed, it will only be used for contract negotiations communications. Please advise A.S.A.P. Thank you in advance for your cooperation. Andy Lingwall, Mobilization Committee Chair

## Clarion APSCUF Fall 2011 Scholarships Awarded

**CONGRATULATIONS** to the following APSCUF Scholarship winners who were awarded \$500 each for the Fall 2011 semester. This year there were 62 outstanding applications submitted by students throughout Clarion and Venango campuses. The scholarship winners were recommended by the APSCUF Scholarship Committee (Sonja Heeter, Chair, Katy O'Donnell, and Todd Pfannestiel) and were approved at the Executive Council meeting on March 22, 2011.

### CATEGORIES

**Child of APSCUF Member:** James U. Rose (Secondary Education)

**Graduate:** Michael M. Widdersheim (MS in Library Science)

**Senior:** Joanna Catalano (Molecular Biology/Bio Tech)

**Junior:** Alizah Thornton (Communication)

**Freshman/Sophomore:** Terry Leatherman (Nursing)

**At Large:** Kaylee Dougherty (Speech Pathology)



LR: Michael Widdersheim, Alizah Thornton, James Rose, Kaylee Dougherty, Joanna Catalano and Chapter President Jamie Phillips



Terry Leatherman



### **CAP REBATE CAMPAIGN DEADLINE HAS BEEN EXTENDED**

**ATTENTION APSCUF Members that still have not yet turned in their Dues Rebate Designation Card (creme colored card)**

The CAP (**Committee for Action through Politics**) Campaign has extended its deadline from April 1st to **Friday, April 15th**. I would again like to take this opportunity to ask you to consider designating your \$25 rebate to CAP. Simply check "I hereby donate any rebate to APSCFU/CAP" on the APSCUF Dues Rebate Designation card you received back in February, and forward it to the APSCUF office, Room B-7, Hart Chapel.

Now more important than ever, please designate your dues rebate to CAP and become a CAP member today! If you have misplaced your card, please contact Jan in the APSCUF office at ext. 2089 or e-mail her at [jwalters@clarion.edu](mailto:jwalters@clarion.edu) .

*Joseph Croskey, Clarion CAP Chair*

## “MEMBERS ONLY” SITE

STAY INFORMED ON CONTRACT NEGOTIATIONS! GO TO THE “MEMBERS ONLY” SITE AT [WWW.APSCUF.ORG](http://WWW.APSCUF.ORG)



**APSCUF MEMEBERS:** Are you signed up for APSCUF’s “Members Only” site? If not, here is what you need to do. Contact the local APSCUF office at Ext. 2089 and supply our Office Manager, Jan Walters, with a password. Your information will be forwarded to State APSCUF for processing. Once processed, you will then be able enter the “Members Only” site at [www.apscuf.org](http://www.apscuf.org).

Once you enter the site, you can participate in forums; get updated on current APSCUF issues and topics; access APSCUF Special Services information such as how to order magazines (QSP Program), receive car rental discounts, amusement park discounts, and Verizon Wireless discount along with AT&T and T-Mobile discounts. Also remember....find the latest information in contract negotiations. The process is easy...so sign up today! For those who have forgotten their password, contact Jan in the APSCUF Office.

## *United We Stand, Underfunded We Fail Campus Rally, March 22, 2011*



## *Campus Action Day, Thursday, March 31, 2011*



UNITED WE STAND  
**UNDERFUNDED**  
WE FAIL

TO VOICE YOUR COMMENTS BY GOING TO:

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

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

(To see additional photos, go to [www.apscuf.org/clarion](http://www.apscuf.org/clarion).)

APSCUF is very active in the social media scene! Follow APSCUF on the web!

FOLLOW US ON **twitter**

[www.twitter.com/apscuf](http://www.twitter.com/apscuf)

Find us on: **facebook.**

“APSCUF Faculty and Coaches”

The NEW APSCUF Blog!  
<http://apscuf.wordpress.com>