

Phone: (814) 227-2420

www.apscuf.org

October 2022

Executive Committee: President – **Joyce Overly**; Vice President – **Mark Kilwein**; Secretary – **Laurie Pierce**; Treasurer – **Xiaofeng Li**; Delegates – **Joyce Overly, Jennifer May, Lorie Taylor, Jacqueline Knaust**; Alternate Delegates – **Ellen Foster, Cristin Ketley, Nripendra Singh, Karl Sprenger, Barry Sweet**; Coaches President – **Heath Calhoun**; Coaches Vice President – **Doc Neiman**; Coaches Alternate – **Keith Ferraro**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus Rep – **Renee Bloom**; CAP – **Joseph Croskey**; DRC – **Mary Buchanan**; Grievance – **Mark Kilwein**; Health & Welfare – **Amy Shannonhouse**; Legislative – **Jonathan Touster**; Membership – **Tonya Otto**; Negotiations – **Joyce Overly**; Nominations & Elections – **Rachel Newbury**; Social Justice – **Ron Radaker**; Public Affairs/Relations – **Lacey Futon**; Student Liaison – **Marc Sanko**; Rules & Bylaws – **Jamie Phillips**; Mobilization Co-Chairs – **Jackie Knaust & Andy Lingwall**; State Adjunct Faculty Committee – **Natasha Dias**;

*Faculty Meet & Discuss Team: **Joyce Overly, Barry Sweet, Adam Roberts, Mark Kilwein, Jennifer May, Mary Buchanan, Laurie Pierce (rec. sec.)**

*Coaches Meet & Discuss Team: **Heath Calhoun, Doc Neiman, Keith Ferraro, Eric Laughlin, Joyce Overly & Mark Kilwein**

The President's Message...

Remarks to Council of Trustees – October 12, 2022



Greetings, Trustees, President Pehrsson, Administrators, and Guests.

My name is Joyce Overly, and I am the Clarion APSCUF Chapter President. I come before you today with a brief but important message: The faculty is not OK. We came out of the upheaval associated with pandemic teaching only to face more confusion and uncertainty from consolidation. The work of (to borrow an overused phrase) “building the plane while you’re flying it” is not only extensive, it is demanding because of the importance of getting it right for the future of PennWest.

There’s a phrase we use in computational chemistry, *ab initio*, which refers to the calculation of molecular structures and properties “from the beginning” or starting from the very basic quantum mechanical equations that describe atoms and molecules. In a sense, we are doing the same in constructing the policies, procedures, and curriculum that will constitute PennWest. July 1 was the official start of PennWest, but we have a long way to go to have a true “New U” with a new shared identity and culture.

For faculty members, and not only those who are department chairs, department leaders, members of the Interim Curriculum Committee, and other faculty leaders, this is an unsustainable workload that has thrown work-life balance out the window. Our chairs, in particular, are at or past the breaking point. In addition to the heavy workload, there is the compounding issue of lack of clarity in roles and responsibilities at PennWest. When a faculty member has a concern, it’s difficult to know who to go to or what the correct answer is.

I’m not saying all of this to garner sympathy. I know that this consolidation process has been challenging for everyone. But I need you to know that the faculty is not OK right now. I look forward to the day when we reach a new equilibrium at PennWest where faculty members are able to put their primary effort back into the teaching and mentoring of students, the part of being a professor that brings joy, but we are far from that point.

In solidarity,



October 2022

www.apscuf.org/clarion

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FALL 2022 MEETINGS
(Please mark your calendars!)



EXECUTIVE COMMITTEE (EC) @ 3:30 pm

- Tuesday, October 18
- Tuesday, November 1
- Tuesday, November 15
- Tuesday, November 29

DEPARTMENTAL REP COUNCIL (DRC) @ 3:30 pm

- Tuesday, November 8

LEGISLATIVE ASSEMBLIES (LA)

- February 2-5, 2023 (Sheraton, Harrisburg)
- April 13-15, 2023 (Sheraton, Harrisburg)

GENERAL MEMBERSHIP MEETINGS

- APSCUF's Holiday and End-of-Semester Gathering, Thursday, December 8 @ 4:00 pm at Clarion River Brewing Company

PRE-MEET & DISCUSS & MEET & DISCUSS

- *Friday, October 21 @ 2:00 pm – “Core Group” Pre-Meet & Discuss
- * Friday, September 28 @ 1:00 pm (Pre-Meet) & 2:00 pm (Meet & Discuss)
- *Friday, November 11 @ 2:00 pm – “Core Group” Pre-Meet & Discuss
- * Friday, November 18 @ 1:00 pm (Pre-Meet) & 2:00 pm (Meet & Discuss)
- *Friday, December 9 @ 2:00 pm – “Core Group” Pre-Meet & Discuss
- *Friday, December 15 @ 1:00 pm (Pre-Meet) & 2:00 pm (Meet & Discuss)

NOTE: The Clarion APSCUF office will be closed from Monday, October 24 through Friday, October 28th.

CONTRACT NEGOTIATIONS

With our Collective Bargaining Agreement ending June 30, 2023, Negotiations has begun! Know that Negotiations Survey's went out to all APSCUF faculty and coaches' members on Wednesday, October 12 to faculty and coaches' campus emails through *Survey Monkey*. Survey participation will be closed at 4:30 pm on **Thursday, October 20**. With these surveys, APSCUF will examine members' opinions about items to pursue or protect during contract negotiations. All feedback is desired but your comments in the open-ended section are especially valuable. As a member, you have a voice which we encourage you to participate in this survey.



Fall 2022 Supplemental Payments (see pages 6-8)
Overload & Related Payments - November 4, 2022, paycheck
Distance Education - December 2, 2022, paycheck



WELCOME New Clarion APSCUF Members!!

- ❖ **Andrew Ortega - Performing Arts (Music)**
- ❖ **Karl Jacobson - Performing Arts (Theater)**
- ❖ **Melisa Stoner - Nursing**

APSCUF Membership is open to ALL active faculty and coaches - Tenured, Tenure-Track, Full-time Temporary, and Part-time Temporary. APSCUF is the sole voice for protecting the rights of faculty and coaches giving you the best working environment possible. Be an active and contributing member. Get involved today!

Clarion APSCUF Sick Leave Bank Policy



Any faculty or coach member may request days from the Sick Leave Bank using the “APSCUF Sick Leave Bank application form”. Such days will be awarded with appropriate medical documentation showing the needs for days. All faculty or coaches must use all of their own accumulated leave before days are provided from the Bank. There will be a limit to each single request according to the following:

If the request for days to be provided by the Sick Leave Bank occurs in the fall semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that academic year, including fall and spring semester.

If the request for days to be provided by the Sick Leave Bank occurs in the spring semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that calendar year.

Adopted by Clarion APSCUF, November 14, 2006

HELP GET OUT THE VOTE NOVEMBER 8th!

Dear Fellow APSCUF Members,

Please help “get out the vote” this November 8th. Please feel free to share the information about voting to your students.

Elections in a pluralistic democratic society are vital to our health, welfare, and success.

If you want school to cost less – vote.

If you want your voice heard – vote.

It is exceptionally difficult to create a multiethnic, diverse, and peaceful democracy. In fact, it has never been done. Colleges and universities are more than job engines. They are places where we do the hard work of trying to build a better America and world. Voting is an important part of that work. Please help to get out the vote by sharing this flyer with your students.

If you have questions about voters’ registration and deadlines, the flyer on **page 9** can direct you to the answers, and the QR code will allow you to register to vote.

In Solidarity,
Joseph Croskey, Clarion APSCUF CAP Chair
Jon Touster, Clarion APSCUF Legislative Officer
Jackie Knaust & Andy Lingwall, Clarion APSCUF Mobilization Committee Co-Chairs

THE IMPORTANCE OF THE 2022 ELECTION



All 203 of our Pennsylvania State House seats, 25 of our Pennsylvania Senate seats, and the governorship will be up for election in 2022. To register to vote, scan the QR code to the left.

... or visit <https://www.pavoterservices.pa.gov/pages/VoterRegistrationApplication.aspx>



PLEASE NOTE: If you are thinking about retiring, check out APSCUF’s “Pre-Retirement Checklist” on the following pages. This checklist should only be used as a guideline. All faculty/coaches contemplating retirement should consult with their retiree handbook from either SERS or PSERS. Those enrolled in TIAA-CREF should have their portfolios in order. In addition, faculty/coaches should have a copy of the current Collective Bargaining Agreement (CBA) between APSCUF and the State System of Higher Education and the current State System Employees Benefit Booklet to consult as a reference in making this decision. For additional information about retirement, go to [Forms & Benefits | APSCUF](#) and scroll to the very bottom of the webpage under the heading **RETIREMENT**.



PRE-RETIREMENT CHECKLIST

- ☐ Select an anticipated date of retirement and begin to contemplate pension options.
- ☐ Check beneficiary information.
- ☐ Contact your retirement and/or investment counselor. SERS members need only call 800-633-5461 to be connected with their local counseling center or visit www.sers.pa.gov. PSERS members should contact PSERS directly at 888-773-7748 or visit www.psers.pa.gov. For those enrolled in an ARP, contact:
TIAA: 800-842-2252 or <https://www.tiaa.org/public/tcm/passhe>
Fidelity: 800-343-0860 or <https://nb.fidelity.com/public/nb/passhe/home>
VALIC: 800-448-2542 or <https://passhe.valic.com/home>
- ☐ Contact your human resource office.
- ☐ Confirm credited/Commonwealth/State System years of service.
- ☐ Certify any outstanding qualified service time **while in active status**. No payment is required to purchase the value of this service during active service. The amount owed can be subtracted from the pension.
- ☐ CBA health retirement requirements for faculty to retain member lifelong health benefit (Annuitant Health Care Plan) coverage include one of the following (note: coaches have slightly different criteria):
 - Hired prior to Fall Semester 1997:** Age 60 with at least 10 years of *credited* service; any age with 25 years of *credited* service; any age with five years of *credited* service with an approved disability retirement.
 - Hired Fall Semester 1997 to June 30, 2004:** Age 60 with at least 15 years of Commonwealth/State System service; any age with 25 years of Commonwealth/State System service; any age with five years of Commonwealth/State System service with an approved disability retirement.
 - Hired on/after July 1, 2004:** Age 60 with at least 20 years of Commonwealth/State System service; any age with 25 years of Commonwealth/State System service; any age with five years of Commonwealth/State System service with an approved disability retirement.

*Credited service includes years of service credited by SERS, PSERS, or ARP and may include purchased service. Commonwealth/State System does not include employment with a public school (pre-K, K-12).

Please note: Your spouse and/or eligible dependents are only entitled to your State System health benefit package as long as you are alive. The Surviving Spouse Act provides the right to purchase your package from the State System for your spouse only.
- ☐ ALL annuitants must draw a pension check (annuity) from their retirement plan in order to receive the health benefit coverage. Those retiring on or after October 20, 2005, are permitted to waive enrollment under the retirement health package IF THEY ARE COVERED UNDER ANY OTHER HEALTH INSURANCE. If the health package is waived at retirement, retirees may enroll during an open enrollment period or upon loss of their current coverage.
- ☐ ALL annuitants must draw a pension check (annuity) from their retirement plan as one of the criteria to be eligible to obtain sick leave buy-out benefits. In addition, the member must be retiring at 60 years of age or more with five years of Commonwealth/State System service or under 60 years of age with at least 25 years of Commonwealth/State System service (may include periods in other positions other than a faculty/coach).

- ☐ PA Faculty Health and Welfare Fund benefits will terminate on the last day of the month following your month of separation. Schedule any dental and vision services for which you are eligible prior to the termination date. Those retiring on or after November 1, 2005, may qualify for COBRA coverage.
- ☐ Coaches dental and vision plans will terminate per the Management Supplemental policy. Check with the local human resource office about COBRA rights.
- ☐ All eligible APSCUF members joining APSCURF have the option to enroll in APSCURF's dental and vision plans. Visit APSCURF's website for additional information.
- ☐ Employer purchased life insurance will terminate upon your retirement. Please check with the local human resource office for conversion rights should you want to continue coverage.
- ☐ If you qualify for the Annuitant Health Care Plan (AHCP), coverage will be the PPO plan until you reach Medicare eligibility. The annuitant health plan carries the same Rx drug plan as the active plan.
- ☐ On the first day of the month in which you become Medicare eligible, Medicare Part A and B become your primary insurance carrier. The CBA provides you with supplemental coverage under Highmark Blue Shield's Medicare Complement Plan/Signature 65. Your Rx coverage will be under the Major Medical plan which requires you to purchase your prescriptions and manually submit to Highmark for reimbursement. Those who retired on or after July 1, 2005, will have an employee health contribution assessed on their health plan premium in retirement based on the date of retirement per the CBA in place at that time. Please note that if you are Medicare eligible or will be at retirement, you will need to enroll in Medicare THREE MONTHS prior to your retirement month so that Medicare is in place when your AHCP begins. Check with the local human resource office to determine the date when your active coverage will transfer to the AHCP coverage.

The PASSHE decided not to include the health care reform mandates under the AHCP so the benefits vary somewhat when you transfer to the annuitant PPO plan. The biggest change affects dependents age 19-25. Those who are not enrolled as a full time student will lose their eligibility under the AHCP. A full time student certification form is required for those still enrolled full time.

- ☐ Contemplate purchasing a long-term nursing care policy. The benefit package provided to you does not cover custodial, intermediate or assisted living services. APSCURF has a recommended plan and you should check with your insurance agency for comparison. Visit APSCURF's link on the APSCUF website for more details about the retired association benefits and other useful links.
- ☐ Annuitants can only return to Commonwealth service for a period of 95 days under the Emergency Hire guidelines.

This checklist should only be used as a guideline. All APSCUF members contemplating retirement should consult their SERS or PSERS retiree handbook. Those enrolled in one of the ARPs should have their portfolios in order. Additionally, faculty should have a copy of the current CBA between APSCUF and PASSHE and the current PASSHE Employee Benefit Booklet to consult as a reference in making this decision.

September 16, 2022

Dear APSCUF Local Chapter Offices:

Greetings everyone!

Attached for your review are the instructions from the Chancellor's Office to the University Human Resource Directors regarding authorization for **Fall 2022 Overload/Related Payments and Distance Education Payments**. Independent Studies are not paid until after the faculty member submits students' final grades.

Please make your faculty aware of the attached/following dates and deadlines:

OVERLOAD AND RELATED PAYMENTS

According to the attached instructions, overload and related payments must be submitted locally between now and **by no later than October 14, 2022**.

Overload and related payments will be included in the November 4, 2022 paychecks.

If a faculty member has not received an overload payment in his or her November 4, 2022, paycheck, there are three likely possibilities: either (1) the faculty member has not yet earned credit overload (see explanation below); or (2) the paperwork to authorize the payment was not sent to your Payroll Office; or (3) your Payroll Office has questions about the paperwork.

In any case, please keep in mind that the affected faculty member will have forty (40) days from November 4, 2022 to file a grievance if he or she has not received an overload payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **December 14, 2022**, in order to be considered timely.

Please remember that most faculty members who teach 15 credits in the fall do not earn credit overload in the fall even if they are scheduled to teach 12 credits this spring, as their workload could be modified to 9 credits in the spring, making them ineligible for overload compensation. If the faculty member actually does teach 12 credits this spring, he or she will have then earned the credit overload this spring.



DISTANCE EDUCATION PAYMENTS

According to the attached instructions, distance education payments must be submitted locally between now and **by no later than November 10, 2022**.

Distance Education payments will be included in the December 2, 2022 paychecks.

If a faculty member has not received a distance education payment in his or her December 2, 2022, paycheck, either the paperwork to authorize the payment was not sent to your Payroll Office or your Payroll Office has questions about the paperwork. In any case, the affected faculty member will have forty (40) days from December 2, 2022 to file a grievance if he or she has not received a distance education payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **January 11, 2023** in order to be considered timely.

I recommend that you contact the administrators on your campus who are responsible for entering this information to make sure that the input of both forms of compensation are done in a timely manner.

If you have any questions regarding this matter, please call or email me.

Sincerely,

Mary Rita DuVall
Head of Labor Relations
STATE APSCUF



Dixon University Center | Office of the Chancellor | 2986 North Second Street | Harrisburg, PA 17110-1201 717-720-4000 | www.pashe.edu

Memorandum

VIA ELECTRONIC EMAIL

TO: University Human Resource Directors
FROM: Phillip Amarante
System Payroll Director
DATE: September 12, 2022
RE: 2022 Fall Supplemental Payments

This is to provide the schedule for fall, 2022 supplemental payment submission and processing, except for independent study, which is not paid until after the faculty member submits students' final grades.

Overload payments will be included in the **November 4, 2022**, pay if the schedule is followed.

1. Overload and related payments should be submitted locally between now and October 14, 2022
2. Local review and preparation for input is October 14, 2022, through October 26, 2022. This period allows these payments to be prepared, checked for completeness, and checked again for accuracy before input into the human resource system.
3. The input window is October 19, 2022 through October 26, 2022.

The System Payroll office will conduct a random post-audit of overload payments. You will be notified of records selected for audit, at which time all supporting documentation should be forwarded for review.

Distance Education payments will be included in the **December 2, 2022** pay, if the schedule is followed:

1. Distance Education payments should be submitted locally between now and November 10, 2022.
2. Local review and preparation for input is November 11, 2022, through November 22, 2022. This period allows these payments to be prepared, checked for completeness, and checked again for accuracy before input into the human resource system.
3. The input window is November 14, 2022 through November 22, 2022.

Please direct overload and distance education processing questions to Payroll Operations at (717) 720-4195, and Labor Relations' questions to (717) 720-4150.

PA

c: Payroll Directors
M.R. DuVall, APSCUF

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All 203 of our Pennsylvania State House seats, 25 of our Pennsylvania Senate seats, and the governorship will be up for election in 2022. To register to vote, scan the QR code to the left.

... or visit <https://www.pavoterservices.pa.gov/pages/VoterRegistrationApplication.aspx>

I have general questions about the 2022 election in Pennsylvania.

[VOTESPA.COM](https://www.votspa.com)

I think I am registered to vote, but I want to check my status.

[WWW.PAVOTERSERVICES.PA.GOV/PAGES/VOTERREGISTRATIONSTATUS.ASPX](https://www.pavoterservices.pa.gov/pages/VoterRegistrationStatus.aspx)



Scan this QR code to check your voter-registration status.

I am a college student and want additional voting information.

[WWW.VOTESPA.COM/VOTING-IN-PA/PAGES/ COLLEGE-STUDENT.ASPX](https://www.votspa.com/Voting-In-PA/Pages/College-Student.aspx)

I want to register to vote. (Register by Monday, Oct. 24, to vote in the Nov. 8 general election.)

[WWW.PAVOTERSERVICES.PA.GOV/PAGES/VOTERREGISTRATIONAPPLICATION.ASPX](https://www.pavoterservices.pa.gov/pages/VoterRegistrationApplication.aspx)

I am unsure who my state representative, my state senator or my representative in Congress is.

[WWW.LEGIS.STATE.PA.US /CFDOCS/ LEGIS/HOME/ FINDYOURLEGISLATOR](https://www.legis.state.pa.us/cfdocs/legis/home/findyourlegislator)

I have questions about voting rights in Pennsylvania.

[WWW.VOTESPA.COM/YOUR-RIGHTS/PAGES/ DEFAULT.ASPX](https://www.votspa.com/Your-Rights/Pages/Default.aspx)

I plan to vote in person on Nov. 8. What should I know about poll locations?

[WWW.VOTESPA.COM/VOTING-IN-PA/PAGES/VOTING-AT-A-POLLING- PLACE.ASPX](https://www.votspa.com/Voting-In-PA/Pages/Voting-At-A-Polling-Place.aspx)

I would like to vote by mail-in or an absentee ballot.

[WWW.VOTESPA.COM/VOTING-IN-PA/PAGES/ MAIL-AND-ABSENTEE- BALLOT.ASPX](https://www.votspa.com/Voting-In-PA/Pages/Mail-And-Absentee-Ballot.aspx)

I want to host a voter-registration drive.

[WWW.VOTESPA.COM/RESOURCES/ DOCUMENTS/PA-VOTER- REGISTRATION-GUIDE.PDF](https://www.votspa.com/Resources/Documents/PA-Voter-Registration-Guide.pdf)

OTHER IMPORTANT DEADLINES IN PENNSYLVANIA:

OCT. 24: Last day to REGISTER before the November election

NOV. 1: Last day to apply for a mail-in or civilian absentee ballot

NOV. 8: Last day for County Boards of Elections to receive voted mail-in and civilian absentee ballots (must be received by 8 p.m.)

NOV. 8: GENERAL ELECTION Polls are open from 7 a.m. to 8 p.m.