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**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, Barry Sweet, t/b/d**; Coaches President – **Heath Calhoun**; Coaches Vice President – **Doc Neiman**; Coaches Alternate – **Keith Ferraro**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus Rep – **Renee Bloom**; CAP – **Nripendra Singh**; 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 & Discus Team: **Heath Calhoun, Doc Neiman, Keith Ferraro, Eric Laughlin, Joyce Overly & Mark Kilwein**

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### The President's Message...

Dear Colleagues,

Our current collective bargaining agreement expires on June 30, 2023, and APSCUF is currently in negotiations with PASSHE for a new contract. Once the contract expires, there exists the possibility of a strike, should negotiations break down.

I believe we will go on strike. Do I know something I'm not sharing? Well, sort of. I know that we must believe we will go on strike in order to pull off a successful strike, should one be needed. I also know that the very act of preparing for a strike makes it less likely that one will be needed. If our Negotiations Team knows we're ready, and the Chancellor knows we're ready, that changes the whole negotiations dynamic.

Are we actually going to go on strike? That depends on how things go in negotiations over the next several months. It also depends on how PASSHE fares in this year's state budget. No one can predict those things.

Stay calm! There is no imminent strike. But APSCUF must prepare by updating strike manuals and picket plans. The rank-and-file membership of APSCUF must be educated about negotiations and any possible job action. In the fall semester, if there is no contract, APSCUF will hold strike training, and our local APSCUF office will be moved to an off-campus location. These steps and others need to happen before a strike is called. You can start preparing now by sending your off-campus email and phone number to Jan Walters at [jwalters@apscuf.org](mailto:jwalters@apscuf.org). You can prepare by attending APSCUF membership meetings and reading local and state newsletters. You can sign up for [negotiations updates](#) to get up to the moment information whenever there are new developments. For more detailed information about preparing for a strike, you can view an excellent and thorough [slideshow](#) from Seth Kahn from West Chester University.

Are we going on strike? No one knows. But I am ready to, and you need to be ready as well.

In solidarity,



**SPRING 2023 MEETINGS**  
(Please mark your calendars!)



**EXECUTIVE COMMITTEE (EC) @ 3:30 pm**

- Tuesday, April 18 (Ken Mash campus visit)  
\*April 18 & 19 – General Spring Elections

**PRE-MEET & DISCUSS & MEET & DISCUSS**

- Friday, April 28 @ 2 pm (Meet & Discuss)
- Thursday, May 26 @ 1 pm (Meet & Discuss)
- Thursday, June 29 @ 1 pm (Meet & Discuss)

**GENERAL MEMBERSHIP MEETINGS**

- APSCUF's End-of-Semester Gathering/Retirement Celebration, Thursday, May 4, 2023 @ 4:00 pm at CRBC

**SUMMER SCHOOL PAYMENTS FOR 2023**

**FIRST 5-WEEKS: JUNE 30, 2023**

**SECOND 5-WEEKS: JULY 28, 2023**

**FIRST 7-WEEKS: JUNE 2, 2023**

**SECOND 7-WEEKS: JULY 28, 2023**

**FULL 14 WEEKS (INCL. INTERNSHIPS) 1<sup>ST</sup> HALF: JUNE 2, 2023**

**FULL 14 WEEKS (INCL. INTERNSHIPS) 2<sup>ND</sup> HALF: JULY 28, 2023**

**CHAIR/DISTANCE Ed/ADJUSTMENTS: AUGUST 11, 2023**



**REMINDER TO FACULTY: 20/26 ANNUAL PAY OPTION WINDOW APRIL 1st THRU APRIL 30th**

Nine-month pay 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, 2023 to April 30, 2023. The change will be effective for the first paycheck of the Fall 2023 semester which will be on September 22, 2023.

If you so choose to change your option, please complete the 20/26 Pay Option form through *HR Connect* on the PASSHE website between April 1 and April 30th.

**NOTE:** This is the only opportunity to make this change during this academic year. Any questions on this, please contact our Human Resources office through *HR Connect*.



***WELCOME New Clarion APSCUF Members!!***

- ✚ ***Erin Lewis – Communication & Journalism***
- ✚ ***Brianna Miluk – Communication, Science & Disorders***
- ✚ ***Coach Andrew Vonada – Strength & Conditioning***



**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!***



**In solidarity,  
please join us for the**

*End-of-the Semester  
Gathering  
AND  
Retirement Celebration*

**Clarion APSCUF invites you to stop in to enjoy the  
company of your colleagues as we celebrate the  
end of a long semester and our retirees**

Thursday | May 4 | 4:00pm

at

**Clarion River**

— BREWING COMPANY —

600 Main St, Clarion PA 16214





## A Healthy U Reminder –

### Time is Running Out to Save Money on Your Health Insurance

The deadline to complete the *Healthy U* requirement is only eight weeks away! **Not completing the requirement means you will pay a 10% penalty on your healthcare premiums for the period July 1, 2023 – June 30, 2024.**



According to Sharecare, the PASSHE-approved vendor for the *Healthy U* program, you and/or your enrolled spouse/domestic partner, if applicable, have not yet completed the RealAge® Test. Completion of this health assessment is the only step needed to satisfy the requirement for the upcoming year.

**NOTE: There is no *Healthy U* requirement in retirement. Anyone retiring on or before June 30 won't be adversely impacted by not completing the RealAge Test.**

Remember that PASSHE does not send confirmation emails when the *Healthy U* requirement has been met. You may verify completion by logging into your Sharecare account at [mycare.sharecare.com](http://mycare.sharecare.com) and clicking on the Achieve icon, and then Rewards.

Questions? Complete information about the Healthy U program is available at [www.passhe.edu/healthyu](http://www.passhe.edu/healthyu).

You may also contact Human Resources or reach out to [Bim Arthun](#) in APSCUF Membership Services at 800-932-0587, Option 1.



In conjunction of PennWest University Clarion’s Earth Week event, and in cooperation with Student Senate and the League of Women Voters of Clarion County, APSCUF is co-sponsoring a nonpartisan *Student Voter Registration* table on Thursday, April 20 from 11:00 am till 2:00 pm in Gemmell Student Center Multi-Purpose room.

We are in need of APSCUF members to volunteer to come to Gemmell Student Center’s MPR for an hour to encourage students to register to vote. All voter registration information will be provided, we just need your help to encourage students to register.

Will you consider volunteering an hour of your time? Please email Jan Walters at [jwalters@pennwest.edu](mailto:jwalters@pennwest.edu) and indicate the time slot that would work for you. We would like at least two APSCUF members per shift.

Thank you for your consideration!

Ellen Foster, Clarion APSCUF Executive Committee Member  
Chair of the Student Voter Registration Table



## **SPRING 2023 GENERAL ELECTIONS**

The Spring 2023 General Election for APSCUF Offices & Committees will be held on Tuesday and Wednesday, April 18 and 19 through Survey Monkey. The University-wide Tenure and Promotion Contractual Committee elections will be held on Tuesday thru Thursday, April 18-20, again, through *Survey Monkey*. There will be two separate ballots.



The appropriate ballot will be sent to your campus e-mail address on Tuesday, April 18 at 6:00 am. You must complete and submit your APSCUF ballot by on Wednesday, April 19 at 4:00 pm; and Thursday, April 20 at 4:00 pm for the University-wide Contractual Committee elections. At those times, polls will be closed.

***NOTE: There will be two separate Ballots sent through Survey Monkey to your PennWest email – an APSCUF Ballot and an University-wide Contractual Committee Ballot.***



For your review, below are the slate of candidates/positions open/terms that will be on the ballot. Also, we have included in this newsletter the candidate statements that were submitted. (See pages 6-8)

If you have any questions regarding the process of these elections, please contact Rachel Newbury, Chair of the Nominations & Elections Committee. In advance, thank you for your participation in these elections.

APSCUF Nominations & Elections Committee:

Rachel Newbury (Chair), Natasha Dias, Lana Smith, Briana Steele, Laurie Bladen

### **SLATE OF CANDIDATES FOR THE 2023 GENERAL SPRING ELECTION**

#### **APSCUF OFFICES & COMMITTEES:**

**President: (1 two-year term)**

- Joyce Overly

**Vice President: (1 two-year term)**

- Mark Kilwein

**Secretary: (1 one-year term)**

- Robin Bilan

**Treasurer: (1 one-year term)**

- Xiaofeng Li

**Delegate to Legislative Assembly:  
(1 two-year term)**

- Lacey Fulton
- Lorie Taylor

**Alternate Delegate to Legislative Assembly:  
(2 two-year term)**

- Cristin Leahy
- Eric Lewis
- Rachel Newbury
- Nripendra Singh

**Nominations & Elections Committee:  
(2 two-year term)**

- Sheila Kazar
- Eric Lewis

**Venango Campus Representative:  
(1 one-year term)**

- Renee Bloom

**Coaches President: (1 two-year term)**

- No Candidates-Write-In option available

**Coaches Vice President: (1 two-year term)**

- No Candidates-Write-In option available

**Coaches Alternate: (1 two-year term)**

- Keith Ferraro (Wrestling)

**Coaches Grievance Chair: (1 two-year term)**

- Eric Laughlin (Women's Track & Field)

## **PENNWEST UNIVERSITY-WIDE**

### **TENURE & PROMOTION COMMITTEES**

#### **Tenure Committee:** **(1-three year)**

- **Donna Falsetti - Nursing**
- **Rachel Newbury - University Libraries**
- **Laurie Pierce - Nursing**

#### **Promotion Committee:** **(1-three year; 1-one year; 1-Alternate)**

- **Robin Bilan – Nursing**
- **Cristin Leahy – Special Education**
- **Amy Shannonhouse – Education**

## **2023 SPRING ELECTIONS**

### **CANDIDATES' STATEMENTS**

(Please note that not all candidates submitted statements.)



### **APSCUF OFFICES & COMMITTEES**

#### **CHAPTER PRESIDENT: (1 two-year term)**

##### **Joyce Overly – Chemistry, Mathematics & Physics**

*I am in my third year serving as Chapter President of Clarion APSCUF, and I'm seeking re-election to another term. I began my presidency in the summer of 2020 and led the chapter during the pandemic and the consolidation. To say it has been a challenging time for all concerned would be a vast understatement! During the pandemic, I represented the faculty's interests in issues such as support for remote teaching, tenure and promotion application processing, and masking requirements. The consolidation has brought up questions and decisions about tenure, promotion, and sabbatical policies, creation of new curricula and curricular policies, campus transfer opportunities, multi-modal instruction, and many other concerns. I have met frequently with the Edinboro and California Chapter Presidents to coordinate Meet & Discuss and other aspects of chapter operations. I have persevered through the consolidation this far and am determined to see it through. I would appreciate your vote!*

#### **VICE PRESIDENT: (1 two-year term)**

##### **Mark Kilwein - Counseling, Human Services, Rehab & Criminal Justice**

*I am asking for your vote to be re-elected as Clarion APSCUF Vice President. It's been a difficult time for all of us as part of a consolidating university. The role of APSCUF is more important than ever as so many past procedures have to be renegotiated for Penn West. It's a been a busy and demanding couple of years for those of us on the local meet and discuss team. I take my responsibilities as VP seriously and I want to continue to serve. Your support is much appreciated.*

#### **TREASURER: (1 one-year term)**

##### **Xiaofeng Li – Library Science**

*Greetings! My name is Xiaofeng Li, and I am an Assistant Professor in the Department of Library and Information Science. I have been fortunate enough to serve as APSCUF Treasurer for the past two years. With Jan's guidance, I have gained invaluable experience serving as the Treasurer and have learned the responsibilities of this role well. I am eager to continue serving APSCUF in this capacity. Thank you for considering my candidacy.*

**SECRETARY: (1 one-year term)**

**Robin Bilan - Nursing**

**DELEGATE TO LEGISLATIVE ASSEMBLY: (1 two-year term)**

**Lacey Fulton – Communications & Journalism)**

**Lorie Taylor – Special Education**

*My name is Lorie Taylor and I am running for the position of Delegate to Legislative Assembly in the upcoming election. This is my 20<sup>th</sup> year as a member of the Special Education Department at Clarion University. Since starting here I have had the opportunity to serve the university by being on a variety of university, college, and departmental committees. I have served as a delegate and alternate delegate for many years, and I am interested in continuing to represent PennWest University at Clarion during these tumultuous times to give back to the union and the University. I would be honored to be a part of a group that is vital to the continued success and growth of our university. I am committed to APSCUF and look forward to the opportunity to serve. I would appreciate your support in allowing me to do so.*

**ALTERNATE DELEGATE TO LEGISLATIVE ASSEMBLY: (3 two-year term)**

**Cristin Ketley – Special Education**

*As I complete my seventh academic year as an Associate Professor in the Department of Special Education, I am looking to continue my service to the university community and APSCUF. I have become more involved in political action, which can support the APSCUF membership and serve in ways that can educate me more fully on the inner workings of our processes and procedures. I have enjoyed this involvement; supporting our members and the university is important to carry on our long-standing strength and leadership. I appreciate your consideration.*

**Eric Lewis - Chemistry**

*My name is Dr. Eric Lewis and I am currently running for multiple positions for the Spring APSCUF General Election.*

*Since being hired in 2014, I have been involved in numerous departmental and University-wide committees. And with the ever-shifting landscape of our university structure, I think we can all agree that we are TIRED. Personally, I'm tired of seeing my colleagues and myself put in monumental efforts, only to be completely crushed with a few keystrokes in an email.*

*I believe we must have more faculty representation in critical positions of administration and that will be blunt with administration in addressing our needs. It is this I wish to carry into more elected levels. I firmly believe that to maintain a strong relationship with faculty, administration, and students, we must continue to have representation willing to work for the betterment of our students. I am looking forward to continuing the strong traditions that my colleagues have perpetuated and appreciate your vote in this election. Thank you.*

**Rachel Newbury – Libraries**

*Hello, my name is Rachel Newbury, Assistant Professor and Librarian, and I am in my third year as a member of the APSCUF Executive Committee. I currently serve as Nominations & Elections Chair, and Clarion Co-chair of the University-wide Tenure Committee. I am running for Alternate Representative to Legislative Assembly in the hope that I may continue to support our PennWest-Clarion faculty, not just locally, but also at the state level. Thank you for your consideration.*

**Nripendra Singh – Management & Marketing**

*I am Dr. Nripendra Singh from Marketing & Management Department. As an alternate delegate last year I participated at the legislative assembly virtually and on April 13-15, 2023 I am going to attend in person to represent Clarion APSCUF. I would like to continue my efforts to support Clarion APSCUF and therefore I am requesting you to kindly vote for me to again serve Clarion APSCUF as an alternate delegate. Thank you.*

**VENANGO CAMPUS REPRESENTATIVE: (1 one-year term)**

**Renee Bloom – Human Services, Rehab, Health & Sport Sciences**

*I am running for the position of Venango representative because of the experience I have at Venango Campus and my knowledge of Venango students, faculty, staff, and programs. I would appreciate the opportunity to continue serving my Venango faculty colleagues in the role of Venango representative. Thank you for your consideration.*

**NOMINATIONS & ELECTIONS COMMITTEE: (2 one-year term)**

**Sheila Kazar - Geosciences**

**Eric Lewis – Chemistry**

*See Alternate Delegate to Legislative Assembly statement.*

**COACHES APSCUF OFFICES**

**Coaches President: (1 two-year term)**

**No Candidates - Write-In Option will be available**

**Coaches Vice President: (1 two-year term)**

**No Candidates - Write-In Option will be available**

**Coaches Alternate: (1 two-year term)**

**Keith Ferraro – Head Wrestling Coach**

**Coaches Grievance Chair: (1 two-year term)**

**Eric Laughlin – Head Women’s Cross-Country Coach**



# APSCUF/CAP

ASSOCIATION OF PENNSYLVANIA STATE COLLEGE & UNIVERSITY FACULTIES  
COMMITTEE FOR ACTION THROUGH POLITICS

APSCUF's **C**ommittee for **A**ction through **P**olitics (APSCUF/CAP) is the political voice for APSCUF faculty and coaches. Since its inception in 1981, CAP has assisted faculty and coaches in making informed political decisions. CAP is a nonpartisan organization that supports candidates who will advocate for APSCUF's goals and priorities. To find out more about APSCUF/CAP, [download the CAP brochure](#).

[Click here](#) (login required) to view APSCUF/CAP's recommendations for the 2022 primary election.

[Click HERE to contribute to CAP](#)

SHOW YOUR SUPPORT: There are several ways to donate to CAP:

- Use your credit card and donate today through [APSCUF's PayPal account](#).
- Download and complete the [Voluntary Payroll Deduction Form](#) to authorize deductions from your paycheck. Once completed, drop the form off at your local chapter office.
- Make out your check to APSCUF/CAP and drop it off at your chapter office or mail to:  
APSCUF/CAP, 319 N. Front St., Harrisburg, PA 17101



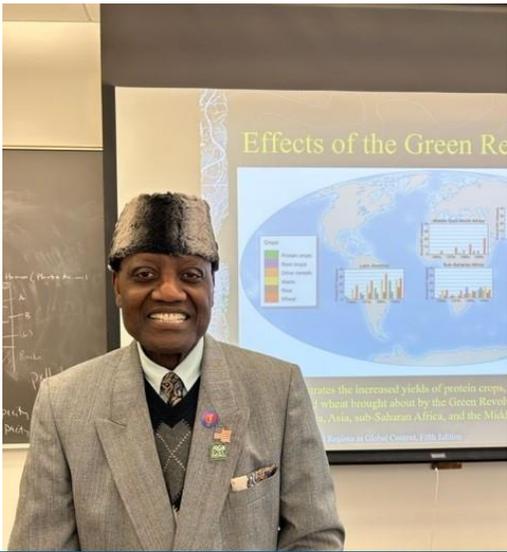
### APSCUF/CAP BENEFITS:

APSCUF/CAP members have the opportunity to attend fundraising events, build relationships with policymakers, make important endorsement decisions, assist candidates who support APSCUF goals, and participate in golf outings to support candidates.

### HAVE QUESTIONS?

Want to know more about CAP, or have a question that wasn't answered? Call APSCUF's director of government relations at 717-236-7486, ext. 3014.





# CONSOLIDATED SOLIDARITY:

They consolidated our universities. Let's consolidate our solidarity.



# APSCUF ... *it pays to belong!*

## Save money with the APSCUF Special Services Program!



### APSCUF Rewards

Thousands of local, state, and national discounts at restaurants and on products and services. The savings add up!



### APSCUF Scholarship

For family member of an APSCUF/APSCURF member in good standing, up to \$3,000 scholarship for the winner.



### BJs Wholesale

Save on new memberships and renewals. This offer is not available in stores.



### Cell Phone Discount

Discounts vary among AT&T and Verizon. Unlimited data plans excluded.



### Home Mortgages & Loans

Special savings with mortgage loans, lines of credit, home equity loans, and personal lines of credit.



### Insurance Products

Preferred pricing through Penn National Insurance and Westfield Insurance for those who qualify.



### Theme Park Discounts

Various discounts available with your educator ID, through APSCUF Rewards, and Working Advantage.



### Vehicle Pricing Program

Be better prepared for your next purchase. Obtain new and used vehicle pricing through APSCUF's N.A.D.A. subscription.



### Working Advantage

Save up to 60% on state and national recreational activities.

## APSCUF Rewards Savings Estimator



*It only takes a few purchases for savings to add up. See how much you and your family can save at [apscufrewards.enjoymydeals.com](http://apscufrewards.enjoymydeals.com)*

### Membership benefits include:

- Representation by APSCUF in unfair labor practices, disciplinary hearings, and workplace grievances.
- Guaranteed voice in negotiations re: tenure, academic freedom, due process, promotion, and salary and benefits.
- Representation with state legislators re: issues impacting PASSHE and higher education.
- Access to local and state APSCUF staff for information and assistance on a variety of topics.
- Access to the Members Only area of the APSCUF website.

# of times/week you eat out for lunch.....	1
# of times you eat out for dinner.....	1
# of times/week you order pizza.....	1
# of movie tickets/month.....	2
# of hotel nights/year.....	7
# of rounds of golf/year.....	2
# of tickets to a theme park/year.....	4
# of tickets to live theater events/year.....	2
# of times you change your oil/year.....	3

*Savings of \$1,451!*

For more information, contact your [local APSCUF office](#), the [Membership Services Department](#), or visit [www.apscuf.org](http://www.apscuf.org).

**Important Notice**

**PROPOSED LOCAL APSCUF BY-LAW CHANGES:** As part of the consolidation of Clarion, California, and Edinboro Universities, the three campus APSCUF chapters have merged their campus Meet & Discuss teams. Shown below are the changes to the Clarion APSCUF bylaws that are necessary to accommodate this new Meet & Discuss format. There will be a short meeting at **11:00 on Thursday, April 27, 2023**, for the purpose of discussing and approving the bylaws change. As required by the bylaws, this notice is being sent to all Clarion APSCUF members two weeks before the vote to approve the bylaws change. Please review the proposed bylaws change and plan to attend the Zoom meeting at <https://pennwest-edu.zoom.us/j/8143932567>. Please don't hesitate to contact Chapter President Joyce Overly with any questions.

### Proposed By-Law Changes

Recommended by Jamie Phillips, Chair, Clarion APSCUF Rules and By-Laws Committee  
April 13, 2023

**Within the Following Article:**

**ARTICLE VII: STANDING COMMITTEES AND CHAPTER OFFICERS**

**Strike the Following:**

**~~Section 10. Meet and Discuss Spokesperson~~**

~~The Meet and Discuss Spokesperson shall prepare the Meet and Discuss agenda for the local Association and shall present the views of the Association to the University administration at the Meet and Discuss meetings.~~

~~A) The Meet and Discuss Spokesperson shall, in cooperation with the Vice President and Chairperson of the Meet and Discuss Team, identify issues that the Association will take to the Meet and Discuss table and shall, prior to the official Meet and Discuss, develop the position of the Association with its team.~~

~~B) When the Meet and Discuss Team has determined its agenda, the spokesperson shall be responsible for submitting that agenda to the university administration.~~

~~C) The Meet and Discuss spokesperson shall serve as the liaison between the Meet and Discuss Team and the Executive Council and shall be responsible for providing appropriate information from Meet and Discuss meetings to the membership of the Association.~~

**Strike the Following:**

**~~Section 11. Chairperson of the Committee for Action through Politics (CAP)~~**

**Add the Following:**

**Section 10. Chairperson of the Committee for Action through Politics (CAP)**

**Strike the Following:**

**~~Section 12. Meet and Discuss Team~~**

~~The Meet and Discuss Team shall represent the Association in formal discussions with the university administration on matters of mutual concern to faculty and administration and on all issues of concern to the university community. It shall be the sole representative of the Bargaining Unit in formal discussions of contractual concerns.~~

~~A) The Meet and Discuss Team shall have as its Chairperson the Vice President of the local Association as provided in Article VI, Section 5 b.~~

~~B) The President shall appoint a Spokesperson according to the provisions of Article VII, Section 1. The duties of the Spokesperson shall be those stated in Article VII, Section 11.~~

~~C) In addition to the President, Vice President, and Spokesperson(s), the local Grievance Chair, shall serve as member(s) of the Meet and Discuss Team(s). After consultation with the Vice President, the Spokesperson(s), and the Grievance Officer(s), the President may appoint such other members to the Meet and Discuss Team(s) as he or she chooses.~~

~~D) The Meet and Discuss Team shall meet no less than once each month at a mutually agreeable time with the university administration and shall meet sufficiently frequently as a Team to ensure full and proper representation of concerns before the administration.~~

~~E) The Chairperson and Spokesperson shall be responsible for preparing reports from Meet and Discuss for the membership.~~

**Add the Following:**

**Section 11. Meet and Discuss**

Section 1: For the purpose of “local meet and discuss” as referenced in the Collective Bargaining Agreement, the meet and discuss team will be composed of four (4) members from each of the three chapters (California, Clarion, and Edinboro). The meet and discuss team shall consist of twelve (12) members.

Section 2: Selection – membership on the meet and discuss team shall consist of the chapter president or their designee and three additional members from each of the respective chapters. The Clarion chapter shall select these three additional members as follows: the chapter vice president, the local grievance chair, and one or two additional members appointed by the president in consultation with the vice president, to make a total of four members.

Section 3: Procedures

- A. Members of the meet and discuss team shall select from among their team a spokesperson who will be responsible for conducting meet and discuss sessions. The spokesperson shall prepare and disseminate the agenda for meet and discuss. In preparing the agenda, local APSCUF may consider items recommended from university administration.
- B. Members of the meet and discuss team shall select a note-taker who may be a member of the team or another individual agreed upon by the team to keep a record of meet and discuss sessions. Copies of meet and discuss records as recorded by the note-taker shall remain confidential, and these copies shall be maintained at each chapter office.
- C. Meet and discuss sessions shall remain closed; however, each chapter president, at their discretion, may invite other members of the bargaining unit to meet and discuss sessions. In addition, each chapter president may, at their discretion, communicate with their respective chapters any topics addressed at meet and discuss.
- D. Other procedures for conducting meet and discuss sessions, including but not limited to discussing topics outside of regularly scheduled meet and discuss sessions, shall be determined by the members of the meet and discuss team.

**Strike the Following:**

~~**Section 13. Departmental Representative Council**~~

**Add the Following:**

**Section 12. Departmental Representative Council**

**Strike the Following:**

~~**Section 14. Gender Issues and Social Justice Committee**~~

**Add the Following:**

**Section 13. Gender Issues and Social Justice Committee**

**Strike the Following:**

~~**Section 15. State APSCUF Officers**~~

**Add the Following:**

**Section 14. State APSCUF Officers**

**Strike the Following:**

~~**Section 16. Standing Committee Chairpersons and Chapter Officers**~~

**Add the Following:**

**Section 15. Standing Committee Chairpersons and Chapter Officers**

**END OF CHANGES**