

Office Phone: 814-227-2420

www.apscuf.org

January 2017

Executive Committee: President – Ray Feroz; Vice President – Joyce Overly; Secretary – Karen Bolinger; Treasurer – Linda Lillard; Delegates – Ray Feroz, Karen Bolinger, Barry Sweet; Jonathan Touster, Uraina Pack; Alternate Delegates – Nancy Clemente, Ellen Foster, Jennifer May, Karl Sprenger, Lorie Taylor; Coaches President – Al Modrzejewski; Coaches Vice President – Sean Esterhuizen; Coaches’ Grievance Chair – Eric Laughlin; Venango Campus – Paul Klenowski; CAP – Joseph Croskey; DRC – Mary Buchanan; Grievance – Mark Kilwein; Health & Welfare – Marilyn Howe; Legislative – Jonathan Touster; Membership – Rhonda Clark; Negotiations – Ray Feroz; Nominations & Elections – Yoojin Ha; Social Justice – Amy Conner-Love; Public Affairs/Relations – Christopher McCarrick; Student Liaison – Naomi Bell O’Neil; Rules & Bylaws – Carey Childers; Mobilization Co-Chairs – Dan Clark & Lorie Taylor; State APSCUF Executive Council – Joyce Overly

The President’s Message...

Dear Colleagues,



Welcome to the spring semester! The first of the year is a great time for a fresh start –
New Year
New Semester
New APSCUF Contract
New US President
New State and Federal legislatures

In short, New Opportunities – and New Challenges.

We live in a world of change. Think about becoming more involved with APSCUF – nominees for elections are currently being solicited. Please consider running for committees and APSCUF offices. You can make a difference!

With the New Year, let’s aim high and make this university, community, nation and world a better place!
Thanks for all that you do. Our collegiality means so much! Have a great semester!

In solidarity,
Ray

WELCOME BACK RETURNING APSCUF MEMBERS!!

Karen Ervin – Library Science

Randall George – Computer Information Sciences

Nancy Hajduk (Hoeft) – Chemistry, Mathematics & Physics

Matthew Marsteller – Library Science

Beth Zboran – Computer Information Sciences



CONGRATULATIONS & BEST WISHES TO OUR RECENT RETIREES!!

Colleen McAleer – Communication Sciences & Disorders

Dave Schlueter - Psychology

Mark Vandyke – Head Swimming Coach



SPRING 2017 MEETING DATES

(Please mark your calendars!)

EXECUTIVE COMMITTEE (EC)

(Rhea Conference Room @ 3:30 pm)

Tuesday, January 31 @ 4:10 pm

Tuesday, February 14

Tuesday, February 28

Tuesday, March 21

Tuesday, April 4

Tuesday, April 18 (Spring Elections)

Tuesday, May 2

DEPARTMENTAL REP COUNCIL (DRC)

(Rhea Conference Room @ 3:30 PM)

Tuesday, February 7 @ 4:10 pm

Tuesday, March 7

Tuesday, April 11

SPRING 2017 MEET & DISCUSS (M&D)

Friday, February 3 – Special Meet & Discuss

Tuesday, February 7 – Pre-Meet & Discuss

Friday, February 17 - Meet & Discuss

Friday, March 3 – Pre-Meet & Discuss

Friday, March 10 – Meet & Discuss

Thursday, April 13 - Pre-Meet & Discuss

Friday, April 21 – Meet & Discuss

Legislative Assemblies Spring 2017

*February 9-11, 1017

Wyndham, Gettysburg

*April 27-29, 2017

Toftrees, State College



GENERAL APSCUF & BARGAINING UNIT MEETING is scheduled for **Tuesday, March 28, 2017, @ 3:30 pm** in **250/252 Gemmell Student Center**. This will also include "Meet the Candidates" forum for the 2017 Spring Elections. Please "pencil in" this meeting on your meeting calendar.
NOTE: Spring Elections will be held on **Tuesday, April 18th**.

The Clarion APSCUF Committee for Action through Politics (CAP) Membership Meeting will be held on **Tuesday, January 31, 2017**, immediately following the Clarion APSCUF Executive Committee Meeting in the Rhea Conference Room, approximately at **5:00 pm**. This meeting will include our chapter's CAP Chair election. As per the CAP Constitution and By-laws, the Chapter CAP Chair shall be elected for two-year terms during January of odd-numbers years (January 1, 2017 - December 31, 2019). To vote, you must be a member in good standing and present at the meeting to vote. There will be no absentee ballots for this election. Nominations will be accepted at this meeting.

CAMPUS VISIT: Sara Miller from State APSCUF's Labor Relations Department will be on campus Wednesday, **February 8**. Please feel free to stop by the APSCUF office, Rhea Building, **between 10:30 am - 12:00 pm** to meet Sara. She will be available to answer general contract questions.

ANNOUNCEMENTS & REMINDERS



- **NEW DEPARTMENT CHAIR:** Congratulations and good luck to Steve Harris, new Department Chair of the Department of Biology and Geosciences effective Spring 2017.
- **FACULTY AND COACHES ORIENTATION INTERNSHIP PROGRAM** - Applications are now being accepted from interested APSCUF members. The orientation internship is intended for APSCUF members who have some local APSCUF responsibility and are interested in expanding a working knowledge of the union. It provides opportunities to observe the entire spectrum of union administration and interact with the staff who serves in various capacities. The program is designed to provide an impetus for APSCUF members to prepare for increased local and/or state responsibilities. Internships shall be for a one-week period during the summer months. Please find the application with details inserted in this newsletter.
- **TAX DEDUCTION CHANGES for 2016:** TAX SEASON IS HERE! IF YOU ITEMIZE, PLEASE NOTE THE FOLLOWING 2016 FEDERAL TAX DEDUCTION FOR UNION DUES OR FAIR SHARE PAYMENTS: **EIGHTY-NINE (89%) PERCENT** OF UNION DUES ARE DEDUCTIBLE WHEN FILING YOUR FEDERAL INCOME TAX RETURN. NON-MEMBER FAIR SHARE PAYMENTS EQUATE TO **EIGHTY-NINE (89%) PERCENT** OF UNION DUES AND ALL OF THESE PAYMENTS ARE DEDUCTIBLE. (See memo inserted in this newsletter.)

- **HEALTHY U** participation deadline is **May 31, 2017**. Don't wait till the last minute!
- **CLARION UNIVERSITY APSCUF 2017 FALL SCHOLARSHIPS:** Applications are now available for the *Clarion University APSCUF Fall 2017 Scholarship* to be awarded to six (6) Clarion University currently enrolled students. Applications can be picked up at the local APSCUF Office located in former Rhea Building or at the Venango Campus in Suhr Library and Admissions & Financial Aid office. Or they can now download the instructions and application from the web at: www.apscuf.org/universities/clarion. Deadline for application is **Friday, March 24, 2107 by noon**. We are asking once again for you to please announce this scholarship to your students in your classes along with posting this link in each of your D2L course-sites. In advance, the Scholarship Committee wants to thank you for your assistance. (see inserted flier)
- **2017 STATE APSCUF SCHOLARSHIP: For Family Members of APSCUF/APSCURF Members Only:** State APSCUF is now accepting applications for their annual scholarship program. The scholarship award of \$3,000 will only be presented to one (1) eligible applicant in his/her higher education career in August 2016. An eligible applicant must be a "family member" of an APSCUF/APSCURF member in good standing or an APSCUF staff member and must be enrolled at one of the fourteen (14) state-owned universities. Deadline is **March 3, 2017**. For more information on eligibility and to download the complete application, go to <http://www.apscuf.org/images/PDFs/students/APSCUFStateScholarshipProgram2017.pdf>.
- **ATTENTION NEW FALL 2016 PART-TIME TEMPORARY FACULTY:** If you were a new part-time temporary faculty member for the fall 2016 semester and have returned for the spring 2017 semester, please contact Jan Walters in the APSCUF office for a *PA Faculty Health & Welfare Fund* enrollment card and instructions. YES, you do have some partial vision and dental coverage. This is no cost to you! For detailed coverage for part-time temporary faculty, go to <http://www.pafac.com/ptbenefits.htm>.
- **NEW MEMBERS ONLY SITE:** Are you registered for the *NEW MEMBERS ONLY* site? To get yourself registered, go to www.apscuf.org. (Note that this takes the place of the "old" Members Forum site.) Here is the direct link to the registration page: <http://www.apscuf.org/membersonly/membership-registration/>. There you will find all the information on APSCUF's *Special Services* such as discounts on magazines, rental vehicles, amusement parks, Verizon Wireless, etc. etc.

ATTENTION COACHES: Please note that PASSHE has informed State APSCUF that the retroactive pay, including the negotiated cash payments, will be paid on one of the February pay dates (2/03 or 2/17/17) to eligible coaches. Below is the relevant contractual language from Article 10 of the 2015-2019 Coaches' CBA. I have underlined the eligibility requirements:



Section 3. Fiscal Year 2016-2017



- A. Effective October 1, 2016, COACHES with at least one (1) year of service as of October 31, 2016 will receive a three percent (3.0%) annual salary adjustment. A COACH must be in an active pay status as of the date of ratification by the Board of Governors [*] to receive the above annual salary adjustment.***
- B. Each Regular full-time COACH employed on January 1, 2016 and in an active pay status on the date this agreement is ratified by the Board of Governors[*] will receive a one-time lump sum cash payment of \$1,500.***
- C. Each Regular part-time [**] COACH employed on January 1, 2016 and in an active pay status on the date this agreement is ratified by the Board of Governors [*] will receive a one-time lump sum cash payment of \$750.***

*Board of Governors' ratification occurred on 12/20/16.

**The definition of "Regular part-time COACH" is a COACH who is designated by the UNIVERSITY as less than a full-time COACH and who is expected to work fifty percent (50%) or more.



ATTENTION FACULTY: Pennsylvania's State System of Higher Education ratified faculty and coach contracts during its Board of Governors meeting December 20. Printed contracts are in the works. Meanwhile, you can view the faculty and coaches' contracts on APSCUF website at www.apscuf.org. Direct questions about the contract to Mary Rita Duvall, head of labor relations, at mrduvall@apscuf.org.

Regarding pay increases and other financial adjustments: The State System has informed APSCUF that back pay for the retroactive pay increases should start being paid beginning with January 20th period. Our current understanding is that the pay increases will occur in three increments payouts (steps, general pay increases (Feb 3), supplemental (Feb 17). We'll share more specific details when the State System provides them. Questions? Please contact our local HR office.

APRIL 2017 ELECTIONS

Normally included in the January newsletter are the 2017 Spring Election information and qualifications on positions available for APSCUF Offices, Contractual Committees, and Coaches Positions. Instead, this information will be included with the Nominating Petitions packet that will be sent out through campus mail or via US Postal service to off-campus faculty on February 1st. All Nominating Petitions must be returned by **NOON, FRIDAY, FEBRUARY 24** to YooJin Ha, N & E Chair, c/o APSCUF Office, Rhea Building. Additional nominating petition forms may be obtained from the APSCUF office.

ELECTION CALENDAR 2017



- **Wednesday, February 1:** Nominating petitions sent to faculty and coaches and also available from the APSCUF office
- **Friday, February 24:** Nominating petitions due by **Noon** to YooJin Ha, Chair, Nominations and Elections Committee, c/o APSCUF Office, Rhea Building
- **Monday, March 6:** Candidate Statements due from candidates to publish in the Clarion APSCUF March Newsletter (e-mail to jwalters@clarion.edu)
- **Tuesday, March 7:** Slate of candidates and statements distributed with Clarion APSCUF March newsletter
- **Tuesday, March 28:** "Meet the Candidates" Forum @ 3:30 pm in 250/252 Gemmell Student Center - Candidates introduced; comments and questions
- **Monday, April 3:** Distribution of ballots by interdepartmental mail/US Postal Service
- **Monday, April 17:** Absentee Ballots are due by **Noon** in the APSCUF Office, Rhea Building
- **Tuesday, April 18:**
 - Elections: 9 am till 4 pm
 - Clarion Campus – Carlson Library
 - Venango Campus – Suhr Library



BLOOMSBURG CALIFORNIA CHEYNEY CLARION EAST STROUDSBURG
EDINBORO INDIANA KUTZTOWN LOCK HAVEN MANSFIELD
MILLERSVILLE SHIPPENSBURG SLIPPERY ROCK WEST CHESTER

December 13, 2016

Dear Colleague:

This letter is important to you only if you deduct union dues or fair share payments as an ordinary and necessary business expense on your Federal Income Tax Return. If you do not deduct union dues or fair share payments, you do not need to read any further. If you do deduct union dues or fair share payments, the following is very important.

Since January 1, 1994, an amendment to the Internal Revenue Code prohibits the deduction of that portion of your union dues or fair share payments which is used for lobbying purposes. Mack Gerberich and Associates has advised us that for 2016 the non-deductible percentage of union dues which was used for lobbying was eleven (11%) percent. Therefore, eighty-nine (89%) percent of union dues are deductible. Non-member fair share payments equate to eighty-nine (89%) percent of union dues and all of these payments are deductible.

If you use a professional tax preparer, please remember to provide this information.

Sincerely,

Kenneth M. Mash, Ph.D.
President

KMM:lad



319 N. Front Street, Harrisburg, PA 17101
P (717) 236-7486 TF (800) 932-0587 F (717) 236-1883
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MEMORANDUM

TO: Chapter Presidents

FROM: Kenneth M. Mash, President

DATE: January 3, 2017

Thank you to those Chapter Presidents who have advertised our request for faculty/coach publications for the shelves of our large conference room. It is a great practice that we would love to continue. We also collect recordings made by an individual APSCUF member or a group(s) that a faculty member directs or conducts or other creative works. Please publicize APSCUF's desire to collect these materials on your campus through your newsletter and any other appropriate medium.

This is an ongoing campaign that not only enhances the room but also reflects well on our faculty and coaches. We will send letters of appreciation to acknowledge any gift.

Please communicate this to our faculty and your coaches, and if you have any questions, please feel free to call me.

KMM:lad

cc: Kathryn Morton
APSCUF Chapter Offices



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MEMORANDUM

TO: Chapter Presidents
FROM: Kenneth M. Mash, President 
DATE: January 3, 2017
RE: APSCUF Faculty and Coaches Internship Program

In September 1981, the Legislative Assembly created the APSCUF Faculty Internship Program. The Executive Council amended the guidelines in January 2004 to include coaches. These internships are awarded for the summer months. Please begin to advertise the program for summer 2017.

The internship will be posted on the APSCUF website with an email prompt and it will be material in the newsletter. Please also include this in your local newsletter. A description of the internship program and the application process appears on the reverse side of the application form. Attached is a copy of that form. You may also wish to raise it at your local meetings.

All application forms should be returned to Kenneth Mash, APSCUF President, at the address listed on the application. Please request that applicants send the form as soon as possible in order that scheduling can be done as far in advance as possible.

If anyone is interested in an internship, or if you have any questions, please feel free to contact me.

KMM:lad

Attachment

cc with attachment:

Executive Council
Kathryn Morton



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FACULTY AND COACHES ORIENTATION INTERNSHIP PROGRAM

The orientation internship is intended for APSCUF members who have some local APSCUF responsibility and are interested in expanding a working knowledge of the union. It provides opportunities to observe the entire spectrum of union administration and interact with staff who serve in various capacities. The program is designed to provide an impetus for APSCUF members to prepare for increased local and/or state responsibilities. Internships shall be for a one-week period.

Applications for an APSCUF internship should be sent to the State APSCUF President. The APSCUF President will review applications for the internships and award them to applicants on the basis of the staff's capacity to accommodate an intern at the requested time. All applications should be submitted at least six weeks prior to the date the internship could begin.

The charge for the hotel room and meals at the hotel will be paid directly by APSCUF. An expense voucher will be used for other expenses and travel within the limits of the APSCUF per diem and travel policy up to \$500.00 per week.

Complete the application form in duplicate, sending the original along with application materials to the address shown on the front on this form. Maintain the duplicate for your files.

Approved by Legislative Assembly 9/81
Amended by Executive Council 1/04

--over--

APPLICATION FORM
APSCUF FACULTY AND COACHES ORIENTATION INTERNSHIP PROGRAM

NAME: _____

DATE SUBMITTED: _____

HOME
ADDRESS: _____

HOME
TELEPHONE: _____

UNIVERSITY: _____

DEPARTMENT: _____

UNIVERSITY
ADDRESS: _____

UNIVERSITY
TELEPHONE: _____

UNIVERSITY
EMAIL: _____

APSCUF role(s) and responsibilities at local level: _____

Dates desired for one week orientation internship:

1st choice _____ 2nd choice _____ 3rd choice _____

Comments: _____

Please attach to your application a recent resume and letters from two APSCUF members recommending you for the internship. Also please attach to your application a proposal for any activities you would especially like to engage in while in the APSCUF Office. Staff scheduling will be considered in selecting dates.

RETURN TO: Kenneth M. Mash, President
319 North Front Street
Harrisburg, PA 17101

Date received at State APSCUF Office: _____
--over--