

# Clarion APSCUF Newsletter

Phone: 814-227-2420

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

November 2017

**Executive Committee:** President – **Ray Feroz**; Vice President – **Joyce Overly**; Secretary – **Christopher McCarrick**; Treasurer – **Linda Lillard**; Delegates – **Ray Feroz, Barry Sweet, Jonathan Touster, Annette Rosati, Lorie Taylor**; Alternate Delegates – **Ellen Foster, Jennifer May, Cristin Ketley, Karl Sprenger, Jacqueline Knaust**; Coaches President – **Sean Esterhuizen**; Coaches Vice President – **Al Modrzejewski**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus – **Renee Bloom**; CAP – **Joseph Croskey**; DRC – **Amy Love-Conner/Mary Buchanan**; Grievance – **Mary Buchanan/Mark Kilwein**; Health & Welfare – **Marilyn Howe**; Legislative – **Jonathan Touster**; Membership – **Paul Klenowski**; 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 – **Lorie Taylor & Jacqueline Knaust**; State Temporary Faculty Committee – **Michael Hissam**; State APSCUF Executive Council – **Joyce Overly**

## The President's Message...

Dear Colleagues,

Time flies – here we are in the final third of the fall semester. I hope all is going well with you! Heads up: we will have an end-of semester Holiday Social in town – watch for the announcement!



Since the last Newsletter, we now have a new interim president. APSCUF certainly wishes Dr. Fackler success in his role. He has hit the ground running and we appreciate his communications and the respect that he has already shown to faculty.

Next week faculty will be engaged in the process of ratifying the new one-year CBA. It is a reasonable contract and I recommend your affirmative vote.

On Thursday November 30<sup>th</sup>, Ken Mash, State APSCUF President, will be here. Please plan to join us at the Rhea conference room at 3:00 pm to hear his remarks and Q&A.

Management has asked us to participate in labor-management committees to look at tenure, sabbatical and promotion. I will be speaking with the Executive Committee, Departmental Representative Council members, and the Meet and Discuss team about composition. These are intended to provide a good-faith analysis of these systems with no preconceived agenda. Similarly, our members may have other university systems that also could benefit from such analysis. Advising, CCPS and the Adjunct hiring processes come to mind, but there are certainly other areas. Please let me know if you have any other systems in mind that would be good to review.

Congratulations to our colleagues who were tenured and promoted last year, recognized at the Carlson Library reception today!

Have a great November! Get in some quality time with your loved ones. In this month of Thanksgiving, we can all be thankful for our brothers and sisters and the strength and support we gain from each other here at the university.

In solidarity,  
Ray





**FALL 2017 MEETINGS**  
(Please mark your calendars!)

**EXECUTIVE COMMITTEE (EC)**  
(Rhea Conf. Room @ 3:30 pm)  
Tuesday, November 7  
Tuesday, November 28

**Fall 2017 MEET & DISCUSS @ 2:30 pm**  
Friday, November 10 (Pre-Meet)  
Friday, November 17 (Meet & Discuss)  
Friday, December 1 (Pre-Meet)

Friday, December 8 (Meet & Discuss)  
**DEPARTMENTAL REP COUNCIL**  
(Rhea Conf. Room @ 3:30 PM)  
Tuesday, November 14  
Tuesday, December 5

**LEGISLATIVE ASSEMBLIES**  
February 8-10, 2018 (Wyndham, Gettysburg)  
April 12-14, 2018 (Toftrees, State College)

**The Clarion APSCUF Office will be closed on Thursday and Friday, November 23 - 24, in observance of the Thanksgiving Holiday weekend. *HAPPY THANKSGIVING TO ALL!***



State APSCUF President Ken Mash will on the Clarion University campus Thursday, November 30 at 3:30 pm in the Rhea Conference room. APSCUF Members are invited to attend. Come meet Ken and hear him speak about current APSCUF issues and updates.

Please make an effort to attend this and let's give Ken a *BIG CLARION WELCOME* to our campus!! Light refreshments will be served.



**CONGRATULATIONS** to Deb Kelly who was recently elected as Chair of the Nursing Department.  
Also, **CONGRATULATIONS** to Ellen Foster who will serve as the English and Modern Language Chair for the Spring 2018 semester at which time Katy O'Donnell will be on sabbatical leave.

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 2018. 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 2, 2018**. For more information on eligibility and to download the complete application, go to <http://www.apscuf.org/wp-content/uploads/2017/05/APSCUFStateScholarshipProgram2018.pdf>.



**A HEALTHY U REMINDER:** The activity period for *Healthy U* 2017-18 began July 1<sup>st</sup>. Program requirements remain the same. To participate, both the employee and covered spouse/same-sex domestic partner enrolled in the State System's Highmark PPO plan must complete the wellness profile (worth 30 *Healthy U* points) and earn 40 additional points by participating in wellness programs and activities. The deadline to complete requirements is **May 31, 2018**.

**IMPORTANT WEBSITES: FOR QUICK REFERENCES, ADD THESE TO YOUR "FAVORITES"!!**

- APSCUF – [www.apscuf.org](http://www.apscuf.org)
- Clarion APSCUF webpage – [www.apscuf.org/universities/clarion](http://www.apscuf.org/universities/clarion)
- PA Health & Welfare Fund – [www.pafac.com](http://www.pafac.com)
- PASSHE – [www.passhe.edu](http://www.passhe.edu)
- Highmark BlueShield – [www.highmarkblueshield.com](http://www.highmarkblueshield.com)



## WELCOME New APSCUF Members!!

- ❖ *Joel Christine - Biology & Geosciences*
- ❖ *Brenda Manno - Social Sciences*
- ❖ *Giovanni Montenegro - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Cynthia Pittser - Nursing*
- ❖ *Adam Romanik - Library Science*



**WE ARE APSCUF PROUD!!** CLARION APSCUF MEMBERS: IF YOU DID NOT RECEIVE YOUR APSCUF PROUD PIN, PLEASE CONTACT JAN IN THE CLARION APSCUF OFFICE.

## NEW FACULTY EXTENDED ONE-YEAR CONTRACT

APSCUF and Pennsylvania's State System of Higher Education tentatively agreed to a new faculty contract that would run through **June 30, 2019**. On October 7, the Faculty Negotiation Team recommended to forward the tentative agreement for ratification. On October 7, the Negotiations Committee voted to recommend to the faculty delegates of the Legislative Assembly the tentative agreement. The Faculty Delegates of the Legislative Assembly took action on the tentative agreement during a Special Legislative Assembly conference call held on November 2 and approved that an authorization vote by the faculty membership be taken.

The tentative agreement, if approved by the membership, would take effect at the conclusion of the current contract, which expires June 30, 2018. Details of the new agreement will be released upon ratification by the APSCUF membership and approval by the State System's Board of Governors. On-campus voting dates will be Monday through Wednesday, November 13–15, 2017, with specific dates and times varying by chapter. **Only full APSCUF members may vote** on the tentative agreement. Counting of the ballots will be held on Friday, November 17 in the Harrisburg office.

On this ballot there are two questions. The first question is the ratification of the one-year contract in which only APSCUF faculty members can vote on. While the first question on next week's ballot is about the faculty contract, the second question is about membership dues which will be voted by ALL APSCUF members including APSCUF Coaches.

BELOW: Clarion Delegates that voted to recommend the Tentative Agreement (L to R) Ray Feroz, Jackie Knaust, Lorie Taylor, Barry Sweet, Ellen Foster & Joyce Overly



**NOTE:** Prior to voting, full members can view the tentative agreement in APSCUF's "Members Only" website. You must be registered with the website and logged in to view the page. If you have not logged into the APSCUF's "Members Only" webpage in more than a year, you may need to create a new account. After registering, your account may not be activated for about 24 hours, while State APSCUF verify your APSCUF membership. Thank you for your patience.

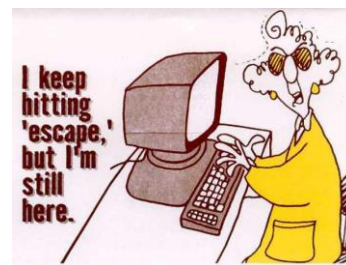
### FACULTY CONTRACT RATIFICATION VOTE & VOTE ON MEMBERSHIP DUES POLLING SCHEDULE:

- **Monday, November 13 from 9 am till 3 pm (Carlson Library & Suhr Library, Venango Campus)**
- **Tuesday, November 14 from 9 am till 3 pm (Carlson Library & Suhr Library, Venango Campus)**
- **Wednesday, November 15 from 8:30 am till 12 pm (Clarion APSCUF Office – Rhea Building)**

**\*\* ABSENTEE BALLOTS:** You must request this directly from the APSCUF Office. All absentee ballots must be back in the Clarion APSCUF office BY Wednesday, November 15 @ 12 pm (NOON). No exceptions! For an absentee ballot, please contact Jan Walters at (814) 227-2420 or [jwalters@clarion.edu](mailto:jwalters@clarion.edu).

## Thinking about retiring? Check out APSCUF's "Pre-Retirement Checklist" inserted in this newsletter!

**Please Note:** 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 <http://www.apscuf.org/members/forms-and-benefits> and scroll to the very bottom of the webpage under the heading *RETIREMENT*.



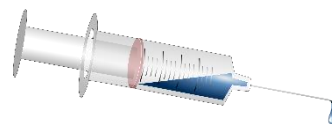
**EMERITUS STATUS PROCEDURES:** Nominations for Emeritus Status should be initiated by member(s) of the appropriate department/unit and announced at a department/unit meeting, normally within one year following retirement. The nominating member(s) of the department/unit shall forward a one-page summary of the significant accomplishments made by the nominee to the Dean and appropriate Vice President.



The Office of the Provost and Academic Vice President will be responsible for the implementation of this policy and its procedures. The above procedures for departments to follow to request emeritus status for retiring faculty in departments are taken from the Clarion University of Pennsylvania Policy on Emeritus Status. A copy of the entire policy is available from the APSCUF office.

If you have faculty who are retiring at the end of the fall or spring semester in your department, please follow the procedures in this policy to request emeritus status for the nominee.

## FLU SHOT OPPORTUNITIES – FALL/WINTER 2017



### STATE SYSTEM Health Plan Members – Highmark PPO Plan

- All Highmark members (who are age 9 and older) can obtain a no-cost flu shot at any Rite Aid Pharmacy or Giant Eagle location in Pennsylvania, and at many other pharmacy locations (see attached list). No appointment is needed – the member must present their Highmark member ID card. The State System health plan will be billed directly for this service.
- Highmark members of all ages can obtain a flu shot from their physician (an office visit co-pay may be charged).

### STATE SYSTEM Health Plan – UPMC HMO Members

- UPMC HMO members of the State System plan can obtain a no-cost flu shot at the following retail pharmacies:
  - Rite Aid
  - Giant Eagle
- UPMC HMO members can obtain a flu shot at their doctor's office (an office visit co-pay may apply).
- UPMC HMO members can also obtain a flu shot at any pharmacy or clinic. They may then submit a claim form with a receipt to UPMC and they will receive reimbursement. See your HR office for claim form.



## APSCUF'S Pre-retirement checklist

Getting ready to retire? Check out this checklist to get prepared!

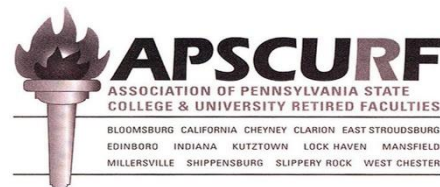
- Select an anticipated date of retirement and begin to contemplate pension options.
- Check beneficiary information.
- Contact your retirement counselor and/or investment counselor
  - SERS members need only to contact 1-800-633-5461 (toll-free) to be connected with their local counseling center. The SERS website is [www.sers.state.pa.us](http://www.sers.state.pa.us).
  - TIAA-CREF members can call 215-587-8530. TIAA-CREF's website address is [www.tiaa-cref.org](http://www.tiaa-cref.org).
  - PSERS members need to contact 1-888-773-7748 (toll-free). PSERS' website address is [www.psers.state.pa.us](http://www.psers.state.pa.us).
- Visit APSCUF's web page, [www.apscuf.org/members/apscurf](http://www.apscuf.org/members/apscurf), for direct links to a variety of different sites including the Social Security Administration's website which provides answers to quite a number of questions. Visit the APSCUF page for an abundance of information on retiring and retirement!
- Contact your human resources office.
- Confirm "credited" 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 to retain lifelong health benefit coverage include one of the following:
  - 25 years of "credited" service at any age
  - 10 years of "credited" service at superannuation age (60 years of age) (applies to those hired prior to the fall semester of 1997)
  - 15 years of "credited" service at superannuation age (60 years of age) (applies to those hired for the fall semester of 1997 through June 30, 2004)
  - In addition, "credited" service for those faculty members hired for the fall semester of 1997 and after will only include Commonwealth and/or State System service.
  - Those hired on or after July 1, 2004, "20 years of "credited" service at superannuation age.
  - 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 (annuitize) 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 (annuitize) 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 or age with at least 25 years of Commonwealth/State System service (may include periods in other positions other than a faculty/coach position).

- [PA Faculty Health and Welfare Fund](#) benefits will terminate on the last day of the next month in which you retire. Schedule any services for which you are eligible prior to the termination date (Dental, Vision, Hearing, etc.). 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 has the option to enroll in APSCURF's dental and vision plans. Visit [APSCURF's page](#) for more information
- Employer purchased life insurance will terminate upon your retirement. If desired, you may want to check into your conversion rights under this policy with the local human resources office.
- Basic health plan coverage. Until you reach Medicare eligibility, coverage will be the PPO plan. All health plans carry the same Medco RX drug 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, an your RX coverage will be under the Major Medical plan where you purchase your prescription and manually submit them 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 collective bargaining agreement provisions 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 3 months prior to your retirement month so that Medicare is in place when your annuitant health plan begins. Check with your local HR office to determine the date where your active coverage will transfer to the annuitant Medicare Complement coverage.
  - The PASSHE decided not to include the health care reform mandates under the annuitant health plan so the benefits vary somewhat when you are transferred to the annuitant PPO plan. The main change is that if you have dependents between the ages of 19 and 25 who are not enrolled as a full time student, the dependent(s) will lose their eligibility under the annuitant health plan.
- 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 check with your insurance agency for comparisons. Visit [APSCURF's page](#) 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 faculty members 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 should have a copy of the current Collective Bargaining Agreement 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.



### Winter Session Understanding

Management and APSCUF agree that courses offered between the end of the fall semester and the beginning of the spring semester, commonly referred to as "Winter Session", are offered under the provisions of Article 27 (Continuing Education) of the APSCUF/PASSHE collective bargaining agreement.

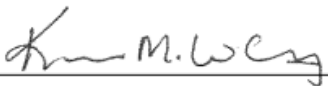
It is agreed that effective with Winter Session 2016 a faculty member teaching a Winter Session course will be paid 70% of the tuition revenue generated up to the amount the faculty member would normally earn as overload pay. The determination of tuition revenue generated will be based on enrollment following the drop/add period. This amount is exclusive of any payment to the faculty member for distance related incentives. Each faculty member providing Winter Session instruction will be provided with the final enrollment number, including the number of students on tuition waiver, for each course taught after the drop/add period but before final payment is issued.

A faculty member must be advised of the number of students enrolled under a tuition waiver. That notice must be provided at least one week (5 work days) prior to the start of the class.

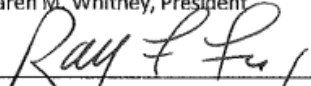
Management agrees to consult with the faculty member prior to making a determination to cancel a scheduled winter session course, but it is recognized that the decision to cancel a class rests exclusively with management.

It is recognized this understanding applies exclusively to courses offered between the end of the fall semester and the beginning of the spring semester and is not applicable to any other period of instruction.

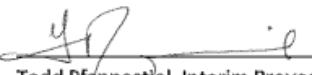
This understanding will remain in place for all Winter Sessions from Winter 2016 forward unless either party advised the other of their intent to withdrawal from the understanding. Any notice of withdrawal from this understanding must be provided by October 1 of the year the party is withdrawing from the agreement.

  
\_\_\_\_\_  
Karen M. Whitney, President

12/8/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Ray Feroz, Local APSCUF President

11/30/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Todd Pfannestiel, Interim Provost

12/8/2016  
\_\_\_\_\_  
Date