

Phone: 814-227-2420

www.apscuf.org

March 2018

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,

Where does the time go? Next week is winter break. The semester is flowing toward the waterfall.



I hope you have had the time to hear the presidential candidates in the last couple of weeks. All three have different strengths and weaknesses. Please send in your feedback, which will be carefully reviewed by the search committee. The decision of who to hire as a permanent president is substantial and critical. We will not just settle for someone. All input is important and welcome. Clarion University’s future is at stake.

March is busy for APSCUF. Sara Miller from APSCUF Labor Relations is at the APSCUF office on Friday March 9 from 11:30 am -1:30 pm and anyone can meet with her – just drop by the APSCUF office in the Rhea Building during that time. APSCUF President Ken Mash will join us for a membership meeting in Gemmell on March 27 at 3:30 pm and provide “state of the union” remarks. We will also begin that meeting with “Meet the Candidates” for the upcoming election. Thanks to all who have agreed to run for the various offices and committees, they are important and operationalize *shared governance*.

Together we are strong. Thanks for making a positive difference to our colleagues and students!

In solidarity,
Ray



APSCUF Members Jackie Knaust and Andy Lingwall

WORKING PEOPLE’S DAY OF ACTION @ CU Monday, February 19, 2018

Members of Clarion’s APSCUF, APSCUF and AFSCME reached out to students with information about Janus vs AFSCME. This case challenges the right of public-sector unions to collect fair-share fees, and it alleges a violation of the First Amendment. This is a threat to unions nationwide and to the middle class.

Thank you to those who volunteered!



AFSCME Rep Cindy King, APSCUF Members Jamie Phillips and Natasha Dias



SPRING 2018 MEETINGS
(Please mark your calendars!)

EXECUTIVE COMMITTEE (EC)

(Rhea Conf. Room @ 3:30 pm)

Tuesday, March 20

Tuesday, April 3

Tuesday, April 17 (Spring Elections)

Tuesday, May 1

DEPARTMENTAL REP COUNCIL (DRC)

(Rhea Conf. Room @ 3:30 PM)

Tuesday, April 10

NOTE: The Clarion APSCUF Office will be closed from March 12-16 and will reopen on March 19 @ 8 am.

SPRING 2018 MEET & DISCUSS

Friday, March 9 – Pre-Meet & Discuss

Friday, March 23 – Meet & Discuss

Friday, April 6 – Pre-Meet & Discuss

Friday, April 20 – Meet & Discuss

GENERAL MEMBERSHIP MEETING/

SPRING ELECTION'S "MEET THE CANDIDATES FORUM"

Tuesday, March 27 – 250/252 Gemmell

LEGISLATIVE ASSEMBLY (LA)

April 12-14, 2018 (Toftrees, State College)

20/26 ANNUAL PAY OPTION WINDOW

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, 2018 to April 30, 2019. The change will be effective for the first paycheck of the Fall 2018 semester which is September 14, 2018. (See insert letter from State APSCUF President Ken Mash.)

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



THE CAP REBATE CAMPAIGN REMINDER: Want to help promote and protect quality public higher education in Pennsylvania? One way to promote and protect all that APSCUF provides is by simply completing your **CAP** (Committee for Action through Politics) Rebate card today. (**Cards were sent out to non-CAP members the second week in February.**) When you contribute to APSCUF/CAP, you become involved in the political process. Your CAP contributions support candidates for state office who will advocate for APSCUF's goals and priorities.

APSCUF/CAP members have the opportunity to:

- Attend fundraising events
- Build relationships with policymakers
- Make important endorsement decisions
- Assist candidates who support APSCUF goals
- Now more important ever, please designate your dues rebate to CAP and become a CAP member today!



CAP Chair Joseph Croskey

PLEASE NOTE: CAP Cards must be returned to the **LOCAL APSCUF OFFICE BY APRIL 1ST**. **Please DO NOT SEND to the State APSCUF office.** IF YOU DO NOT WANT TO MAKE A CHANGE, IT IS NOT NECESSARY TO RETURN YOUR CARD.

CLARION CAP MEMBERS: If you have already donated your past rebates to CAP, **"thank you"**. You need not sign another card. There is yet another way for you to support the important political work of APSCUF's **Committee for Action through Politics** by voluntarily contributing to CAP thru payroll deduction. If you wish to direct a voluntary contribution to CAP thru payroll deduction or increase your current contribution, please complete a Voluntary Payroll Deduction Authorization card today.

Any questions on CAP, please feel free to contact me at ext. 1980 or at jcroskey@clarion.edu.

REMINDERS & ANNOUNCEMENTS

- ❖ **GENERAL APSCUF & BARGAINING UNIT MEETING & “Meet the Candidate Forum”** is scheduled for Tuesday, March 27th @ 3:30 pm in 250/252 Gemmell Student Center. Included in this meeting will be “Meet the Candidates” forum for the 2018 Spring General Elections. Please “pencil in” this meeting on your meeting calendar.
- ❖ **ATTENTION APSCUF MEMBERS – CAMPUS VISIT:** In conjunction and immediately after the General APSCUF and Bargaining Unit Meeting and “Meet the Candidate Forum”, there will be a campus visit by State APSCUF President Ken Mash on Tuesday, March 27 at 3:30 pm in 250/252 Gemmell Student Center. Come and meet Ken as he speaks about current issues. Please make an effort to attend this meeting. Let’s give Ken a BIG CLARION WELCOME to our campus!! 
- ❖ **LABOR RELATIONS DEPARTMENT CAMPUS VISIT:** APSCUF Members – There will be a campus visit by Sara Miller of State APSCUF’s Labor Relations Department on Friday, March 9, 2018. Please feel free to stop by the APSCUF office, Rhea Building, between 11:30 am - 1:30 pm to meet Sara. She will be available to answer any general contract questions. Note that we will not be taking appointments. Just stop in!
- ❖ **Spring 2018 General Elections** will be held on Tuesday, April 17th from 9 am till 4 pm. This is in conjunction with Faculty Senate Elections.
- ❖ **REMINDER TO YOUR STUDENTS – CLARION APSCUF 2018 FALL SCHOLARSHIPS:** Please remind your students that applications for the *Clarion APSCUF Fall 2018 Scholarship* to be awarded to six (6) Clarion University currently enrolled students deadline is Friday, March 23rd by noon. Instructions and Applications can be downloaded from the Clarion APSCUF webpage at www.apscuf.org/universities/clarion.
- ❖ **CLARION APSCUF OFFICE CLOSING:** The Clarion APSCUF Office will be closed from March 10th through March 17th for Jan will be on vacation. The office will reopen on Monday, March 19th at 8 am. Also March 30 and April 2 the APSCUF office will be closed in observance of Good Friday and Easter Weekend.
- ❖ **SPRING FACULTY & COACHES RETIREMENT RECEPTION** will be held on Wednesday, May 2 at 4 pm in Moore Hall. Please mark your calendars!
- ❖ **Attention PASSHE Highmark PPO Blue Members** - The participation deadline of the *Healthy U* wellness program is Thursday, May 31, 2018. Don’t wait until the last minute to complete your participation requirements! When completed, be sure to print up your “Hooray” page for your files. If a problem arises, this is proof of participation.

ARE YOU 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 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.

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.

SPRING 2018 GENERAL ELECTIONS TIMELINE



- ✓ **MEET THE CANDIDATES FORUM** will be held on **Tuesday, March 27th** @ 3:30 pm in Room 250/252 Gemmell Student Center – Introduction of Candidates; Comments and Questions.
- ✓ **Monday, April 2:** Distribution of ballots by interdepartmental mail/US Postal Service
- ✓ **Monday, April 16th:** Absentee Ballots are due by **Noon** in the APSCUF Office, Rhea Building
- ✓ **SPRING 2018 GENERAL ELECTIONS** will be held on **Tuesday, April 17th** from 9 am till 4 pm in the Carlson Library and on the Venango Campus - location t/b/d.



SPRING 2018 ELECTIONS CANDIDATES ANNOUNCED

APSCUF OFFICES

Secretary: (1 one-year term)

Christopher McCarrick

Treasurer: (1 one-year term)

Linda Lillard

Delegate to Legislative Assembly:

(2 two-year term)

Jackie Knaust

Jennifer May

Barry Sweet

Venango Campus Representative:

(1 one-year term)

Renee Bloom

Alternate Delegate to Legislative Assembly:

(2 two-year term)

Ellen Foster

Mark Lepore

Jennifer May

Jonathan Touster

Nominations & Elections Committee:

(3 two-year term)

Doug Knepp

Chunfei Li

Amanda Lockwood

Naomi "Bell" O'Neil

Briana Steele

Jane Walsh

CONTRACTUAL COMMITTEES

Promotion Committee:

(3 three-year term)

Stephen Gendler

Helen Hampikian

Linda Lillard

Tenure Committee:

(2 three-year term)

Vasudeva Rao Aravind

Paul Klenowski

Mark Lepore

Chunfei Li

Naomi "Bell" O'Neil

Sabbatical Leave Committee:

(2 three-year term)

Leah Chambers

Helen Hampikian

David Lott

CCPS:

(2 three-year term)

Daniel Shifflet

Karl Sprenger



Please come join us for the "Meet the Candidates" forum on Tuesday, March 27th at 3:30 pm in 250/252 Gemmell Student Center. Light refreshments will be served.



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

March 1, 2018

RE: 20/26 Pay Option

Dear Colleague:

APSCUF initiated discussions and an agreement was reached at State Meet and Discuss to open an **annual** window period for nine-month faculty who are interested in changing their pay option. Prior to this agreement, the only time a window to change pay options was opened was once per every new contract, usually every three to four years. This year, faculty members may change from 20 to 26 pays and vice-versa during a window period that will be open from April 1, 2018 to April 30, 2018. The change will be effective with the first paycheck of the fall 2018 semester.

Please note that this is the only window that will be opened during this academic year.

Faculty members must be aware of some facts when contemplating the decision to change their pay options. First, all faculty members who change from 26 pays to 20 pays and who have a conversion pay liability must repay the conversion pay that was advanced when the after-the-fact pay statute was implemented. Simply stated, faculty who received and have not repaid the conversion pay and move from 26 to 20 pays will receive a small paycheck on the first pay date of the fall 2018 semester, which will be September 14, 2018. This check will represent the difference in the gross amount of their salary effective fall 2018 minus their conversion pay liability.

Second, faculty must be aware that all pay option changes must be implemented manually into the computer. PASSHE has informed APSCUF that delays and errors may occur as the changes are processed into the computer. For these reasons, PASSHE has stated that it will only agree to open the window if APSCUF would agree that faculty members are informed that when they sign the form to change pay options, they will also be waiving their right to file grievances over late or incorrect payments due to errors which may occur in processing. Any errors will be addressed by the University or PASSHE. At APSCUF's insistence, PASSHE also agreed that cash advances would be given to faculty whose checks are delayed if a hardship can be shown by the faculty member.

If you are interested in changing your pay option, please complete the attached form and forward it to your University Human Resources Office for processing between April 1, 2018, and April 30, 2018. Any forms received after April 30, 2018, will not be processed. **DO NOT** return this form to the State or local APSCUF office. Please note again that by requesting a change of pay option you are also agreeing not to grieve errors that may occur during the processing of your request.

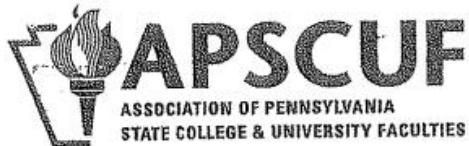
Sincerely,

Kenneth M. Mash
President



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EDINBORO INDIANA KUTZTOWN LOCK HAVEN MANSFIELD
MILLERSVILLE SHIPPENSBURG SLIPPERY ROCK WEST CHESTER

DATE: December 7, 2007

RE: 20/26 Pay Option

TO: University Presidents

APSCUF Chapter Presidents

Thomas M. Krapsho
FROM: Thomas M. Krapsho
Vice Chancellor for Human Resources
and Labor Relations
Pennsylvania State System
of Higher Education

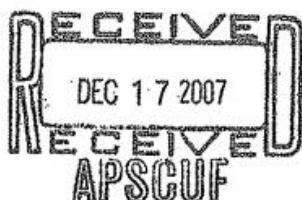
Patricia I. Heilman
Patricia I. Heilman
President
APSCUF

The Pennsylvania State System of Higher Education (PASSHE) has accepted APSCUF's recommendation submitted at State Meet and Discuss to open the 20/26 pay option to all nine-month faculty members for the period of April 1, 2008 to April 30, 2008. The option is to be effective beginning with the fall 2008 semester.

PASSHE also accepted APSCUF's recommendation to open a 20/26 pay option window annually. That pay option window will be in April of every academic year.

APSCUF will provide the faculty with a copy of a letter addressed to "Dear Colleague" (Attachment A) and the form (Attachment B) which must be returned to the campus Personnel Office by April 30, 2008, for processing. Any forms received after that date will not be processed.

Attachments



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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.
 - TIAA-CREF members can call 215-587-8530. TIAA-CREF's website address is www.tiaa-cref.org.
 - PSERS members need to contact 1-888-773-7748 (toll-free). PSERS' website address is www.psers.state.pa.us.
- Visit APSCURF's web page, 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 APSCURF 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 of 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, and 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.