

Phone: (814) 227-2420

www.apscuf.org

October 2021

Executive Committee: President – **Joyce Overly**; Vice President – **Mark Kilwein**; Secretary – **Christopher McCarrick**; Treasurer – **Xiaofeng Li**; Delegates – **Joyce Overly, Jennifer May, Annette Rosati, Barry Sweet, Lorie Taylor**; Alternate Delegates – **Ellen Foster, Jonathan Touster, Cristin Ketley, Nripendra Singh, Karl Sprenger**; Coaches President – **Chris Weibel**; Coaches Vice President – **Matt Hanhold**; 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 – **Paul Klenowski**; Negotiations – **Joyce Overly**; Nominations & Elections – **Rachel Newbury**; Social Justice – **Cahndice Matthews**; Public Affairs/Relations – **Christopher McCarrick**; Student Liaison – **Marc Sanko**; Rules & Bylaws – **Jamie Phillips**; Mobilization Co-Chairs – **Jackie Knaust & Andy Lingwall**; State Adjunct Faculty Committee – **Natasha Dias, Sheila Kazar**; State APSCUF Executive Council – **Joyce Overly**

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

*Coaches Meet & Discus Team: **Chris Weibel, Matt Hanhold, Keith Ferraro, Eric Laughlin, Joyce Overly & Mark Kilwein**

The President's Message...

Dear Clarion APSCUF Colleagues,

For this month's President's Message, I decided to begin by sharing comments from Sam Cluster, Edinboro APSCUF Chapter President. He says exactly what I want to say, but better than I would have:



Over the past month, I have been searching for the words to describe this particular moment in our institutional history and in our professional careers. Alas, nothing I come up with seems to properly capture the unique mix of daily concern for safety, of the massive increase in each of our workloads, and the general sense of loss that many faculty have been feeling. These feelings and the accompanying lack of morale among faculty needs to be acknowledged and processed. I do not intend to belabor the point, but to get to a healthy institutional space, we need to be honest about where we are as a university in order to begin processing what can only be described as collective grief. We have experienced the real loss of good departmental colleagues, and we are experiencing the potential of loss of departmental and academic identity as we hurl toward New U, along with the overall feeling that the University experience, and in particular the classroom experience, may never be quite what it was pre-COVID. There is also, of course, the general concern for the future of Edinboro's campus as it becomes part of a new organization. These are all reasonable emotional reactions to what has become a perfect storm of institutional challenges. As such, disconnecting from the everyday of the job is a temping and also reasonable behavioral response to such institutional trauma, but I urge you—this is not the time to give up, but rather a time to shape a new institution into the space and places our students and our colleagues wish it to be.

Every month, I receive newsletters from the APSCUF chapters at our sister schools. As I read them, I notice many of the same issues and concerns that we have at Clarion—and Sam's comments are a good example. I hope we can keep that in mind as we move forward on the formidable and complex process of building a new university from three distinct institutions.

The most immediate academic tasks related to consolidation are (1) electing chairs for the new departments; (2) assembling an interim curriculum committee; and (3) developing curricula for the programs at New U. Processes for all of these are outlined in the side letters that were approved by the Board of Governors in September. Be assured that your leaders at local and state APSCUF are monitoring these processes closely! I speak a couple times a week (Continued on page 2)

with Sam Claster and Craig Smith, California APSCUF President. In addition, the six chapter presidents of the integrating universities meet regularly with State APSCUF President Jamie Martin. The integration of Clarion with CalU and Edinboro is moving forward and the faculty must use its collective experience and insights to help New U be a success. At the same time, we have a collective bargaining agreement that management must respect.

A final thought: A few other APSCUF members and I spent a couple hours this morning walking the picket line with members of the Redbank Valley Education Association. They have been on strike for five weeks and had been working without a contract for over 800 days. As I walked and chatted with the teachers, I was reminded of the solidarity and mutual support that are a hallmark of the labor movement, and reinvigorated for the challenges that lie ahead as we negotiate our “new normal” in the face of covid-19 and university integrations. Together, we got this!

In solidarity,



FALL 2021 MEETINGS
(Please mark your calendars!)



EXECUTIVE COMMITTEE (EC) @ 3:30 pm

Tuesday, October 19
Tuesday, November 2
Tuesday, November 16
Tuesday, November 30

MEET & DISCUSS @ 2:30 pm

Wednesday, October 6 @ 2:30 pm – Pre-Meet & Discuss
Friday, October 15 @ 2:30 pm – Meet & Discuss
Friday, November 12 @ 2:30 pm – Pre-Meet & Discuss
Friday, November 19 @ 2:30 pm – Meet & Discuss

DEPARTMENTAL REP COUNCIL @ 3:30 pm

Tuesday, October 12
Tuesday, November 9

MEMBERSHIP MEETINGS & GATHERINGS

**State APSCUF President Jamie Martin* campus visit -
Wednesday, October 27 @ 4 pm. - location t/b/d
* *APSCUF Labor Relations Representative Sara Miller*
virtual campus visit - Thursday, October 28 from 8:30 am–
5:00 pm
* *Clarion APSCUF's End-of-the-Semester Holiday Gathering*
– Thursday, December 9 @ 4 pm at CRBC (tentative)

LEGISLATIVE ASSEMBLIES

February 17-19, 2022 (Sheraton, Harrisburg)
April 7-8, 2022 (Sheraton, Harrisburg)

ANNOUNCEMENTS: CAMPUS VISITS



State APSCUF President Jamie Martin will be making a campus visit to Clarion University on Wednesday, October 27 at 4:00 pm. Location is to be announced. Jamie will give us updates on Integration Negotiations and other APSCUF issues. Bring your questions along, enjoy some light refreshments and welcome Jamie to our campus!

Sara Miller, our representative from State APSCUF's Labor Relations Department, will hold “virtual” office hours for our campus on Thursday, October 28, 2021. If you have issues, questions or just simply want to put a face to the name, please contact Sara Miller at smiller@apscuf.org to set up a one-on-one appointment. Sara will then provide you with a *Zoom* link for a meeting with her between the hours of 8:30 am and 5 pm.



**Fall 2021 Supplemental Payments (see pages 11-13)
Overload & Related Payments - November 5, 2021, paycheck
Distance Education - December 12, 2021, paycheck**

WELCOME New & Returning APSCUF Members!!

- ❖ *Nicholas Barilar - Visual & Performing Arts*
- ❖ *Kristin Knapp - Nursing*
- ❖ *Adam Romanik - Library Science*



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!

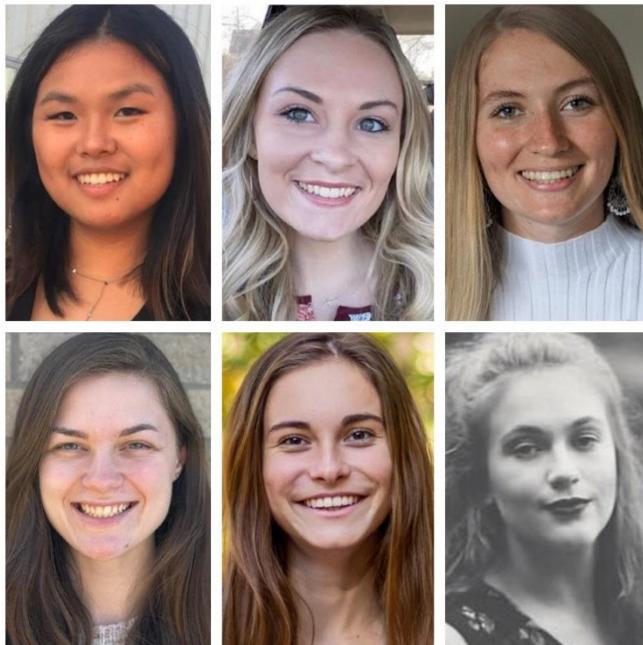


WE LOVE OUR STUDENT ATHLETES!! Again, this year, Clarion APSCUF is proud to be a sponsor in the Golden Eagle Athletic Partnership, a corporate sponsorship supporting Clarion University athletic teams. Check out our sign at Clarion University Memorial Stadium! **WE ARE CLARION PROUD! GO GOLDEN EAGLES!!**



Clarion APSCUF Fall 2021 Scholarships Awarded

Again, CONGRATULATIONS to the following APSCUF Scholarship winners who were awarded \$500 each for the Fall 2021 semester. The scholarship winners were recommended by the APSCUF Scholarship Committee and were approved at the Executive Committee meeting on April 6, 2021.



Left to Right:

***APSCUF Child: Miriam Terman (English Secondary Education)**

***Graduate: Sarah Traver (Speech Language Pathology)**

***Senior: Kaia Rearick (Molecular Biology)**

***Junior: Kathryn Robinson (Secondary Education – English & Social Students)**

***Freshman/Sophomore: Mackenzie Carver (Biology)**

***At Large: Olivia Mott – Secondary Education – English & Social Studies)**

THANK YOU! to the members of last year's Clarion APSCUF Scholarship Committee: Dr. Jeffrey Diamond (Chair), Dr. Todd Lavin and Dr. Helen Hampikian. These scholarships have been made possible by the faculty and coaches of APSCUF.

ANNOUNCEMENT: FALL 2021 SPECIAL ELECTION RESULTS

The Clarion APSCUF Nominations and Elections Committee is pleased to announce the results of the Special Election for the two vacancies on the University-wide Promotion Committee.

Congratulations to Lacey Fulton (Communication) – 3-year term

Congratulations to Dan Clark (Mathematics, Chemistry & Physics)- 1-year term

Thank you to all who participated in the election. Your contributions are appreciated.



REDBANK VALLEY EDUCATION ASSOCIATION STRIKE, New Bethlehem, PA – Tuesday, October 12, 2021

Clarion APSCUF Members Participating: Joyce Overly, Chapter President; Jackie Knaust, Mobilization Chair; Colby Hunsberger, Member; Jan Walters, APSCUF Office Manager.

**CLARION UNIVERSITY OF PA
UNIVERSITY-WIDE CONTRACTUAL COMMITTEES
ACADEMIC YEAR 2021-2022**

<u>COMMITTEE</u>	<u>Office #</u>	<u>DEPARTMENT</u>	<u>TERM EXPIRES / DISCIPLINE</u>
<u>PROMOTION</u>			
Renee Bloom – Chair	#1277	Nutrition, Health & Sport Sciences	2022
Jamie Phillips	#2391	Social Sciences	2022
Rod Raehsler	#2627	Economics	2023
Christopher McCarrick	#2739	English & Modern Languages	2023
Laurie Bladen	#412-733-8278	Nursing	2024
Lacey Fulton	#2265	Communication	2024
Daniel Clark	#2107	Mathematics, Chemistry & Physics	2022
*Amy Shannonhouse	#2390	Education	2022-2024
<i>*(Will be off committee for 1 year)</i>			
<u>SABBATICAL LEAVE COMMITTEE</u>			
Laurie Bladen - Chair	#419-733-8278	Nursing	2022 (Nursing)
Brandon Packard	#2643	Computer Information Science	2022 (CIS)
Jennifer May	#1779	Human Services, Rehab	2023 (Human Services)
Tonya Otto – Vice Chair	#2329	Libraries	2023 (Libraries)
Jane Walsh	#2276	Social Sciences	2023 (Sociology)
Jin Qu	#2728	Psychology	2024 (Psychology)
Marc Sanko	#2375	Social Sciences	2024 (History)
<u>TENURE COMMITTEE</u>			
YooJin Ha	#2014	Library Science	2022 (Library Science)
Amanda Lockwood	#2564	Chemistry, Mathematics & Physics	2022 (Chemistry)
Amy Shannonhouse	#2390	Education	2022 (Education)
Adam Roberts - Chair	#2327	Chemistry, Mathematics & Physics	2023 (Mathematics)
Jennifer May	#1779	Human Services, Rehab	2023 (Human Service)
Helen Hampikian	#2161	Biology & Geosciences	2024 (Biology)
Laurie Pierce	#1252	Nursing	2024 (Nursing)
<u>CCPS</u>			
Barry Sweet – Chair	#2205	Social Sciences	appointed
Vasudeva Rao Aravind	#2713	Chemistry, Mathematics & Physics	2022 (Physics)
Mark Lepore	#2474	Human Services, Rehab	2022 (Rehab Science)
YooJin Ha	#2014	Library Science	2023 (Library Science)
David Lott	#1219	Biology & Geosciences	2023 (Biology)
Lacey Fulton	#2265	Communication	2024 (Communication)
Daniel Shifflet	#1930	Chemistry, Mathematics & Physics	2024 (Mathematics)

Updated 09/02/2021



Check your voter registration or register now online to make sure you are prepared for the next election in your area. Here is the link to the Official Pennsylvania Voter website:

[DOS Voting & Election Information \(pa.gov\)](https://www.elections.pa.gov)

Deadline Alert: October 18, 2021, is the last day to register before the November 2, 2021, election.

Clarion APSCUF Sick Leave Bank Policy



Any faculty or coach member may request days from the Sick Leave Bank using the “ASPCUF 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

MEMBER BENEFIT: Retirement Overview available

If you are considering taking advantage of the **Enhanced Sick Leave Payout** in which the deadline has been extended to **November 15, 2021**, or are curious about retirement in general, APSCUF is pleased to offer an opportunity for members to attend a virtual retirement overview. Bim Arthun, APSCUF's director of membership services, will present the overview based on the most common questions that potential retirees ask about benefits. The subject areas include the Annuitant Health Care Program (AHCP), dental and vision benefits in retirement, and deferring your sick-leave payout. Information about the phased-retirement program will be made available following the general overview.



Bim Arthun

Members may attend the following session. Information for attending this meeting is available on the Members-only benefits page (login required) under the Members menu at [APSCUF | Association of Pennsylvania State College & University Faculties](#):

- Tuesday, October 19, from 4–5:30 p.m. (Zoom login information at <https://www.apscuf.org/membership-login/>)

Now if you are unable to attend any of these dates, feel free to contact Bim to schedule a one-on-one meeting. Email her at barthun@apscuf.org.



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.

A BLAST FROM THE PAST!! And YES, we actually survived!! As the 5th Anniversary approaches us of the *Fall 2016 Faculty Strike, October 19-21, 2016*, we look back on those three days out on the streets of Clarion and Venango Campus with our fellow union brother and sisters in SOLIDARITY! The below and the following page is from our local Clarion APSCUF October 2016 newsletter.

WE DIDN'T WANT TO STRIKE, BUT WE DID AND PREVAILED!!



CONTRACT UPDATE: APSCUF attorneys are currently still working with State System attorneys to finalize the language for both the faculty's and the coaches' CBAs. When the language is finalized, the tentative agreements will be available to the membership. Legislative assembly must first make a recommendation before the membership votes on the faculty agreement. The executive council must approve the tentative agreement before there is a membership vote on the coaches' contract. We are hoping to have both votes before the end of the fall semester.



October/November 2016

www.apscuf.org/universities/clarion

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**THANK YOU SO MUCH FOR YOUR COMMITMENT TO THE CAUSE
AND SOLIDARITY WITH YOUR UNION BROTHERS AND SISTERS!!**



October/November 2016

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October 2021

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September 13, 2021

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 2021 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 15, 2021**.

Overload and related payments will be included in the November 5, 2021 paychecks.

If a faculty member has not received an overload payment in his or her November 5, 2021, 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 5, 2021 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 16, 2021**, 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 12, 2021**.

Distance Education payments will be included in the December 3, 2021 paychecks.



If a faculty member has not received a distance education payment in his or her December 3, 2021, 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 3, 2021 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 13, 2022** 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 ELECTONIC EMAIL

TO: University Human Resource Directors
FROM: Phillip Amarante
System Payroll Director
DATE: September 9, 2021
RE: 2021 Fall Supplemental Payments

This is to provide the schedule for fall, 2021 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 5, 2021 pay, if the schedule is followed.

1. Overload and related payments should be submitted locally between now and October 15, 2021.
2. Local review and preparation for input is October 15, 2021 through October 27, 2021. 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 20, 2021 through October 27, 2021.

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 3, 2021 pay, if the schedule is followed:

1. Distance Education payments should be submitted locally between now and November 12, 2021.
2. Local review and preparation for input is November 12, 2021 through November 22, 2021. 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 15, 2021 through November 22, 2021.

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