

Executive Committee: President – **Joyce Overly**; Vice President – **Mark Kilwein**; Secretary – **Christopher McCarrick**; Treasurer – **Linda Lillard**; Delegates – **Joyce Overly, Jennifer May, Barry Sweet, Jacqueline Knaust, Mark Lepore, Annette Rosati**; Alternate Delegates – **Ellen Foster, Jonathan Touser, Cristin Ketley, Jamie Phillips, Lorie Taylor**; 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 Touser**; 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 (recording sec.)**
Coaches Meet & Discuss Team: **Chris Weibel, Matt Hanhold, Keith Ferraro, Eric Laughlin, Joyce Overly & Mark Kilwein**

Dear APSCUF Brothers and Sisters,

My last day of face-to-face teaching and working in my campus office was March 6, 2020. Now, almost exactly a year later, the availability of vaccines is expanding and the numbers of cases and deaths, while still tragically high, are lower than they have been. I think we're seeing the beginning of the end of the pandemic.



At the same time, I think we're reaching the end of the beginning of the planning process for consolidation of Clarion, CalU, and Edinboro into a "New U." The Chancellor has set a goal of presenting the implementation plan to the Board of Governors at its April 14-15 meeting. If the Board approves the plan, the next step is a 60-day public comment period with at least two public hearings. Final approval of the implementation plan by the Board would occur in July, and execution of the plan would begin immediately after that. Many Clarion faculty members have been members of the working groups and sub-groups developing the plans, and I am grateful for all the time and thought they have put into this work.

One important aspect of the planning process was not addressed until very recently: the numerous complex and intertwined provisions in the Collective Bargaining Agreement (CBA) which must be negotiated before consolidation can occur. As state president Jamie Martin explained in her recent letter, APSCUF reached out the Chancellor's Office last fall but was rebuffed. Negotiations finally began in February with the exchange of proposals for an interim curriculum approval process; additional negotiations meetings are planned for March.

There are dozens of thorny issues related to the CBA that must be resolved, but I have enormous confidence in our Negotiations Team: Jamie Martin, state vice president Chris Hallen, APSCUF Labor Relations Director Mary Rita Duvall, West Chester faculty member Margaret Irvin, and attorney Amy Rosenberger. Chapter presidents from two consolidating universities, Marc Sylvester from Edinboro and Peter Campbell from Lock Haven are participating on the team as well. The team is advised by the Negotiations Committee, made up of the chapter presidents from all 14 universities, which sets the priorities for the team and votes on proposals from management. The negotiations process will take a long time to complete, but at least it's now underway.

If you have questions or comments related to the consolidation process, don't hesitate to reach out to your APSCUF Departmental Representative or to me. Be well, and hopefully we will be able to resume some semblance of normal public life soon!

In solidarity,



SPRING 2021 MEETINGS
(Please mark your calendars!)



EXECUTIVE COMMITTEE (EC)

Held virtually on Zoom @ 3:30 pm

Tuesday, March 16

Tuesday, April 6

Tuesday, April 20*

*Note: General Spring Elections

DEPARTMENTAL REP COUNCIL

Held virtually on Zoom @ 3:30 PM

Tuesday, March 9

Tuesday, April 13

MEET & DISCUSS MEETINGS

Held virtually on Zoom @ 3:30 pm

Friday, March 12 – Pre-Meet & Discuss

Friday, March 19 – Meet & Discuss

Friday, April 9 – Pre-Meet & Discuss

Friday, April 23 – Meet & Discuss

Friday, May 14 – Pre-Meet & Discuss

Friday, May 21– Meet & Discuss

LEGISLATIVE ASSEMBLY

Held virtually on Zoom

Friday, April 16, 2021

REMINDER: State APSCUF in Harrisburg and our local Chapter Office staff continues to serve you remotely until further notice. They all remain accessible via email and phone. Thank you for your patience as they respond to your communication as soon as they are able.



SPRING 2021 SUPPLEMENTAL PAYMENTS SCHEDULE

(Read memo on **pages 6 & 7**)

- **Overload and Related Payments – March 26, 2021**
- **Distance Education Payments – April 23, 2021**

GENERAL MEMBERSHIP/BARGAINING UNIT MEETING/“MEET THE CANDIDATES” FORUM/SEAN CRAMPSIE, DIRECTOR OF GOVERNMENT RELATIONS VIRTUAL CAMPUS VISIT

The General APSCUF Membership and Bargaining Unit meeting will be held **Tuesday, March 30, 2021, @ 3:30 pm via Zoom**. The General Bargaining Unit meeting will include “Meet the Candidates” Forum for the 2021 Spring General elections which includes announcement and introduction of the candidates for Contractual Committees and APSCUF offices and positions.

Following the General Bargaining Unit meeting/Meet the Candidate Forum, there will be a “short” General APSCUF Membership meeting.

After the “short” General Membership Meeting, we welcome guest speaker, **Sean Crampsie, Director of Government Relations!** Some of the issues Sean will update us on is:

- ✓ **State system consolidation** - Where the current process is, what is or isn't being discussed and answered, what the next few months will look like during this process and what it means for you;
- ✓ **Pennsylvania Budget** - how much state support can we anticipate for the State System and where negotiations stand as we head toward the June 30 budget deadline
- ✓ **Nellie Bly Scholarship Proposal** - what the proposal may look like, legislative hurdles, and the future of scholarship programs in PA
- ✓ **Higher Education Legislation** - what is being done in Harrisburg on union rights, affordable higher education, and student debt issues



Please mark your meeting calendar and come welcome Sean to our campus...virtually!!

REMINDERS – Note DEADLINES!

ATTENTION FACULTY: 20/26 ANNUAL PAY OPTION WINDOW APRIL 1, 2021 THRU APRIL 30, 2021

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, 2021 to April 30, 2021. The change will be effective for the first paycheck of the Fall 2021 semester which will be on September 24, 2021. **(Please read APSCUF President Jamie Martin's letter on pages 8-9 in this newsletter.)**

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 between April 1 and April 30th. Please do not return the form to our APSCUF office nor to the State APSCUF office.

NOTE: This is the only opportunity to make this change during this academic year. The form was attached to the email announcement or you can request the form from our Human Resources office.



ENHANCED SICK LEAVE PAYOUT RETIREMENT INCENTIVE: The deadline to submit a retirement notice and receive the maximum Enhanced Sick Leave Payout (ESLP) is **Monday, March 15, 2021**, with an effective date of retirement on or before June 30, 2021. Eligible faculty members and coaches who submit notice to retire by that date will be paid for 112 or 125 days of unused sick leave, depending on years of service, instead of the normal maximum of 50 days. Between March 16, 2021 and September 30, 2021, faculty and coaches who submit a retirement notice with an effective date between of retirement between July 1, 2021 and June 30, 2022 can receive a payout for up to 75 or 87 sick days.

Please note that faculty members currently on an approved **phased retirement** plan are also eligible for the payout.

Anyone who is interested in taking advantage of this offer should contact Shelly Williams in Clarion University's Human Resources office at swilliams@clarion.edu.

Also, if you wish to have a one-on-one virtual discussion on Zoom with Bim Arthun, Director of Membership Services, please directly contact Bim at barthun@apscuf.org for a date and time.



CLARION APSCUF 2021 FALL SCHOLARSHIPS: Applications are now being accepted for the **Fall 2021 Clarion APSCUF Scholarship** to be awarded to six (6) Clarion University students. Any student wishing to apply must be currently enrolled at Clarion University with a minimum of 3.2 QPA following completion of the Fall 2020 semester. Eligibility, instructions and application can now be downloaded at www.apscuf.org/universities/clarion.

Deadline for submission is **Friday, March 19, 2021 @ 12:00 pm**. **Please feel free to share the direct link to the "fillable" application: [Application for APSCUF Scholarship](#).**



CONSOLIDATION TOWN HALL FOR STUDENTS: State APSCUF will be holding a **Consolidation Town Hall for students** on **Thursday, March 11 from 3-4 pm**. State APSCUF leadership and staff will answer consolidation-related questions from students and student journalists. The event will be open to students from all 14 State System universities. Please feel free to share this information to interested students to the **[consolidation section of APSCUF's Students page](#)**, where they can **[register to attend the event](#)**.

Please note: The event is exclusively for student at State System universities. APSCUF members may attend, but student questions will be given priority. By registering for this event, you certify that you are a STUDENT or APSCUF member at a university in Pennsylvania's State System of Higher Education. Anyone who registers for the event who is not a State System student or APSCUF member may not receive login information or will be ejected from the event.



A HEALTHY U REMINDER: Deadline for participation is May 31, 2020



It is not necessary to agree to the HIPAA authorization in *Sharecare*. It is required that you agree to the ADA/GINA authorization on an annual basis.

Let's back up for a moment. On January 8, the State System emailed faculty and coaches about the 2021 Wellness Year, which runs January 1 through **May 31, 2021**. For those enrolled in the Highmark PPO, you and your enrolled spouse/domestic partner must complete the **Sharecare RealAge Test** prior to May 31, 2021, to avoid paying a 10% penalty on your healthcare premiums for the contract year July 1, 2021, through June 30, 2022.

A link in the email sends you to the *Sharecare* platform where you are required to login and complete the ADA/GINA authorization. Once completed, a second screen pops up for the HIPAA authorization. **The two screens look the same, and it appears as though you must check the box to continue, but you do not. You may leave the HIPAA authorization blank and simply hit SUBMIT to proceed.**

For those who elect the HIPAA authorization, *Sharecare* will have access to your personal health information from the State System, Highmark and/or any healthcare providers (including, without limitation, all physicians, physician groups, hospitals, nursing facilities, pharmacies and other providers (each an "Authorized Organization").

If you elected the HIPAA authorization and would like to withdraw it, you may do so by contacting *Sharecare* at 1-800-858-9063.

-Bim Arthun, Director of Membership Services

2020 TAX TIP: TAX SEASON IS HERE! IF YOU ITEMIZE, PLEASE NOTE THE FOLLOWING 2020 TAX DEDUCTION FOR UNION DUES:



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

January 26, 2021

Dear Colleague:

This letter is important tax information in regards to deductibility of union dues. Current tax federal tax law does not allow a deduction for union dues for the years 2018 through 2025.

For Pennsylvania tax payer purposes, the full amount of union dues paid are deductible. Mack Gerberich and Associates has advised us that for 2020 the deductible percentage of union dues was one-hundred (100%) percent. Therefore, one-hundred (100%) percent of union dues are deductible.

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

Sincerely,

Jamie S. Martin, Ph.D.
President

JSM:klj


319 N. Front Street, Harrisburg, PA 17101
P (717) 236-7486 TF (800) 932-0587 F (717) 236-1883
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GENERAL SPRING 2021 ELECTIONS

Nominating Petitions packets will be sent via Email the week of February 1st. All Nominating Petitions must be returned by **4 PM, THURSDAY, MARCH 18** to Rachel Newbury, N & E Chair at rnewbury@clarion.edu.

GENERAL SPRING 2021 ELECTION CALENDAR



- **Thursday, March 18:** Nominating petitions due by 4 pm to Rachel Newbury, Nominations and Elections Committee Chair @ rnewbury@clarion.edu and to Jan Walters, Office Manager @ jwalters@clarion.edu
- **Friday, March 26:** Candidate Statements due from candidates to be published in the Clarion APSCUF April Newsletter (e-mail to jwalters@clarion.edu)
- **Tuesday, March 30:** “Meet the Candidates” Forum @ 3:30 pm on *Zoom* - Candidates introduced; comments and questions
- **Week of April 5 & 12:** E-mail reminders of the Spring 2021 Election to be held through *Survey Monkey*. Included will be the slate of candidates and their statements.
- ***Monday, April 19:** Ballots sent for voting through *Survey Monkey* @ 6:00 am to campus e-mails.
- ***Tuesday, April 20:** Voting continues through *Survey Monkey*. Polls close at 4:00 pm.
- **Tuesday, April 20:** Verification of winners by N&E Committee. Announcement of winners.

***Note that the General Spring 2021 Elections will be held in conjunction with the Faculty Senate Elections on April 19 and 20, 2021 through *Survey Monkey*. The Faculty Senate Elections will be a separate e-mail ballot.**

The Following Faculty and Coaches positions are open. (Please review *Qualification & Functions Summary*.)

APSCUF OFFICERS & COMMITTEES:

- President: 1 two-year term
- Vice President: 1 two-year term
- Secretary: 1 one-year term
- Treasurer: 1 one-year term
- Delegates to Legislative Assembly: 1 two-year term
- Alternate Delegate to Legislative: 3 two-year term
- Nominations and Elections Committee: 2 two-year term
- Venango Campus Representative: 1 one-year term

UNIVERSITY-WIDE CONTRACTUAL COMMITTEES:

- Promotion Committee: 3 three-year term
- Sabbatical Leave Committee: 2 three-year term
- Tenure Committee: 2 three-year term
- CCPS: 2 three-year term

APSCUF COACHES' POSITIONS:

- COACHES' PRESIDENT – 2-year term (Delegate to Legislative Assemblies)
- COACHES' VICE PRESIDENT – 2-year term (Alternate Delegate to Legislative Assemblies)
- COACHES' ALTERNATE – 2-year term (Alternate to the Coaches' President & Vice President)
- COACHES' GRIEVANCE CHAIR – 2-year term



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MILLERSVILLE	SHIPPENSBURG	SLIPPERY ROCK	WEST CHESTER	

February 1, 2021

Dear APSCUF Local Chapter Offices:

Attached for your review are the instructions from the Chancellor's Office to the University Human Resource Directors regarding authorization for the **2021 Spring Overload/Related Payments and Distance Education payments**.

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 March 5, 2021**.

Overload and related payments will be included in the March 26, 2021 paychecks.

If a faculty member has not received an overload payment in his or her **March 26, 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 **March 26, 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 **September 30, 2021 (Summer Extension)** in order to be timely.

Please remember that most faculty members who teach 15 credits in the fall do not earn overload credit 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 April 2, 2021**.

Distance Education payments will be included in the April 23, 2021 paychecks.

If a faculty member has not received a distance education payment in his or her **April 23, 2021** paycheck, either the paperwork to authorize the payment was not sent to your Payroll



319 N. Front Street, Harrisburg, PA 17101
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www.apscuf.org

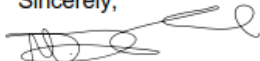


Office or your Payroll Office has questions about the paperwork. In any case, the affected faculty member will have forty (40) days from **April 23, 2021** to file a grievance if he or she has not received a distance education payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **September 30, 2021 (summer extension)** 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 do not hesitate to contact or mail me. Have a great semester.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Rita DuVall", with a horizontal line drawn through it.

Mary Rita DuVall, MILR
Head of Labor Relations
State APSCUF



BLOOMSBURG CALIFORNIA CHEYNEY CLARION EAST STROUDSBURG
EDINBORO INDIANA KUTZTOWN LOCK HAVEN MANSFIELD
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March 3, 2021

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, 2021 to April 30, 2021. The change will be effective with the first paycheck of the fall 2021 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 this 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 status 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 2021 semester, which will be September 24, 2021. This check will represent the difference in the gross amount of their salary effective fall 2021 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, 2021 and April 30, 2021. Any forms received after April 30, 2021, 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,


Jamie Martin
President

JM:MRD



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What is the CONVERSION PAY LIABILITY?

The Conversion Pay Liability is applicable for those faculty members hired prior to the fall of 1985 who have continued to receive their pay on the 26 pay option. Prior to the fall of 1985, faculty members were paid on a before-the-fact payroll system which meant employees were compensated for a given pay period on that pay period end date. Beginning with the 1985-86 academic year pay cycle, PASSHE moved to after-the-fact payroll for faculty which meant employees were paid their biweekly pay for a given pay period no later than two weeks after the end of the pay period.

During the conversion to an after-the-fact payroll system, all faculty who were previously employed and being paid on a 26 pay option received an advance, which is called the "conversion pay." The conversion payment was issued to employees in lieu of payment for compensation earned during the conversion pay period in order to convert the employee to an after-the-fact pay basis. This conversion pay liability must be recouped upon separation or if the faculty member moves from the 26 pay option to the 20 pay option.

For those faculty members on the 20 pay option and for those who have already switched from the 26 to 20 pay option, the conversion pay has already been recouped by PASSHE. Faculty hired at the beginning of or after the 1985-86 academic year were hired on an after-the-fact pay basis and there is no conversion pay liability.

For those faculty members with an outstanding Conversion Pay Liability, the amount of the Conversion Pay Liability appears on the employee pay statement. The Conversion Pay Liability appears in the same section on the employee pay statement that houses the employee's residence and headquarters. The Conversion Pay Liability also is available through Employee Self Service (ESS).

Questions regarding the Conversion Pay Liability should be addressed to the Human Resources Office.