

Summer Work

Dear Colleagues:

This is another important message in PSU AAUP's "Did you know?" series intended to inform our bargaining unit members about the many rights and benefits that you are entitled to through our collective bargaining agreement (CBA). To access a copy of the CBA, please see the link at the bottom of this email.

Did you know that nine-month faculty must now be compensated for summer work? And that courses taught in Summer or Early Spring terms may be counted in-load?

Nine-month faculty contracts begin two weeks before the start of the fall semester and end the Friday after Spring Commencement. Our CBA, in Articles 8.3.1.2.2 and 8.3.1.2.3, makes several important and beneficial points, dictating the parameters for work beyond teaching during normal semesters for nine-month faculty:

- We now must be compensated for all administration-scheduled work beyond the normal contract. Though the administration has yet to formulate a plan and rate for compensation, quoting directly from the CBA, "Bargaining Unit Members will be compensated for PSU service needs scheduled by the administration outside of contract time (such as June Orientation and Advising)."
- Nine-month faculty cannot be forced to teach during Winterim/Early Spring or Summer terms; teaching during these terms is entirely voluntary.
- Faculty teaching during Winterim/Early Spring and/or Summer terms may apply these credits toward their normal load with the approval of their program/discipline coordinator.

FAQ:

Q: "What does 'beyond the normal contract' mean? What is the expected work schedule for nine-month faculty? When does 'summer' start? "

A: According to 8.3.1.2.1. Nine-month faculty contracts begin two weeks before the start of the fall semester and end the Friday after Spring Commencement

Q:"What is the 'compensation' for summer work? Why isn't the CBA more specific about the parameters of compensation for work beyond the contract period?"

A: Though some summer work has traditionally been compensated, this is a new rule for compensation--it requires a new system for the administration, and they have not yet worked out a plan. We have requested and reminded them of this obligation, and we expect that compensation for such work will begin with work done this coming summer (2019). We proposed and have continued to ask for specifics, but the administration has consistently contended that they wanted to work out the details of how this might best be resourced and administered. We will continue to advise and assist them in this effort. We hope to hear from you regarding the adequacy of the amount and administration of such compensation.

Q: "How do I apply summer/winter classes to my teaching load?"

A: The administration is developing a system of tracking teaching credits. For the time being, the person in charge of scheduling for your program (department chair, program coordinator, etc.) completes a Workload Report and submits it to the Office of Academic Affairs, in which it may be noted that Summer or Early Spring credits should be counted in-load. Until a robust system is established for tracking, we strongly encourage you to keep track of your banked hours and to ask your scheduling coordinator for a copy of your Workload Report.

Q: "How do I inform the administration that I want summer/winter teaching to count toward my normal teaching load?"

A: You should be working closely with the person who does scheduling for your program to determine your workload. Send an email to your scheduling coordinator explicitly stating that you wish to in-load your Summer or Early Spring credits. You are also encouraged to cc the Senior Administrative Assistant in the Office of Academic Affairs (Regan McCormick <rn McCormick@plymouth.edu>) in the Office of Academic Affairs, who has been handling overload letters.

Q: "What is the rate for Winterim/Summer work and why is this perhaps different from the 'Overload' rate?"

A: We have asked for these rates to be consistent, but the administration continues to treat the compensation for these two different work periods differently, though we certainly feel the work is the same and, therefore, deserves equal compensation.

Information about PSU-AAUP:

Link to PSU-AAUP CBA:

<https://plymouthaaupdotorg.files.wordpress.com/2018/08/psu-aaup-collective-bargaining-agreement-final-signed-7-23-18.pdf>

For more information about PSU-AAUP: <https://plymouth-aaup.org>

Note: You are receiving this email as a colleague in the bargaining unit of the Plymouth State University Chapter of the American Association of University Professors (PSU-AAUP). All tenure-track faculty, who do not have a primarily administrative role, are automatically in this bargaining unit, and as such, are covered by our collective bargaining agreement (CBA).

However, unless you have signed and submitted a membership card, you are not a member of the PSU-AAUP union. If you have questions about union membership, please contact Nick Sevigney <nsevigney@plymouth.edu> or any of the other members of the Executive Committee. If you would like to join your union, complete the Membership and Dues Authorization form at the link below, and send a hard copy to Nick Sevigney, MSC 21:

<https://plymouthaaupdotorg.files.wordpress.com/2018/10/psu-aaup-membershipform-duesauthorization-fillable.pdf>