

Use Your Own Sense of Justice and Fairness

CRISIS COMMITTEE REPORT

John B. Russo and Gabriel Palmer-Fernandez

The YSU-OEA has been informed by trusted and reliable sources and in a recent negotiation that the Anderson-Schulick nexus is considering to unilaterally implement their last best offer in the next several weeks. This means they will impose on the faculty terms and conditions of employment, including all benefits. Should this occur, faculty members have been asking what, then, shall we do? Here are some things you might consider.

1. Unpaid, Additional Work

The administration relies upon time and work that are beyond our contractual duties and for which we are not compensated. They extract from us a type of free labor. Dr. Garg, chairperson of the Board of Trustees, Mr. Scott Schulick, Ms. Carol Weimer, and the other members of the Board do not know or care about the important work and services we do almost daily on behalf of the University ~~that go unrecognized in the collective bargaining agreement, and without which~~ the University cannot function properly. It is that kind of free labor that is totally under faculty control. In order to help them recognize our full value to the University, we should be selective about which, if any, of those activities we continue to perform.

2. The Contract

Article 13.14 of our Collective Bargaining Agreement declares: "Attendance: Full-time faculty members shall attend University, college, and department faculty meetings, and, as scheduled by the Events Committee, commencement exercises."

While Art 13.14 establishes the contractual duty to attend meetings it does not

say that we have to participate in discussions, and it certainly does not say that we have to smile and applaud either the President at her State of the University Address or any dean at college meetings. The latter is particularly important for faculty in CLASS, F&PA, and H&HS. Deans Shearle Furnish and Brian DePoy as well as Associate Dean Tammy King were members of the administration's team that belittled and abused the faculty, and persistently misdirected facts during negotiations.

Requests to assist in the conduct of, or participate in, YSU administrative initiatives and undertakings not mandated in the contract could be avoided. Any efforts by administrators to intimidate or cajole faculty into such activities should be immediately reported to the YSU-OEA Grievance Committee.

3. Community Engagement

YSU Administration has stressed the need for greater visibility and representation by faculty and staff in the community. They frequently ask faculty to represent the university at various events. For example, faculty was recently asked to staff the YSU booth at the Canfield Fair. The Fair is over but activities like the Fair are ideal examples. One could decline any invitation to work the YSU booth or any equivalent activity. If you are a member of a department typically represented at the Fair through your professional work, you could say, "No."

4. Academic Senate and Meetings. A number of years ago, during the last months of Dr. Morrison's tenure as chair of our Academic Senate, members were not showing up and lacking a quorum Senate was unable to carry out official business. That can happen again and this time for two very good reasons, namely, the current labor climate and administration's support of SB5. Consequently, members of the Senate might find themselves driving home instead of entering DeBartolo 132. There is nothing in the contract that says members of the Senate must attend any or all Senate meetings.

5. Special Programs. Yesterday an email was sent to a number of faculty members requesting their participation in the planning for Non-Violence Week. While this is a very good program, the Anderson-Schulick nexus must realize that they have to compensate our professional labor and time. In response to such invitations, a faculty member might respond thus: "Because of the unconscionable actions by the Anderson administration and her negotiating

team and out of my own sense of fairness and justice, I will not take on any activities that are not recognized in the collective bargaining agreement and compensated appropriately."

6. Make your own list.

What is important in these examples is that you identify activities you perform that are beyond the scope of the collective bargaining agreement. Once you have that list use your own sense of fairness to determine your future participation in those activities. Share your list with the YSU-OEA and we will distribute, if like, anonymously.

7. The Charm Offensive

Be prepared for Dr. Anderson's charm offensive with predictable clichés of how she knows how difficult it is to take concessions yet how much the administration appreciates all that faculty do as professionals at the university. No doubt, some faculty and staff will fall for this performance. But her clichés are worse than vacuous; they are cynical deceptions in the face of what the YSU faculty and YSU-OEA leaders faced during bargaining.

At the same time, the faculty will face blame. Already the administration has claimed that the decrease in enrollment is the result of the "labor disputes" on campus. They seemed to have forgotten that they had already projected a decrease in enrollment as a result of the establishment (and support) for the new Eastgate Community College and the regional depopulation. Likewise they seem to have forgotten that they had a perfect opportunity to settle with us when we voted to accept the fact-finder's report. They chose not to.

YSU-OEA leaders will also face a share of blame for being too critical of President Anderson and the YSU Board. For example, the YSU-OEA will be blamed for bringing up the ethical issues surrounding both the candidacy of Scott Schulick for the leadership position at the Youngstown State University Foundation (private) while serving as a Board member and Dr. Anderson's support for Mr. Schulick after he helped secure for her a salary \$100,000 higher than the former YSU president, who had more experience and academic credentials.

A Final Question

Here is a final question posed by a young faculty member. How does the Anderson-Schulick nexus think that what they are doing to YSU faculty makes Youngstown and YSU a more desirable place to work, raise a family, and live?

WE WILL NOT FORGET!

Dr. Russo,

I got a copy of "Use Your Own Sense of Justice and Fairness" that was distributed to faculty and am writing a story about it. I have some questions for you. For starters:

What prompted you to compile and send out the report and what do you hope it accomplishes?

How do you envision the report's distribution affecting the talks that are ongoing between the faculty union and administration?

Was the report distributed with the knowledge/consent of union leadership?

Have you gotten any feedback since the distribution from other union members? If so, what was it?

Thank you,
Denise Dick
Vindicator Education Writer

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Dear Ms. Dick,

Please contact Dr. Sherry Linkon, YSU-OEA spokesperson, in regards to your questions. But since people are sending you our internal messages, attached is today's report on the enrollment decline that you and the paper entirely missed. Maybe should report on this also.

Dr. Russo

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Dr. Palmer-Fernandez.

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Thank you,
Denise Dick
Vindicator Education Writer

Dear Ms. Dick,

Dr. Sherry Linkon is the official spokesperson for the faculty union. Accordingly, I am sending her and Dr. Julia Gergits, our union president, your email. It would be very inappropriate for me to comment to the press. I can, however, comment on my research and other professional matters, but not on union ones. I trust you understand.

Sincerely,
Gabriel Palmer-Fernandez

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