

Health Insurance Costs

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In this third year of the 2012-2015 faculty agreement, most members of the AAUP experienced a substantial increase in their contributions toward university sponsored health care. During this contract the cost of HMO coverage has consistently shifted away from the university and toward the membership. The university's contribution is now equivalent to 95% of the least expensive HMO—Priority Health.

It should be understood that this figure was a substantial improvement over the initial proposal submitted by the university—that the university's contribution be limited to 80% of the least expensive HMO. The AAUP bargaining team was able to negotiate the administration away from this severe position. However, in the end the administration was adamantly committed to paying no more than 95% of the least expensive HMO; further attempts to negotiate a larger contribution risked a more costly settlement.

This effort to lower the administration's contribution to faculty health insurance was a cost cutting measure for the university. Over the term of the current faculty agreement, it met its goals. Here is the annual monthly contribution that the administration has made toward the health premiums of faculty members, beginning with the last year of the previous contract:

YEAR	Full-Time Faculty	Special Lecturers ≤ 4 yrs	Special Lecturers ≥ 5yrs
2012	\$1,541.75	\$925.05	\$1,002.12
2013	\$1,382.86	\$829.71	\$ 898.85
2014	\$1,420.39	\$852.23	\$ 923.35
2015	\$1,256.21	\$753.72	\$ 816.53

We hope that the administration will recognize the impact of their decision on faculty morale and the next negotiations will have a different outcome.

Identity Theft Issues

During the December meeting of the University Senate, OU Police Chief Mark Gordon provided an update on last year's IRS Fraud problem. At this time the IRS is still maintaining an on-going investigation.

There has been some progress. One individual in Florida has been convicted in the case; however, the IRS does not believe that this person was responsible for the breach or the original theft of data. Rather, this person merely purchased the stolen information and then used it with criminal intent.

The IRS and OUPD recommend that all university employees engage in safe financial practices this year.

The sooner you submit your income tax return, the less likely you will be a victim of identity theft; prepare your tax returns as soon as you have all the necessary documentation.

In addition, you should change pin numbers and passwords regularly, diligently monitor your bank accounts and routinely check your credit report.

Suggested Safe Financial Practices

- ✓ **Prepare your tax returns as soon as you have all the necessary documentation.**
- ✓ **Submit your income tax return as soon as possible.**
- ✓ **Change pin numbers and passwords regularly.**
- ✓ **Diligently monitor your bank accounts.**
- ✓ **Routinely check your credit report.**

The Advisory Forum

The Advisory Forum now has representatives from all units and has begun its work for the year.

If you have any concerns regarding the contract negotiations this summer, you should report them to your unit's representative.

For a full list of the members of the Advisory Forum, go to:

<http://www.oaklandaaup.org/advisoryforum.htm>

Election of New Executive Committee Member

Christina Moore won the run-off election for an at-large member position on the Executive Committee.

Your Weingarten Rights

We have had little need to use the Weingarten Rights at Oakland University. However, it is important for the membership to understand that they exist. They are called "Weingarten Rights" based on a 1975 Supreme Court decision (*NLRB vs. J. Weingarten*).

In the event that you are called into a meeting with a supervisor and you believe that the purpose of this meeting is to investigate your behavior for possible disciplinary purposes or to question your conduct, you may insist to have a union delegate present.

Immediately announce to the supervisor your Weingarten Rights:

"If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my delegate be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

Do not say anything more without your delegate present. Immediately call Scott Barns at 248-370-2005.

Notary Service

The AAUP has Notary Public services. Scott Barns can notarize any member's materials at no cost.

Scott Barns
can be reached at
248-370-2005
or at
barns@oakland.edu



Announcing ***Student Essay and Art Contest***

in celebration of the centennial
of the American Association of
University Professors

on the theme of
***Academic Freedom:
Its Concept, Its History,
Its Successes and Its Failures***

**\$500 prize for first place
\$100 prize for second place**

This contest is open to all current Oakland University students. Submissions will be judged on their creative merits and how well they illuminate the issue of academic freedom.

**Deadline for submissions:
January 15, 2015**

All submissions should be made to Scott Barns (barns@oakland.edu) in an email from an Oakland email account, either as an attachment or as a Google Drive, YouTube or Vimeo link to a downloadable file.

Your email should include your full name and mailing address.

- **ESSAYS** should be approximately five pages in length—double-spaced and paginated. They should be in a PDF file and submitted as an email attachment.
- **WORKS OF ART** should be photographed (one or more photos) and submitted as JPEG files. The original art should not be submitted.
- **VIDEO AND AUDIO SUBMISSIONS** should be no longer than 5 minutes. Submit files in a QuickTime compatible format such as h.264, m4v, mpeg or ProRes.



Those who wish are also encouraged to enter the AAUP national organization's contest. The deadline is the same and the submission requirements are very similar. For more information regarding the national competition, visit www.aaupfoundation.org/centennial/contest