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### Announcement of Injunction Petition Filed

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PSU/KHEA announced today that it had filed a petition for an injunction in the Crawford County District Court against President James B. Appleberry and Pittsburg State University.

Dr. James E. Thomas, professor of physics and president of the local chapter, explained that the basic purpose of the proposed injunction is to halt the implementation of the present performance appraisal system now in force on campus. The current procedures were put into effect unilaterally by President Appleberry without negotiating the process with KHEA.

KHEA feels that the position of the PSU administration on this issue is inconsistent with the PER Board decision regarding the scope of negotiations over salary matters. The PER Board decision clearly states that PSU/KHEA is entitled to negotiate salaries. Since the administration consistently contends that salaries are determined solely on a "merit" basis, KHEA maintains that it has the right to meet and confer on the merit system. Dr. Thomas stated that the administration's position, "The people you represent must be paid on the basis of merit; however, your organization does not have the right to negotiate on what that merit procedure shall be," is totally unacceptable to the teaching faculty of PSU.

This legal action, KHEA feels, is the best way to resolve the differences in interpretation of the recent PER Board decision. Since both sides have differed earlier over interpretations of the PEER Act and numerous PER Board decisions, KHEA concludes that the quickest and most definitive clarification of the law can be made within the Kansas judicial system.

KHEA has made every effort to resolve this issue at the negotiation table. However, Dr. Appleberry's position has continually been that PSU will not negotiate the merit system via the regular procedures. KHEA hopes that the court will clarify this issue so that the teaching faculty and the administration can work more effectively together as equal partners in the resolution of this crucial problem.



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KHEA feels that the position of the PSU administration on this issue is inconsistent with the PERR Board decision of regarding the scope of negotiations over salary matters. The PERR decision clearly states that PSU/KHEA is entitled to negotiated salaries. Since the administration ~~and~~ consistently contends that salaries are determined solely on a "merit" basis, then KHEA maintains that it has the right to meet and confer on the merit system. Dr.

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