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KNEA 50th Anniversary

1984

Job Conditions a Major Concern

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Job conditions a major concern

The local chapter of the Kansas National Education Association is two organizations within one unit, sometimes leading to confusion.

One of the organizations is a faculty organization, open to any full-time, tenure-earning position, the other is a labor union in which the members pay dues. Both organizations are closed to part-time, non-tenure positions.

"In 1973, the campus chapter of the KNEA was designated as an organization to represent the faculty at the bargaining table. Generally, we negotiate on the conditions of employment under the Kansas Public Employee Relations Act, the PER. The law provides for negotiations for conditions of employment for any state employee," said Dr. Edward Galloway, professor of psychology and counseling.

The organization has an office in town with a paid professional staff, providing duplicating, services and materials for the organization.

"K-PAC, the political action committee, is concerned with such items as

University and public school funding and appropriations. The upcoming legislature meeting may effect conditions of employment, because they have proposed to rewrite the PERB Act. We would expect to be very active in the rewriting of the act," said Dr. Galloway.

"The grievance committee receives requests for assistance on grievances about any condition of employment, from salary distribution to workload, class assignments and so on," said Dr. Galloway.

The KNEA also has a bargaining council. Although the bargaining usually begins in January, bargaining was reopened in the fall of 1983.

"The bargaining was reopened in the fall because of the budget and salary appropriations that were made last April, and because the Kansas Supreme Court expanded the PER Act to cover eight areas of the act that had been challenged by the Board of Regents," Dr. Galloway said.

According to *The Communicator*, a newsletter put out by the PSU KNEA, the areas covered were salary generation,

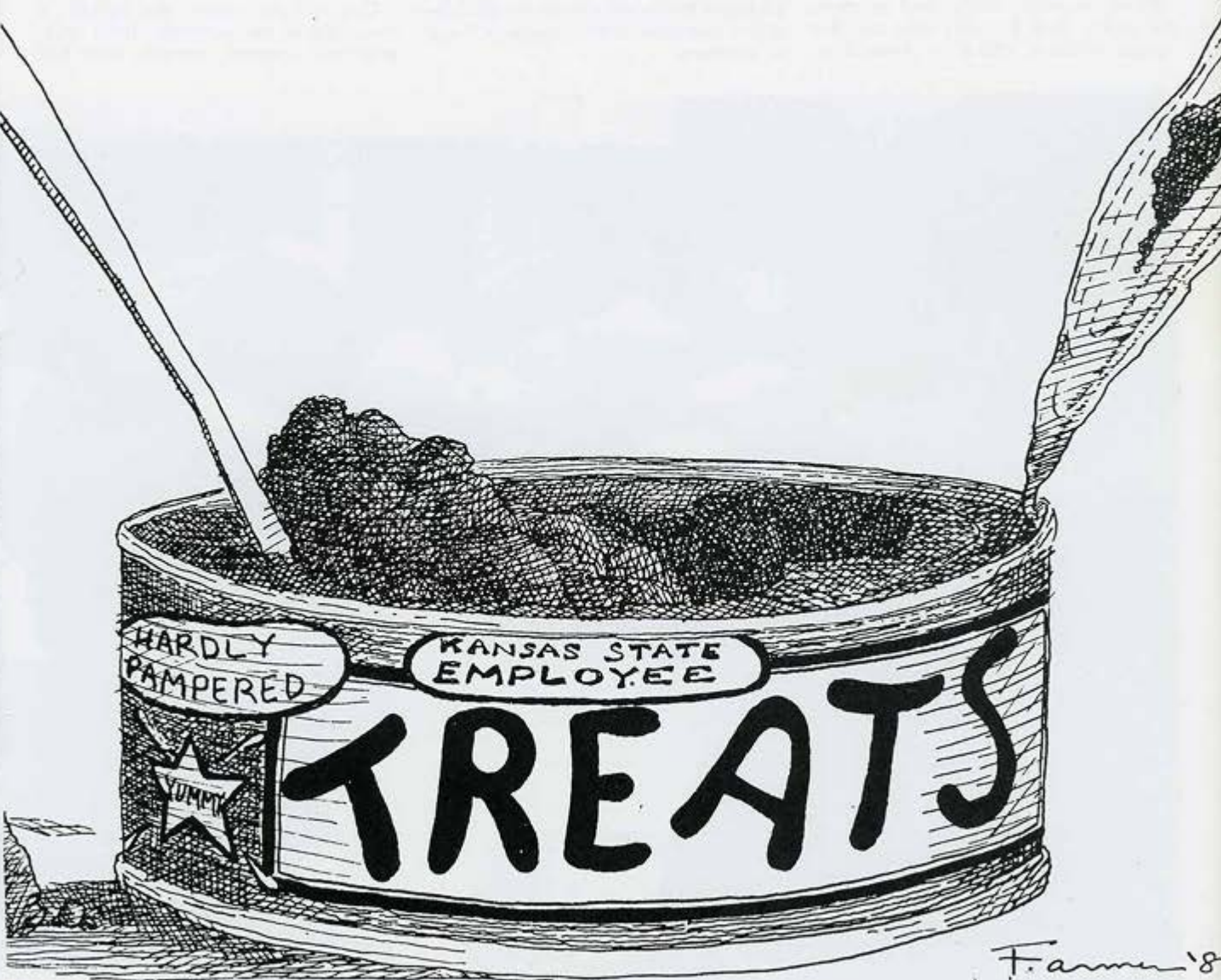
concerning "faculty input into the budget preparation and adoption process,"; salary allocation, concerning "faculty input into the distribution of unclassified monies into the school.

Out of state travel, concerning the distribution policy; promotions, concerning a non-negotiable decision for promotion; summer employment, concerning the criteria by which the summer staff is selected; tenure, concerning the negotiations of the criteria which establish tenure.

Retrenchment, concerning "the negotiation of the policies and procedures appropriate for a possible reduction in work force," and personnel files, concerning legal protection of employee access to their files.

An association membership to the KNEA includes insurance packages, travel programs, purchasing programs, a legal assistance service providing legal consultations at a reduced rate and a book service, according to Dr. Galloway.—by Kelly Rogers

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