



State of Ohio
State Employment Relations Board
65 East State Street, 12th Floor
Columbus, Ohio 43215-4213
(614) 644-8573
ULP@SERB.ohio.gov

Case No. _____

UNFAIR LABOR PRACTICE CHARGE

INSTRUCTIONS: File *one original and one copy* of this form with the State Employment Relations Board at the above address. Serve *one copy* on the party against whom the charge is brought. See Ohio Administrative Code Rule 4117-1-02.

If more space is required for any item, attach additional sheets; please number the items accordingly.

NOTE: If you wish to file unfair labor practice charges against both the employer and the union, then separate Unfair Labor Practice Charge forms must be filled out. For the form(s) to be filed against the union, fill out all sections of this form. For the form(s) to be filed against the employer, fill out all sections except section four, which is used to identify the employer for charges filed against the union or its representative(s).

1. Party Filing Charge: (Check One)

☐ Employee Organization/Union ☐ Employee ☒ Employer ☐ Other _____

Name:

Wright State University c/o Larry Chan VP for Legal Affairs and General Counsel

Address:

3640 Colonel Glenn Hwy.

Telephone: work (937) 775-1000
home ()

City, County, State, Zip:

Dayton, Greene, OH 45435

E-mail:

larry.chan@wright.edu

2. Name of Person Representing the Party Filing Charge:

(Representative must file a Notice of Appearance form.)

Daniel J. Guttman, Baker & Hostetler, LLP

Address:

200 S. Civic Drive Dr.

Telephone:

(614) 462-4740

City, State, Zip:

Columbus, OH 43215

E-mail:

dguttman@bakerlaw.com

3. Party Against Whom This Charge is Brought: (Check Only One)

☒ Employee Organization/Union ☐ Employee ☐ Employer ☐ Other _____

Name:

AAUP Wright State University Chapter

Address:

113 Medical Sciences Bldg., Wright State University

Telephone:

(937) 775-3608

City, County, State, Zip:

Dayton, Greene, OH 45435

E-mail:

aaupwsu@gmail.com

4. Employer: (If different from item 1 or 3)

Address:

Telephone:

()

City, County, State, Zip:

E-mail:

5. Basis of Charge: Check all the boxes that apply. (See item #5 on the instructions for a link to the information needed to complete this section).

Charges against employers: (A)(1) ☐ (A)(2) ☐ (A)(3) ☐ (A)(4) ☐ (A)(5) ☐ (A)(6) ☐ (A)(7) ☐ (A)(8) ☐

Charges against unions: (B)(1) ☒ (B)(2) ☒ (B)(3) ☐ (B)(4) ☐ (B)(5) ☒ (B)(6) ☐ (B)(7) ☐ (B)(8) ☐

Jurisdictional Work Dispute O.R.C. 4117.11(D) ☐

6. Statement of Facts: Provide a detailed statement of the facts explaining the alleged violation(s). Include who, what, where, when, how, and all dates. If you need more space, you may attach a separate sheet containing the Statement of Facts.

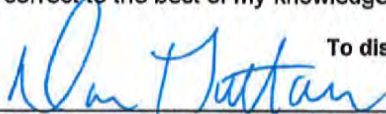
See attached.

A failure to provide the above information could result in the charge being dismissed for failure to provide a clear and concise statement.

DECLARATION

I declare that I have read the contents of this Unfair Labor Practice Charge and that the statements it contains are true and correct to the best of my knowledge and belief.

To distinguish originals, please do not use black ink for signatures.



January 18, 2019

Signature of Person Confirming the Content of Form

Date

Daniel J. Guttman

Print or Type Name

THIS UNFAIR LABOR PRACTICE CHARGE WILL NOT BE ACCEPTED FOR FILING UNLESS THE PROOF OF SERVICE IS FULLY COMPLETED AND BEARS AN ORIGINAL SIGNATURE OF A REPRESENTATIVE OF THE PARTY FILING THE CHARGE.

PROOF OF SERVICE

I certify that an exact copy of the foregoing Unfair Labor Practice Charge has been sent or delivered to:

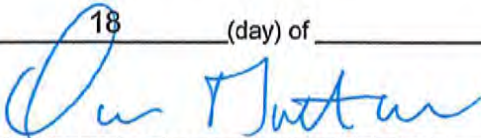
Martin Kich, 123 Allyn Hall, Wright State University, Dayton, OH, 45435, martinkich@gmail.com

(Name and complete address of party against whom this charge is brought)

Susannah Muskovitz, 1621 Euclid Ave., BF Keith Bldg, Suite 1750, muskovitz@mllabor.com

By ☐ Regular U.S. Mail ☐ Certified U.S. Mail ☐ Hand Delivery ☒ Other email

this 18 (day) of January (month), 2019 (year).



Daniel J. Guttman

Signature of Person Confirming Service of Form

Print or Type Name

STATEMENT OF FACTS

During a strike, a public university like Wright State has not only the right but an obligation to remain open and continue to provide services. This includes the right to continue offering courses for its students. In order to do so, it has a legitimate interest in determining whether or not employees intend to work to ensure the continuity of providing higher education. However, the leadership of the AAUP-WSU is interfering with this right by instructing its bargaining unit members to provide intentionally misleading information to the university to stop it from staying open and providing needed courses. There is no doubt that the AAUP-WSU is acting in bad faith.

For example, to prevent the university from determining its legitimate need for replacement workers, the AAUP-WSU executive committee instructed all of its bargaining unit members to inform the university they did not “feel” like going on strike, whether or not this was the employees’ true intent. **The Union made clear, in writing, that its purpose of the email campaign was to “confound” the university’s plan to keep providing services to students.**

The AAUP-WSU executive committee also is acting in bad faith by threatening and coercing deans and chairs, graduate assistants and adjuncts, and even local teachers who might consider working for the university, so it may remain open. It even threatened and coerced students to stop them from coming to class during a strike.

The actions by the AAUP-WSU executive committee are not normal or expected for a strike against a public employer in Ohio. The AAUP-WSU actions harm students and other employees to apply bargaining pressure on the university. It has committed numerous unfair labor practices by:

- Coercing employees in the exercise of protected rights to continue working under Chapter 4117 (in violation of R.C. 4117.11(B)(1));
- Attempting to cause the university to commit an unfair labor practice by making it impossible to communicate to the bargaining unit through Union leadership, forcing the university to deal directly with the membership to effectively communicate in good faith (in violation of R.C. 4117.11(B)(2));
- Inducing and encouraging other employees to engage in an unlawful strike without authorization under Chapter 4117 and to refuse to perform services for the university (in violation of R.C. 4117.11(B)(5)); and
- Threatening and coercing others with the object of forcing employees to stop doing business or dealing with the university (in violation of R.C. 4117.11(B)(5)).

As set forth below, the AAUP-WSU’s conduct is not in dispute. The AAUP-WSU openly acknowledged that the purpose of its deception and coercion was to stop the university from staying open and continuing to provide courses for students. SERB must order AAUP-WSU to cease and desist from the conduct described below and from any other unfair labor practices in violation of R.C. 4117.11(B) and also take any other necessary remedial action to assure the strike is lawful.

A. The AAUP-WSU explicitly instructed its members to mislead the university about whether they intended to strike.

The university has the right to remain open during a strike and continue to provide services to the public. Because of the university's public mission, it has to determine the need for replacement workers during a strike.

In this regard, the university asked bargaining unit employees to indicate whether they intend to work or not during the strike by emailing Chief Human Resources Officer Shari Mickey-Boggs. Such a request is reasonable and has a long genesis even in the private sector under the NLRA. *See Mosher Steel Company*, 220 NLRB No. 47 (1975); *Washoe Medical Center, Inc.*, 348 NLRB No. 22 (2006).

In response, on January 10, the AAUP's executive committee sent an email to all bargaining unit members providing instructions on how to "confound" the university's efforts to plan to remain open and offer courses for students. (Jan. 10 email, attached as Ex. A). The AAUP instructed all bargaining unit members to inform the university that they did not intend to participate in the strike, regardless of whether this is true or not.

The Union leadership instructed "everyone" in the bargaining unit to send the same email to Chief Human Resources Officer Shari Mickey-Boggs "TODAY."

The message to all AAUP-WSU members stated in bold text:

HOWEVER, everyone, email Ms. Mickey-Boggs TODAY. Cut and paste and send to Shari.mickey-boggs@wright.edu right now:

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

(Ex. A).

The Union leadership explained that the purpose of sending the mass emails to Human Resources was to "confound their planning." In other words, the AAUP-WSU executive committee sought to mislead the university about which employees planned to report to work to sabotage its efforts to find replacement workers and keep providing services to the public during a strike.

As requested by the Union executive committee, many AAUP-WSU members acted in bad faith and followed the instructions to "confound" the university's efforts to stay open during the strike. More than 70 AAUP-WSU members sent variations similar to the email the executive committee instructed them to send to Ms. Mickey-Boggs saying they would be working and not striking, **including six members of the executive team that unanimously recommended a strike.** (Sampling of Jan. 10 emails, attached as Ex. B).

For example:

- Noeleen McIlvenna, Contract Administration Officer and Executive Committee member, sent an email stating: "Hmmm. maybe it's something I ate, but right this minute, I don't feel like I will go on strike whenever one starts."
- Marlese Durr, Member-at-Large of the AAUP-WSU Nominating Committee, sent an email stating: "At this minute, I do not feel like I will go on strike whenever one starts."
- Thomas Rooney, AAUP-WSU Treasurer and Executive Committee member, sent an email stating: "Right this minute, I don't feel like I will go on strike whenever one starts. I am listening to Bob Marley music, and it makes me feel good."
- Gina Oswald, AAUP-WSU Communication Officer and Executive Committee member, sent an email stating: "right this minute, I don't feel like I will go on strike whenever one starts."
- Cynthia Marshall, Member-at-Large and Executive Committee member, sent an email stating: "Right now, I don't think I'm going to strike."
- Robert Rubin, Member-at-Large and Executive Committee member, sent an email stating: "As of this moment, I do not feel like going on strike whenever one may occur."
- Haili Du, a Lecturer in the Department of Modern Languages, sent an email stating: "Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."
- Scott Williams, Professor of Management, sent an email stating: "Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."
- Andrew Beauchamp, Associate Professor in the Department of Economics, sent an email stating: "Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."
- Nicole Richter, Professor and Head of Motion Pictures, sent an email stating: "Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

(Ex. B).

In addition, at least 60 other AAUP-WSU members sent emails copying and pasting exactly what the executive committee instructed them to include to "confound" the university. (Some attached at Ex. B). These emails leave no doubt that the AAUP-WSU instructed its members to collectively act in bad faith and inform the university that they did not "feel" like they would strike, even though many of these very members (especially the executive committee members) publicly called for a strike. The express purpose of these emails was not to provide an intent to work or not, but to "confound" the university's efforts to remain open.

These actions by the AAUP-WSU are unprecedented. There is no precedent for a labor organization instructing all of its members to intentionally mislead a public agency about whether they intend to continue working during a strike. There is no precedent for a union announcing in writing that a mass email campaign was meant to “confound” the planning of a public university to remain open and keep operating. Also, beyond its public mission, the university has safety concerns that have to be recognized in allowing it to know if faculty will be working. Among the many activities the university has are activities in the area of research, field work, and laboratories. This bad faith must be addressed by SERB.

This is not a case in which SERB needs to parse the evidence and make credibility determinations to ascertain whether the Union acted in good faith. **The AAUP-WSU openly acknowledged the purpose of its emails.**

B. The AAUP-WSU threatened deans and chairs and demanded they resign and stop working for the university.

The AAUP-WSU also tried to stop the university from remaining open during a strike by sending coercive and threatening emails to the deans and chairs. The Union knows that the university is relying upon deans and chairs to continue working during the strike since they are not part of the bargaining unit. In an email on January 10, the Union threatened that the deans and chairs may return to the bargaining unit and that “[y]ou will not be Chair or Dean forever.” (Jan. 10 email, attached as Ex. C).

The AAUP-WSU asked the deans and chairs to join the strike. The AAUP-WSU’s email demanded that “[i]nstead of helping the Board find scabs, serving as scabs yourselves by teaching our classes in any form, and driving past your colleagues standing on the cold and probably rainy picket line, we ask you to stand with your Department and College colleagues.” The AAUP-WSU demanded that the deans and chairs resign from their positions to “force the admin/Board to capitulate and negotiate a contract,” pointing out that they “cannot run this University without your choice to cooperate with the Board.” (Ex. C).

These statements show that the AAUP-WSU has been clear about the objective of its emails to non-bargaining unit members. Its goal is to stop the university from staying open and providing services to the public during a strike. It is trying to intimidate and coerce all non-bargaining unit members to join the strike, regardless of whether they are lawfully entitled to do so under Chapter 4117, and to stop working for the university in any capacity. It has tried to block the university from operating by pressuring anyone who might work to provide students needed courses.

C. The AAUP-WSU told graduate assistants and adjunct faculty members not to assist the university in continuing to offer courses during a strike.

Similarly, the AAUP-WSU also tried to intimidate graduate assistants and adjunct faculty members to stop them from helping the university stay open and continue to offer services to students. For example, in a Facebook post on January 8, a Union member acknowledged that “Ohio labor laws have prevented us from organizing adjunct faculty,” but then demanded that graduate assistants and adjunct faculty “refuse to cover classes for striking faculty.” (Jan. 8 Facebook post, attached as Ex. D).

Four days later, Union Executive Committee member Gina Oswald also shared a Facebook message asking graduate assistants and adjunct faculty not to teach when the AAUP-WSU members go on strike.

On January 15, AAUP posted “An Open Letter to Adjunct Faculty.” (Jan. 15 letter, attached as Ex. E). In that letter, the Union stated, “You may be contacted to cover the courses of full time faculty on strike but you are under no obligation to do so.” The letter went on to ask that “you do not agree to teach additional courses while a strike is ongoing . . . please also consider meeting your students off campus or providing alternative learning assignments next week.” (Ex. E). Again, this shows that the AAUP-WSU is openly asking other employees to stop working for the university and join the strike by “providing alternative learning assignments.”

D. The AAUP-WSU demanded that local teachers join the strike and refuse to work for the university.

The AAUP-WSU sent a similar message to local teachers who it believed might help the university stay open during a strike. On January 10, Union member Shelli Jackson sent an email to local Celina City teachers asking them to join the strike (as the university has a Celina campus). (Jan. 10 email, attached as Ex. F). Her email stated:

This strike of more than 500 Wright State faculty may have a direct impact on your members and will need to make a very personal decision. I’m thinking of your members who are taking graduate classes at WSU; your members who may have a contract with WSU to be part-time adjunct professors; your members who participate on committees, activities and frequent WSU campus for various educational programs. IF there is strike at Wright State University, THEN I’m asking you to ask your members to honor that strike.

(Ex. F).

The email further instructed the teachers to ask their fellow members “not cross the picket line.” AAUP-WSU asked the teachers to circulate the email to the members of their local union, again reiterating that they should be advised to not cross the picket line. The AAUP-WSU even provided a sample letter to local members asking them to not cross the picket line. (Ex. F). Again, the Union is seeking to pressure any other university employees to join in the strike even if the employees do not have the ability to do so under Chapter 4117.

E. The AAUP-WSU spread misleading information to stop students from attending classes and prevent other employees from having classes to teach.

The AAUP-WSU has also spread misleading information and coerced students who attend classes during a strike. The AAUP-WSU published a video on youtube called “Strike FAQ for Students from AAUP-WSU.”

The video addresses the question of “*Will there be classes if faculty strike?*” In response to this question, the AAUP warns students that grades and work at the direction of replacement teachers will not be accepted by its members. The AAUP-WSU’s presentation informs students that:

- *If faculty are not in class, we can never know if you were, either*
- *Upon our return, striking faculty will not accept attendance reports, grades, or any work of any kind that was completed at the direction of replacement teachers*

(Youtube video, DVD attached as Ex. G).

Similarly, AAUP-WSU distributed a “Dear Wright State Students” Frequently Asked Questions page. It provides:

Anything happening while we are striking will be irrelevant to me. If we aren’t in class, I can never know if they [the students] were either, because we certainly are NOT going to accept any attendance reports, or grades, or any work of any kind completed at the direction of replacement teachers upon our return. Upon your return, I am the teacher of record with full control of which assignments count and of the final grade.

As another example, on January 16, 2019, a student captured a professor delivering an AAUP-WSU PowerPoint during the class. Not only did the professor waste valuable class time, but he told students that without a strike their degree will “dramatically” decrease in value. His comments included the following:

- “If the faculty do not stand up, the value of your degree will dramatically decrease. You will be less attractive in the labor market. Your younger siblings and future children at WSU will suffer much worse education.”
- “No matter who you get as a substitute teacher, I am legally the teacher of record with full control of which assignments count and of the final grade.”
- “Upon my return, I will consider only the work completed at my direction for your final grading.”

Other students have also complained about similar statements by AAUP-WSU members. For example:

- A student was told by AAUP-WSU Executive Committee member Bobby Rubin not to come to class or perform work during the strike because he would not accept work that was not assigned by him.
- On January 16, 2019, an AAUP-WSU member told students that all digital coursework would be removed from Pilot and that assignments completed during the strike would not count towards the final grade.
- Multiple students indicated that AAUP-WSU told them their work during the strike would be “thrown in the trash.”
- AAUP-WSU leadership, including Noeleen McIlvenna and Bobby Rubin, told parents that class would be canceled during the strike on Facebook.

- AAUP-WSU members withheld syllabus and other information from Pilot so that substitutes could not teach the course and one even insinuated that sharing the syllabus would subject the students to copyright infringements.

The university has the right to continue operating during a strike. When AAUP-WSU members return from strike, they cannot punish or retaliate against students who continued attending courses and completed work. Even implying this is so to students is a violation of labor law.

The AAUP-WSU leadership is also providing misleading statements regarding the impact of missing class on students' financial aid packages. Many students receive financial aid, including grants, scholarships, loans, and work-study. The university has advised students that dropping out or withdrawing (officially or unofficially) may result in a reassessment of financial aid by the federal government. Ultimately, it is the university's Office of Financial Aid that is responsible for reviewing course attendance and other information to ensure that each student has established eligibility for Federal Title IV financial aid.

Despite the university's obligations under federal law, AAUP-WSU leadership is providing misleading information that could harm students and cause them to lose financial aid. For example, AAUP-WSU is advising students that they have the right not to attend class and that they may skip class without impacting their financial aid. (Facebook posts, attached as Ex. H and Ex. I). However, students who officially or unofficially withdraw from the university may be required to return funds from the federal student aid program.

The AAUP-WSU leadership is trying to stop students from coming to class during a strike and prevent other instructors from having classes to teach. These other employees have the right keep working under Chapter 4117, just as the university has the right to stay open and continue providing public services.

F. The AAUP-WSU has committed unfair labor practices in violation of R.C. 4117.11(B)(1), (2), and (5).

The conduct by the AAUP-WSU described above constitutes multiple unfair labor practices under R.C. 4117.11(B). First, the AAUP-WSU has coerced employees in the exercise of protected Chapter 4117 rights in violation of R.C. 4117.11(B)(1). The university has the right to remain open during a strike, and employees have the right to continue working if they choose to do so. The Union has coerced employees in the exercise of their protected rights to continue working for the university during a strike.

Second, the AAUP-WSU has attempted to cause the university to commit an unfair labor practice in violation of R.C. 4117.11(B)(2) by purposefully engaging in deceptive and unprofessional conduct. This conduct includes but is not limited to instructing every bargaining unit member to misrepresent their intentions to continue working during a strike or not. The Union leadership has been so deceptive that the university can no longer effectively communicate to bargaining unit members through their Union representatives, forcing the university to deal directly with the membership if they want accurate and necessary information to be relayed to their faculty.

Third, the AAUP-WSU has induced and encouraged other employees to engage in an unlawful strike and to refuse to perform services for the university, and threatened and coerced others with the object of forcing employees to stop dealing with the university, in violation of R.C. 4117.11(B)(2). The AAUP-WSU tried to induce and coerce deans and chairs, graduate assistants and adjuncts, and local teachers to join the strike and not to work for the university.

The university asks SERB to order AAUP-WSU to issue a notice to its members remedying the misconduct described above and to ensure a lawful strike if such information is not corrected by the Union before the strike begins. The university also asks SERB to order AAUP-WSU to cease and desist from:

- Coercing employees in the exercise of rights protected by Chapter 4117, including but not limited to their rights to continue working during a strike;
- Engaging in deceptive or unprofessional conduct to mislead the university about the intention of its members to continue working or not;
- Engaging in deceptive conduct preventing the university from effectively communicating to bargaining unit members through Union representatives, and forcing the university to deal directly with the membership;
- Inducing or encouraging other employees to engage in an unlawful strike not allowed by Chapter 4117;
- Inducing or encouraging other employees to refuse to perform services for the university;
- Threatening or coercing others with the object of forcing employees to stop doing business or dealing with the university;
- Correcting all misleading information to ensure a lawful strike before the strike begins; and
- Engaging in any other unfair labor practices prohibited by R.C. 4117.11(B).

Exhibit A

From: AAUP-WSU <aaupwsu@gmail.com>
Date: January 10, 2019 at 8:01:59 AM EST
Cc: Connie Jacobs <aaup.wsu.jacobs@gmail.com>
Subject: Fear-mongering

Colleagues,

Members of the bargaining unit received several emails from HR yesterday. Some of the information is true, and some is either false or misrepresented. The Administration is having trouble finding the scabs to fulfill their promises to parents and students about class coverage. (See #4 below) They are also losing the battle on social media. Thus, they want to try to stop us from striking at all. They send emails after the end of the workday, so we can't get an answer from an attorney until the next day. It's similar to imposing an unacceptable contract at 5pm on a Friday. This kind of tactic is why their attorney gets nearly a half-million of student tuition dollars during a time of apparent "financial non-sustainability." This is what we mean when we say he is a union-busting attorney. Everything is designed to frighten and divide us. But we are united, powerful and irreplaceable.

This much we know already:

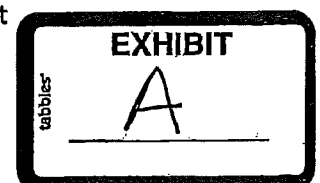
1) We had already checked with our attorney re: one part of the administration's FAQ:

"If there is a strike, how will the university know if I am intending to work or not?"

... In this regard, the university asks bargaining unit employees to indicate whether they intend to work or not during the strike by emailing Chief Human Resources Officer Shari Mickey-Boggs no later than Tuesday, January 15, 2019 at 5 p.m. *If a bargaining unit employee does not submit the email by January 15, 2019 at 5 p.m., we must assume the employee does not intend to work beginning on January 22.* Regardless of an employee's decision to inform the university of his or her intent, and regardless of his or her ultimate decision to work or not, no reprisal can or will be taken against the employee."

And we then sent this to the General Counsel, Larry Chan:

"We are writing to inform you that while you can ask bargaining unit employees to indicate whether or not they intend to work during the strike, they are under no obligation to respond to such a request. Failure to respond to such a request



does not entitle the University to assume that a bargaining unit faculty member will be on strike beginning on January 22."

HOWEVER, everyone, email Ms. Mickey-Boggs TODAY. Cut and paste and send to Shari.mickey-boggs@wright.edu right now:

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

You will have fulfilled her request. Of course, anyone is entitled to change their mind! Remember their statement above includes the words: "regardless of his or her *ultimate* decision to work or not, no reprisal can or will be taken against the employee." That is, they know a BUFM's decision today and the same BUFM's decision on the morning of the strike (whatever date that actually is) may be different. They had to include that language. Thus, it is all an empty threat. But it will confound their planning if we play along.

2) AAUP-WSU will ABSOLUTELY NOT fine a member who crosses the picket line. We do not have such a provision in our Constitution. They know that. This is blatant fear-mongering on their part.

3) We have attached the health insurance information to this email. Remember, we can offer a no-interest loan to anyone who needs help paying COBRA. We are also seeking more information from our attorney about benefits upon our return to work. We do know some of it will depend on the settlement we negotiate.

4) A few supporters, who have been approached to scab and have refused, passed on the emails they were sent. They are being offered very short-term work. Bear in, then, that the admin doesn't think it can hold out long. Again, they cannot find remotely enough scabs to cover the thousand classes or so we are scheduled to teach this semester. They will also have to find enough HR people to process the paperwork for 500 people suddenly departing and then suddenly returning. **THEY CANNOT.**

Hold Fast. We demand their respect. Vote Reject.

Your EC

Exhibit B

Mickey-Boggs, Shari

From: McIlvenna, Noeleen
Sent: Thursday, January 10, 2019 8:17 AM
To: Mickey-Boggs, Shari
Subject: Fulfilling your demands

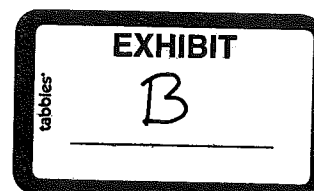
Shari,

Hmmm. maybe it's something I ate, but right this minute, I don't feel like I will go on strike whenever one starts.

Consider yourself informed.

Love

No



Mickey-Boggs, Shari

From: Durr, Marlese
Sent: Thursday, January 10, 2019 8:19 AM
To: Mickey-Boggs, Shari; Durr, Marlese
Subject: Response to Request From Shari Mickey-Boggs

Shari:

At this minute, I do not feel like I will go on strike whenever one starts.

--

Marlese Durr, Ph.D

Professor of Sociology
Department of Sociology and Anthropology
Wright State University
Dayton, Ohio 45435-0001
(937) 775-2275 Office
(937) 775-4228 Fax

Senior Fellow, Yale University Urban Ethnography Program
Research Associate, Center for The Elimination of Minority Health Disparities
University at Albany, Albany, New York 12222

Mickey-Boggs, Shari

From: Rooney, Thomas P.
Sent: Thursday, January 10, 2019 8:24 AM
To: Mickey-Boggs, Shari
Subject: notification

Shari,

Right this minute, I don't feel like I will go on strike whenever one starts. I am listening to Bob Marley music, and it makes me feel good.

Tom Rooney, Ph.D.
Professor of Biological Sciences
Wright State University
937-775-4130

Mickey-Boggs, Shari

From: Rooney, Thomas P.
Sent: Thursday, January 10, 2019 9:14 PM
To: Mickey-Boggs, Shari
Subject: notification

Shari,

Right this minute, I don't feel like I will go on strike whenever one starts. I am listening to Bob Marley music, and it makes me feel good.

Tom Rooney, Ph.D.
Professor of Biological Sciences
Wright State University
937-775-4130

Mickey-Boggs, Shari

From: Oswald, Gina
Sent: Thursday, January 10, 2019 8:09 AM
To: Mickey-Boggs, Shari
Subject: Intent to Work

Shari, right this minute, I don't feel like I will go on strike whenever one starts.

G. Oswald, PhD, CRC, LPC
CTL Faculty Director, Professor, and Program Director
Rehabilitation Services
Transition To Work Endorsement
Veteran Services
Disability Studies
Wright State University

#DrGO4Students

Mickey-Boggs, Shari

From: Marshall, Cynthia K.
Sent: Thursday, January 10, 2019 9:40 AM
To: Mickey-Boggs, Shari
Subject: Strike question

Right now, I don't think I'm going to strike.

Thanks!
Cynthia

Cynthia Marshall
Senior Lecturer, English
472 Millett Hall
Wright State University

Mickey-Boggs, Shari

From: Rubin, Robert E.
Sent: Thursday, January 10, 2019 8:22 AM
To: Mickey-Boggs, Shari
Subject: Strike

Hello,

As of this moment, I do not feel like going on strike whenever one may occur.

Robert E. Rubin (Bobby)
Senior Lecturer
Director of ESL
Director, Summer Ambassador Program to Costa Rica
Department of English Language and Literatures
College of Liberal Arts
Wright State University
937-775-3136
robert.rubin@wright.edu

Mickey-Boggs, Shari

From: Du, Haili
Sent: Friday, January 11, 2019 10:31 AM
To: Mickey-Boggs, Shari
Subject: reply

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Haili Du
Lecturer of Chinese
Department of Modern Languages
223 Millett
3640 Colonel Glenn Hwy.
Dayton, OH 45435
Office: (937)775-4655
Administrative Office: (937)775-2641

Mickey-Boggs, Shari

From: Williams, Scott D.
Sent: Friday, January 11, 2019 6:57 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Scott Williams, Ph.D.
Professor of Management
Wright State University

Mickey-Boggs, Shari

From: Beauchamp, Andrew
Sent: Thursday, January 10, 2019 11:57 PM
To: Mickey-Boggs, Shari
Subject: Intent

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Dr. Andrew Beauchamp

--

--

Associate Professor
Department of Economics
Wright State University
Raj Soin College of Business
3640 Colonel Glenn Hwy
Website - Office: (937) 775-3484

Mickey-Boggs, Shari

From: Richter, Nicole
Sent: Thursday, January 10, 2019 7:57 PM
To: Mickey-Boggs, Shari
Subject: RE: Availability of Work During Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Nicole Richter, PhD
Head of Motion Pictures, Professor
Tom Hanks Center for Motion Pictures
Wright State University

Mickey-Boggs, Shari

From: Mabra, Joshua
Sent: Thursday, January 10, 2019 8:04 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Get [Outlook for iOS](#)

Mickey-Boggs, Shari

From: Dinsmore, John
Sent: Thursday, January 10, 2019 8:05 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts

John B. Dinsmore, Ph.D.
Associate Professor, Marketing
Raj Soin College of Business
Wright State University
271 Rike Hall
3640 Colonel Glenn Highway
Dayton, Ohio 45435
john.dinsmore@wright.edu
www.johndinsmore.com
(804) 237-9574 (mobile)

RAJ SOIN
College of Business
WRIGHT STATE
UNIVERSITY



Computing
Accreditation
Commission

Mickey-Boggs, Shari

From: McLellan, Marjorie L.
Sent: Thursday, January 10, 2019 8:14 AM
To: Mickey-Boggs, Shari
Subject: Strike email request

Shari, right this minute, I don't feel like I will go on strike whenever one starts.

Marjorie McLellan

Get [Outlook for iOS](#)

Mickey-Boggs, Shari

From: Naah, Basil Mugaga
Sent: Thursday, January 10, 2019 8:15 AM
To: Mickey-Boggs, Shari
Subject: I don't feel like I will go on strike whenever one starts."

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Basil Mugaga Naah, Ph.D
Department of Chemistry
Wright State University
3640 Col. Glenn Highway
Dayton, OH 45435
175 Brehm lab
937-775-2340

Department Office:
202 Oelman, 937-775-2855

Mickey-Boggs, Shari

From: Jovanovic, Nenad
Sent: Thursday, January 10, 2019 8:23 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Kind regards,

NJ

Mickey-Boggs, Shari

From: Bernstein, J. Michael
Sent: Thursday, January 10, 2019 8:18 AM
To: Mickey-Boggs, Shari
Subject: Maybe

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

J. Michael Bernstein, J.D.
Senior Lecturer
220 Rike Hall
Department of Management and International Business
Raj Soin College of Business
Wright State University
Dayton, OH
937-775-3488
419-305-9743 (cell)

Mickey-Boggs, Shari

From: Strombeck, Andrew
Sent: Thursday, January 10, 2019 8:23 AM
To: Mickey-Boggs, Shari
Subject: Work and faculty strike

Dear Shari,

At this moment, I do not feel that I will be going on strike whenever one starts.

Best,

Dr. Andrew Strombeck

Mickey-Boggs, Shari

From: Carter, James R.
Sent: Thursday, January 10, 2019 8:24 AM
To: Mickey-Boggs, Shari
Subject: Requested email

Hi Ms Mickey-Boggs,

Right this minute, I don't feel like I will go on strike whenever one starts.

Thanks,
Dr Carter

James R. Carter, PhD, MPH

Associate Professor of Social Work
Wright State University

Vice Chair of the Board
Ohio Living Westminster Thurber

Sent from mobile device.

Mickey-Boggs, Shari

From: Benjamin, Matthew P.
Sent: Thursday, January 10, 2019 8:33 AM
To: Mickey-Boggs, Shari
Subject: Strike Part 2

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Matthew P. Benjamin
Professor of Lighting Design
USA #829

Mickey-Boggs, Shari

From: Hughes, Jennifer C
Sent: Thursday, January 10, 2019 8:24 AM
To: Mickey-Boggs, Shari
Subject: requested email

Hi Shari,

Right this minute, I don't feel like I will go on strike whenever one starts.

Thanks,

Jennifer Hughes PhD, MSW, LISW-S
Wright State University
BSW Program Director
Associate Professor of Social Work
275 Millett Hall
3640 Colonel Glenn Hwy
Dayton, OH 45435-0001
(937) 775-3431
jennifer.hughes@wright.edu

Mickey-Boggs, Shari

From: Halling, Kirsten
Sent: Thursday, January 10, 2019 8:25 AM
To: Mickey-Boggs, Shari
Subject: Re:

**Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.
Kirsten**

Envoyé de mon iPhone

Mickey-Boggs, Shari

From: Rick Volkers <rvolkers614@gmail.com>
Sent: Thursday, January 10, 2019 8:39 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one start

--

Prof. Rick Volkers
Wright State University

Mickey-Boggs, Shari

From: Farmer, Linda L.
Sent: Thursday, January 10, 2019 8:53 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

All the best,
Linda

Mickey-Boggs, Shari

From: Geisel, Scott
Sent: Thursday, January 10, 2019 8:53 AM
To: Mickey-Boggs, Shari
Subject: Availability of Work and Operations During a Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

The message above in bold type is in response to your recent email message (1/9/19) and that message's associated request - pasted below for reference.

As you may be aware, a strike has been called by the AAUP-WSU effective January 22, 2019. Since this information has become official, several AAUP-WSU employees have asked legitimate questions concerning the impact of the strike on our operations and their rights in such a situation. I will try to answer some of those questions in this memorandum.

First and foremost, the university will remain open during a strike and work is available. The university plans to operate under normal hours and class schedule.

Do I have a choice whether or not to go on strike if the union calls for a strike?

Yes. Individual AAUP-WSU faculty members can choose whether they want to participate in a strike or not. No one is obligated to participate in a strike. The law also guarantees individual AAUP-WSU faculty members the right to work without the threat of harassment.

If there is a strike, how will the university know if I am intending to work or not?

After receiving the strike notice, the university has a legitimate interest in determining whether or not employees intend to work to ensure the continuity of providing our public service of higher education. Because of the university's public mission, it has to determine the need for replacement workers. In this regard, the university asks bargaining unit employees to indicate whether they intend to work or not during the strike by emailing Chief Human Resources Officer Shari Mickey-Boggs at shari.mickey-boggs@wright.edu no later than Tuesday, January 15, 2019 at 5 p.m. *If a bargaining unit employee does not submit the email by January 15, 2019 at 5 p.m., we must assume the employee does not intend to work beginning on January 22.*

Regardless of an employee's decision to inform the university of his or her intent, and regardless of his or her ultimate decision to work or not, no reprisal can or will be taken against the employee.

Bargaining unit faculty members who intend to work may also be asked to participate in required meetings either in person or by telephone to assist the university in continuing to provide its public service during the strike.

If I begin on strike, can I return to work?

Yes. The law guarantees you the right to work should you be available. The law guarantees you the right to work without the threat of harassment.

Can I be on strike part of the time?

Mickey-Boggs, Shari

From: Zhou, Xiangqian
Sent: Thursday, January 10, 2019 8:56 AM
To: Mickey-Boggs, Shari
Subject: Hello

Shari,

hmm right this minute, I don't feel like I will go on strike whenever one starts.

Joe (Xiangqian Zhou)
Math and Stat

Mickey-Boggs, Shari

From: Kubaszewski, Lorrie
Sent: Thursday, January 10, 2019 9:01 AM
To: Mickey-Boggs, Shari
Subject: Per your request

Shari,

Right this minute, I don't feel like I will go on strike whenever one starts.

Respectfully,
Lorrie Kubaszewski
Middle Childhood Education Instructor
Teacher Education Department
Wright State University

Mickey-Boggs, Shari

From: Green, Tyler Douglas
Sent: Thursday, January 10, 2019 9:06 AM
To: Mickey-Boggs, Shari
Subject: Strike

Ms. Mickey-Boggs,

At this very moment, I do not feel as though I will go on strike whenever one starts.

Tyler D. Green, MSN, APRN, PMHNP-BC
Clinical Instructor
Wright State University - Miami Valley College of Nursing and Health
122 University Hall
3640 Colonel Glenn Highway
Dayton, OH 45435-0001
FAX 937.775.4571
tyler.green@wright.edu

Mickey-Boggs, Shari

From: Rouhana, Labib
Sent: Thursday, January 10, 2019 9:13 AM
To: Mickey-Boggs, Shari

Shari,

Right this minute, I don't feel like I will go on strike whenever one starts.

Mickey-Boggs, Shari

From: Holbert, Romena Marie Garrett
Sent: Thursday, January 10, 2019 9:13 AM
To: Mickey-Boggs, Shari
Subject: Responding to your strike-related query

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Thank you,

Romena M. Garrett Holbert Ph.D., NBCT
Associate Professor - Teacher Education
Program Director -AYA Science Education
Program Advisor - Youth and Community Engagement Minor
Chair - TED Promotion and Tenure Committee
Chair - CEHS Diversity Committee

Wright State University
351 Allyn Hall 3640 Colonel Glenn Hwy
Dayton, OH 45435
(937)775-4471
romena.holbert@wright.edu

Mickey-Boggs, Shari

From: Alvarez, Dorothy
Sent: Thursday, January 10, 2019 9:14 AM
To: Mickey-Boggs, Shari
Subject: Response requested

Dear Shari,
Hmmm right this minute, I don't feel like I will go on strike whenever one starts.

Respectfully,
Dorothy

Dorothy Alvarez, M.A., M.B.A.
Senior Lecturer of Spanish
Department of Modern Languages
217 Millett Hall
3640 Colonel Glenn Hwy.
Dayton, OH 45435

Office: (937) 775-2641
Fax: (937) 775-2422

Mickey-Boggs, Shari

From: Crusan, Deborah J.
Sent: Thursday, January 10, 2019 9:21 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari,

Hmm right this minute, I don't feel like I will go on strike whenever one starts.

Deborah Crusan, Ph.D.
Professor, TESOL/Applied Linguistics
479 Millett Hall
deborah.crusan@wright.edu
(cell): 937-215-0884

Mickey-Boggs, Shari

From: Li, Sheng
Sent: Thursday, January 10, 2019 9:40 AM
To: Mickey-Boggs, Shari
Subject: regarding strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.
Thank you

Sheng Li

Associate Professor
Department of Mechanical and Materials Engineering
Wright State University
428 Russ Engineering Center
3640 Colonel Glenn Highway
Dayton, OH 45435
Office: 937-775-3211
Fax: 937-775-5082
<http://web1.cs.wright.edu/~sheng.li/ShengLi.htm>

Mickey-Boggs, Shari

From: Stireman, John O.
Sent: Thursday, January 10, 2019 9:39 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

John Stireman

John O. Stireman III
Professor
Department of Biological Sciences
Wright State University
3640 Colonel Glenn Hwy
Dayton, OH 45435

<http://stiremanlab.org/>

Office: 204B Bioscience I
Lab: 209 Bioscience I
Office phone: 937-775-3192

Mickey-Boggs, Shari

From: Halm, Dan R.
Sent: Thursday, January 10, 2019 9:37 AM
To: Mickey-Boggs, Shari
Subject: Re: Availability of Work and Operations During a Strike

Shari,

At this moment, I don't feel like I will go on strike whenever one starts. Thanks.

Dan

On 1/9/2019 5:26 PM, Human-Resources, . wrote:

As you may be aware, a strike has been called by the AAUP-WSU effective January 22, 2019. Since this information has become official, several AAUP-WSU employees have asked legitimate questions concerning the impact of the strike on our operations and their rights in such a situation. I will try to answer some of those questions in this memorandum.

First and foremost, the university will remain open during a strike and work is available. The university plans to operate under normal hours and class schedule.

Do I have a choice whether or not to go on strike if the union calls for a strike?

Yes. Individual AAUP-WSU faculty members can choose whether they want to participate in a strike or not. No one is obligated to participate in a strike. The law also guarantees individual AAUP-WSU faculty members the right to work without the threat of harassment.

If there is a strike, how will the university know if I am intending to work or not?

After receiving the strike notice, the university has a legitimate interest in determining whether or not employees intend to work to ensure the continuity of providing our public service of higher education. Because of the university's public mission, it has to determine the need for replacement workers. In this regard, the university asks bargaining unit employees to indicate whether they intend to work or not during the strike by emailing Chief Human Resources Officer Shari Mickey-Boggs at shari.mickey-boggs@wright.edu no later than Tuesday, January 15, 2019 at 5 p.m. *If a bargaining unit employee does not submit the email by January 15, 2019 at 5 p.m., we must assume the employee does not intend to work beginning on January 22.*

Regardless of an employee's decision to inform the university of his or her intent, and regardless of his or her ultimate decision to work or not, no reprisal can or will be taken against the employee.

Bargaining unit faculty members who intend to work may also be asked to participate in required meetings either in person or by telephone to assist the university in continuing to provide its public service during the strike.

Mickey-Boggs, Shari

From: Cipriano, Michelle A.
Sent: Thursday, January 10, 2019 9:34 AM
To: Mickey-Boggs, Shari
Subject: Spring Semester

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Michelle A. Cipriano, M.A.
Senior Lecturer of Spanish
Coordinator of First-Year Spanish
215 Millett Hall
Department of Modern Languages
3640 Colonel Glenn Hwy.
Dayton, OH 45435

Mickey-Boggs, Shari

From: Sethi, Vikram
Sent: Thursday, January 10, 2019 9:59 AM
To: Mickey-Boggs, Shari
Subject: Your email from yesterday re. strike indication

*Shari,
Hmm right this minute, I don't feel like I will go on strike whenever one starts. Thank you.

Vikram Sethi
*

Mickey-Boggs, Shari

From: Twill, Sarah E.
Sent: Thursday, January 10, 2019 9:50 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Best-

Sarah

Mickey-Boggs, Shari

From: Anthony Evans <proftonyevans@gmail.com>
Sent: Thursday, January 10, 2019 10:30 AM
To: Mickey-Boggs, Shari

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Mickey-Boggs, Shari

From: proftonyevans@gmail.com
Sent: Thursday, January 10, 2019 10:23 AM
To: Mickey-Boggs, Shari

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

+

Mickey-Boggs, Shari

From: Jagow, Shelley M.
Sent: Thursday, January 10, 2019 10:18 AM
To: Mickey-Boggs, Shari
Subject: Strike

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

Shelley Jagow, Ph. D.
Professor of Music [Symphonic Band; Saxophone]

Request Shelley Jagow for a clinic sponsored by:

1) Vandoren Regional Saxophone Artist

2) Conn-Selmer Clinician

Publications: Meredith Music & Hal Leonard

Website: <http://www.shelleyjagow.com/>

Facebook: <https://www.facebook.com/sjagow>

Support WSU Saxophone Studio: www.wright.edu/give/saxstudio

Wright State University, School of Music; 3640 Colonel Glenn Hwy., Dayton, OH 45435
Ph. (937) 775-2346 Email shelley.jagow@wright.edu

Mickey-Boggs, Shari

From: Higgins, Steven R.
Sent: Thursday, January 10, 2019 10:16 AM
To: Mickey-Boggs, Shari
Subject: work on Jan. 22

Shari, at this moment in time, I do not have a plan to go on strike if one occurs.

Steve

Steven R. Higgins
Professor of Chemistry
Associate Director - Environmental Sciences PhD Program Chemistry Department Wright State University
3640 Col. Glenn Hwy.
Dayton, OH 45435

Ph: 1-937-775-2479
FAX: 1-937-775-2717
<https://people.wright.edu/steven.higgins>

Mickey-Boggs, Shari

From: Dr. Adrienne L. Johnson <adrienne.johnson@wright.edu>
Sent: Thursday, January 10, 2019 10:15 AM
To: Mickey-Boggs, Shari
Subject: Working during strike

"Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts."

-- Sent from my Android

Mickey-Boggs, Shari

From: Gruber, J. Sue
Sent: Thursday, January 10, 2019 10:10 AM
To: Mickey-Boggs, Shari
Subject: Strike intentions

“Shari, hmm right this minute, I don’t feel like I will go on strike whenever one starts.”

J. Sue Gruber
Lecturer
Wright State University
Department of Teacher Education
333 Allyn Hall
(937)775-2677
jimmie.gruber@wright.edu

Mickey-Boggs, Shari

From: Clark, Jerry D.
Sent: Thursday, January 10, 2019 10:08 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Jerry Clark

Mickey-Boggs, Shari

From: Bigley, Nancy J.
Sent: Thursday, January 10, 2019 12:32 PM
To: Mickey-Boggs, Shari

Shari,
I don't feel like I will go on strike whenever one starts.

Nancy J. Bigley, Ph.D.
Professor of Microbiology and Immunology
Microbiology and Immunology Program &
Department of Neuroscience, Cell Biology and Physiology
Wright State University
3060 Colonel Glenn Highway
Dayton, OH 45435
PH. 937-775-2824
FAX: 937-775-3391
e-mail: nancy.bigley@wright.edu

Mickey-Boggs, Shari

From: Weinstein, Larry B.
Sent: Thursday, January 10, 2019 11:40 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Larry Weinstein
Professor of Supply Chain Management

Mickey-Boggs, Shari

From: Jennings, Hope E.
Sent: Thursday, January 10, 2019 11:38 AM
To: Mickey-Boggs, Shari
Subject: Strike Notification

Shari, at the moment, I don't feel like I will go on strike, whenever one starts.

Hope Jennings, Ph.D.
Associate Professor of English
Wright State University

Mickey-Boggs, Shari

From: Hochstein, Dave D.
Sent: Thursday, January 10, 2019 11:35 AM
To: Mickey-Boggs, Shari
Subject: Strike Status

Shari - As requested, here's my strike status information. I don't currently feel like I will be going on strike when and if there is one.

**Dr. Dave Hochstein
Associate Professor of Psychology
Wright State University - Lake Campus
Celina, OH**

Mickey-Boggs, Shari

From: Romine, William
Sent: Thursday, January 10, 2019 11:15 AM
To: Mickey-Boggs, Shari
Subject: strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Mickey-Boggs, Shari

From: Stoermer, Carolyn E.
Sent: Thursday, January 10, 2019 11:02 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari,

As of this minute, I don't feel like I will go on strike whenever one starts.

Sincerely,
Carolyn Stoermer

Mickey-Boggs, Shari

From: Verman, Mark
Sent: Thursday, January 10, 2019 10:43 AM
To: Mickey-Boggs, Shari
Subject: Strike?

Shari, At this minute I do not feel like I will go on strike whenever one starts. Mark

Mark Verman, Ph.D.

Mickey-Boggs, Shari

From: byron.crews <byron.crews@gmail.com>
Sent: Thursday, January 10, 2019 10:41 AM
To: Mickey-Boggs, Shari
Subject: AAUP - WSU STRIKE 1/22/2019

Hi, Shari,

Shari: right this minute, I don't feel like I will go on strike whenever one starts.

Sincerely,
Byron Crews
Senior Lecturer
WSU Englis Dept.

Mickey-Boggs, Shari

From: Banerjee, Tanvi
Sent: Thursday, January 10, 2019 11:58 AM
To: Mickey-Boggs, Shari
Subject: Strike

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Thanks,

Tanvi Banerjee

Assistant Professor, Computer Science and Engineering,

Department of Geriatrics (joint appointment),

Wright State University

Ohio Center of Excellence in Knowledge-enabled Computing

Web Page LinkedIn

"Never limit yourself because of others' limited imagination; never limit others because of your own limited imagination." - Mae Jemison

Mickey-Boggs, Shari

From: Fulks, Mindy
Sent: Thursday, January 10, 2019 11:58 AM
To: Mickey-Boggs, Shari
Subject: Strike

“Shari, hmm right this minute, I don’t feel like I will go on strike whenever one starts.”

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Mickey-Boggs, Shari

From: Berelsman, Cynthia J.
Sent: Thursday, January 10, 2019 11:48 AM
To: Mickey-Boggs, Shari
Subject: Strike Plan

I am not planning on going on strike if one occurs.

Cindy Berelsman
Business, Education, Nursing and Technical Unit Director
Senior Lecturer
Wright State University Lake Campus
7600 Lake Campus Drive
Celina, OH 45822
Phone 419-586-0343

Mickey-Boggs, Shari

From: Pedersen, Steen
Sent: Thursday, January 10, 2019 12:09 PM
To: Mickey-Boggs, Shari
Cc: Pedersen, Steen

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Mickey-Boggs, Shari

From: Hopkins, Barbara E.
Sent: Thursday, January 10, 2019 12:07 PM
To: Mickey-Boggs, Shari

“Shari, hmm right this minute, I don’t feel like I will go on strike whenever one starts.”

Barbara Hopkins, Ph.D.
Economics Dept.
Wright State University
3640 Col. Glenn Hwy
Dayton, OH 45435
office: 937 775-2080
211 Rike
Fax: 937 775-2441
Barbara.hopkins@wright.edu
www.wright.edu/~barbara.hopkins
Sent from Mail for Windows 10

Mickey-Boggs, Shari

From: Ren, Saiyu
Sent: Thursday, January 10, 2019 2:11 PM
To: Mickey-Boggs, Shari
Cc: Ren, Saiyu
Subject: work

Hello Shari,
Hmm right this minute, I don't feel like I will go on strike whenever one starts.
Thanks,
Saiyu Ren

Mickey-Boggs, Shari

From: Teed, Rebecca Elizabeth
Sent: Thursday, January 10, 2019 1:53 PM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

--

Rebecca Teed
Department of Earth and Environmental Sciences
Wright State University
260 Brehm Labs
3640 Colonel Glenn Highway

Mickey-Boggs, Shari

From: Gregory Kozlowski <gregory.kozlowski.usa@gmail.com>
Sent: Thursday, January 10, 2019 1:48 PM
To: Mickey-Boggs, Shari
Subject: strike

Shari:

I don't feel I will go on strike whenever one starts.

Gregory

Mickey-Boggs, Shari

From: Curry, Cathryn
Sent: Thursday, January 10, 2019 1:43 PM
To: Mickey-Boggs, Shari
Subject: Requested email response

Shari, right this minute, I don't feel like I will go on strike whenever one starts.

- Cathryn

Mickey-Boggs, Shari

From: Bahn, Volker
Sent: Thursday, January 10, 2019 1:35 PM
To: Mickey-Boggs, Shari
Subject: Work plans

Dear Ms. Mickey-Boggs,

As of right now and at least up to your deadline of Jan 15, 5 pm, I do not intend to go on strike.

Best regards,

Volker Bahn

—

Volker Bahn
Department of Biological Sciences
3640 Colonel Glenn Highway
225C Bio I, Wright State University
Dayton, OH 45435, USA
t: (937) 775-4152
f: (937) 775-3320
volker.bahn@wright.edu
<http://www.wright.edu/~volker.bahn/>
39.78163, -84.0627

Mickey-Boggs, Shari

From: Farajian, Amir
Sent: Thursday, January 10, 2019 1:30 PM
To: Mickey-Boggs, Shari
Subject: to Chief Human Resources Officer

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Amir A. Farajian, Ph.D.
Associate Professor,
Department of Mechanical and Materials Engineering,
Wright State University,
Dayton, Ohio 45435, USA
Phone: (937) 775-2619
Fax: (937) 775-5082
E-mail: amir.farajian@wright.edu
URL: <http://www.wright.edu/~amir.farajian/>

Mickey-Boggs, Shari

From: Adabor, James
Sent: Thursday, January 10, 2019 1:07 PM
To: Mickey-Boggs, Shari
Subject: Response to enquiry

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

James

Mickey-Boggs, Shari

From: Haught, John R.
Sent: Thursday, January 10, 2019 12:46 PM
To: Mickey-Boggs, Shari
Subject: reporting for work

Shari, hmmm right this minute, I don't think I'll be going on strike if one happens.

John R. Haught, PhD
Associate Professor of Applied Linguistics & TESOL
Dept of English Language and Literatures
Wright State University
Vice President Ohio TESOL

Mickey-Boggs, Shari

From: Zaytoun, Kelli D.
Sent: Thursday, January 10, 2019 12:38 PM
To: Mickey-Boggs, Shari
Subject: Per your request

Dear Shari,

Today, I do not think I will strike if/when one takes place.

Kelli Zaytoun

--

Kelli Zaytoun, Ph.D.
Professor and Director of Graduate Studies Department of English Language and Literatures Wright State University
Dayton, OH 45435-0001 kelli.zaytoun@wright.edu

Mickey-Boggs, Shari

From: Anderson, Liam
Sent: Thursday, January 10, 2019 3:32 PM
To: Mickey-Boggs, Shari
Subject: nonsense

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts. Liam Anderson, political science

Mickey-Boggs, Shari

From: Thompson, Marie Anne
Sent: Thursday, January 10, 2019 3:16 PM
To: Mickey-Boggs, Shari
Subject: strike

Shari,
Right this minute, I don't feel like I will go on strike whenever one starts.
Marie Thompson

Marie Thompson, Ph.D
Associate Professor
Department Honors Director
Department of Communication
420 Millett Hall
Wright State University
3640 Colonel Glenn Hwy, Dayton, OH 45435 USA
(937) 775-2460
marie.thompson@wright.edu

Mickey-Boggs, Shari

From: Allen, Brady
Sent: Thursday, January 10, 2019 3:14 PM
To: Mickey-Boggs, Shari
Subject: your question for AAUP-WSU faculty

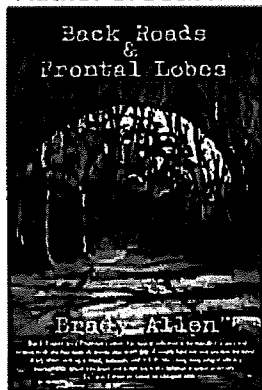
Shari,

Well, right this minute, I don't feel like I will go on strike whenever one starts.

Best,
Brady

Brady Allen
Dept. of English Language and Literatures
Wright State University

-Author of *Back Roads & Frontal Lobes*



Mickey-Boggs, Shari

From: Edwards, Rebecca M.
Sent: Thursday, January 10, 2019 3:03 PM
To: Mickey-Boggs, Shari
Subject: HR e-mail

Shari,

Right this minute, I don't feel like I will go on strike whenever one starts.

Rebecca Edwards
Associate Professor
Department of Classics

Mickey-Boggs, Shari

From: Duffy, Kevin P.
Sent: Thursday, January 10, 2019 2:49 PM
To: Mickey-Boggs, Shari
Subject: Availability of Work and Operations During a Strike

Shari,
Hmm right this minute, I don't feel like I will go on strike whenever one starts. Thank you.
Kevin P. Duffy

Kevin P. Duffy
Associate Professor, MIS
239 Rike Hall
Information Systems and
Supply Chain Management Department
Raj Soin College of Business
Wright State University
Dayton, OH 45435-0001
Phone: 937-775-2890

Mickey-Boggs, Shari

From: Jones, Sharon Lynette
Sent: Thursday, January 10, 2019 2:33 PM
To: Mickey-Boggs, Shari
Subject: Response to Request

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Sincerely,

Sharon Lynette Jones

Mickey-Boggs, Shari

From: Brackenridge, Karen Kramer
Sent: Thursday, January 10, 2019 6:11 PM
To: Mickey-Boggs, Shari
Subject: Your request

Shari, right this minute, I don't feel like I will go on strike whenever one starts.

Karen Brackenridge

Mickey-Boggs, Shari

From: Amer, Maher S.
Sent: Thursday, January 10, 2019 6:07 PM
To: Mickey-Boggs, Shari
Subject: Regarding Strike

Dear Shari,

I don't feel like I will go on strike whenever one starts.

Best,

****Out now!****

Raman Spectroscopy, Fullerenes, and Nanotechnology

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****Out now!****

Raman Spectroscopy for Soft Matter Applications

[Click here](#) to read more and to buy your print copy.

Maher S. Amer, Ph.D.

Professor of Mechanical & Materials Engineering

Department of Mechanical & Materials Engineering

Wright State University

209 Russ Center

3640 Col. Glenn HWY

Dayton, OH 45435

USA

Voice: (937) 775-5095

Fax : (937) 775-5082

maher.amer@wright.edu

Confidentiality Statement: This message (including any attachments) is intended only for the use of the Addressee and may contain information that is privileged and confidential. Do not forward or distribute contents of message and/or attachment(s). If you are not the intended recipient, dissemination of this communication is prohibited. If you have received this communication in error, please erase all copies of the message and its attachments and notify me immediately.

Mickey-Boggs, Shari

From: Jobert, Bill
Sent: Thursday, January 10, 2019 5:32 PM
To: Mickey-Boggs, Shari
Subject: Strike position

Shari,

Hmmm, right this minute, I don't feel like I will go on strike whenever one begins.

Sincerely,
Bill Jobert
Lecturer of Bassoon
Coordinator of Music Education
Wright State University
513 594 3498

Mickey-Boggs, Shari

From: Wellinghoff, Lisa
Sent: Thursday, January 10, 2019 5:22 PM
To: Mickey-Boggs, Shari
Subject: Work

Shari, right this minute, I don't feel like I will go on strike whenever one starts.

Thank you,
Lisa Wellinghoff

Mickey-Boggs, Shari

From: Elston, Amy Elizabeth
Sent: Thursday, January 10, 2019 4:40 PM
To: Mickey-Boggs, Shari
Subject: Regarding Possible Strike

Dear Shari,
At the moment, I don't feel like I will go on strike whenever one starts.

Thank you,
Amy Elston

Mickey-Boggs, Shari

From: Slilaty, Daniel C.
Sent: Thursday, January 10, 2019 4:12 PM
To: Mickey-Boggs, Shari
Subject: Strike

Dear Shari,

At this point in time, I do not plan on going on strike on January 22nd.

Thank You,
Daniel Slilaty
Professor
Department of Mathematics & Statistics

Mickey-Boggs, Shari

From: Sav, G. Thomas
Sent: Thursday, January 10, 2019 4:09 PM
To: Mickey-Boggs, Shari
Subject: I don't feel like I will go on strike whenever one starts

I don't feel like I will go on strike whenever one starts

Mickey-Boggs, Shari

From: Hauser, Ernest
Sent: Thursday, January 10, 2019 3:47 PM
To: Mickey-Boggs, Shari
Subject: Requested response

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

*Dr. Ernest Hauser
Associate Professor
Department of Earth & Envir. Sciences
Wright State University
Dayton, OH 45435*

Mickey-Boggs, Shari

From: Arumugam, Kuppuswamy
Sent: Friday, January 11, 2019 1:49 AM
To: Mickey-Boggs, Shari
Subject: <no subject>

“Shari, hmm right this minute, I don’t feel like I will go on strike whenever one starts.”

Mickey-Boggs, Shari

From: Lahm, Karen F.
Sent: Friday, January 11, 2019 9:18 AM
To: Mickey-Boggs, Shari
Subject: intent to work

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts.

Karen Lahm

Mickey-Boggs, Shari

From: Abadie, Pascale A.
Sent: Friday, January 11, 2019 8:54 AM
To: Mickey-Boggs, Shari

Shari, hmm right this minute, I don't feel like I will go on strike whenever one starts

Pascale Abadie, Ph.D.
Assistant Professor of French
Department of Modern Languages
219 Millett Hall
3640 Colonel Glenn Hwy
Dayton, OH 45435
(937)775-2641

Mickey-Boggs, Shari

From: Tymes, Nate
Sent: Friday, January 11, 2019 7:52 AM
To: Mickey-Boggs, Shari

“Shari, hmm right this minute, I don’t feel like I will go on strike whenever one starts.”

Sent from Mail for Windows 10

Exhibit C

From: AAUP-WSU <aaupwsu@gmail.com>

Subject: AAUP-WSU Executive Committee's Open Letter to Deans and Department Chairs

Date: January 10, 2019 at 10:41:29 AM PST

To: undisclosed-recipients;;

AAUP-WSU Executive Committee's Open Letter to Deans and Department Chairs

We appreciate that you found yourselves in an awful position on Friday night. You are to be the enforcers of a contract you had no say in. If you have witnessed any breaking of labor law by administration or Board, do report anonymously to Ethicspoint at 855-353-3783.

We ask you to consider the following points.

- 1) Unlike staff and adjunct faculty, you have options. Your livelihood is not dependent on your administrative post. You can return to the faculty immediately with tenure. So, you must choose soon where you stand.
- 2) One day, perhaps sooner than you expect, this imposed contract may be yours. Profs Sudkamp and Klingbeil are back in the Bargaining Unit, as are many former Chairs.
- 3) This imposed contract contains the wishes of Mr. Bridges, the nepotistic former Chair of the Board



through the entire spending fiasco, the wishes of Mr. Fecher, Chair of the Finance Committee during much of the over-spending, and seller of the building across the street to Double Bowler and who still votes to allow that company to drain tuition dollars, the wishes of Mr. Fitzpatrick, whose company LexisNexis enjoyed the use of one of those H1B visas, and who was caught on video disparaging the Humanities, and the wishes of Mr. Langos, who was caught on video stating his preference for employees with Associates degrees. Enforcing this imposed contract means you are helping them fulfill their wishes. You would be choosing to help them try to break the union and choosing to help them undermine the academic integrity of your department and college.

4) Many of your Department and College faculty are your colleagues, even friends, of long standing. Instead of helping the Board find scabs, serving as scabs yourselves by teaching our classes in any form, and driving past your colleagues standing on the cold and probably rainy picket line, we ask you to stand with your Department and College colleagues. You will not be Chair or Dean forever. Don't you want your legacy to be that you stood with your colleagues, when they stood up to defend the academic mission of this institution?

5) If enough of you as a group walk over on Monday morning and collectively give one week's notice as administrators, that will force the admin/Board to capitulate and negotiate a contract. They cannot run this University without your choice to cooperate with the Board. If you go as an individual, you can rejoin the union the following Monday morning and stand with us. Please know your departmental faculty will refuse to cooperate with any Chair or Dean they put in as your replacement, once we return to work. Stand with us and we will stand with you.

Exhibit D



Bobby Rubin is at Wright State University.

January 8 at 10:13 AM · Dayton · 🌐

If you are an adjunct or a graduate TA, you may have to cross the picket line and we will not begrudge you because we understand your precarious position. Ohio labor laws have prevented us from organizing adjunct faculty. But please refuse to cover classes for striking faculty. Thank you.

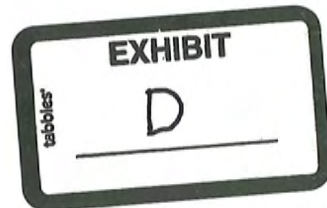
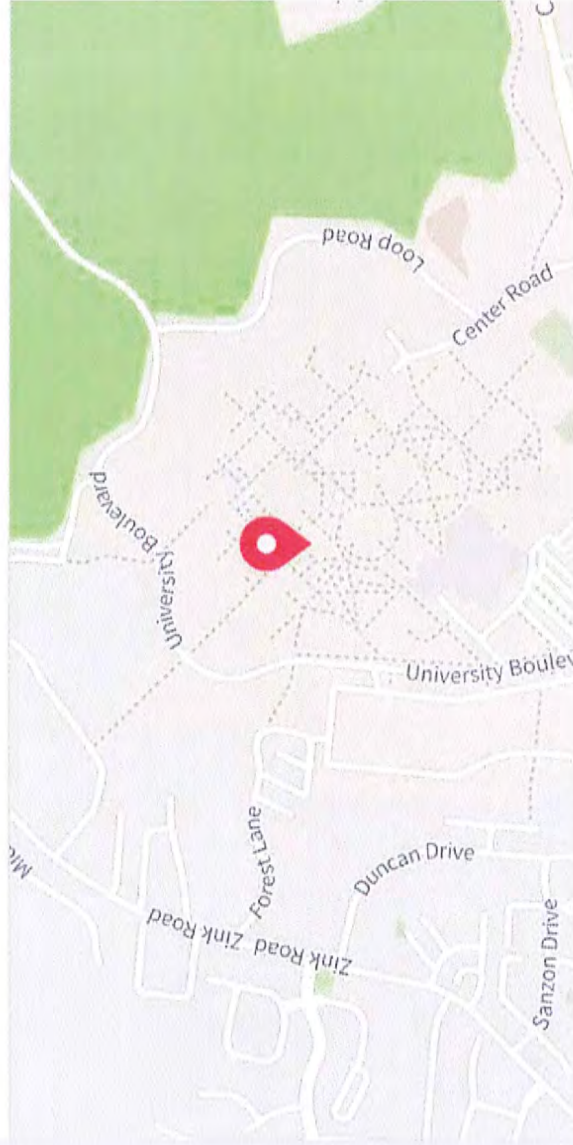


Exhibit E

An Open Letter to Adjunct Faculty

AAUP WRIGHT STATE UNIVERSITY TUESDAY, JANUARY 15, 2019

Dear Adjunct Faculty,

As you may be aware, AAUP-WSU has called for a strike of all unionized full-time faculty of Wright State University effective January 22, 8 am. Please see the AAUP-WSU website (<https://aaup-wsu.org>) for valuable information on how we got to this point and why the strike is necessary to maintain the integrity of our students' educational quality and experience. As an adjunct faculty member, you have already been given a contract for the spring 2019 semester and are neither protected by the union nor expected to participate in the strike. You are obligated to teach the course(s) you have already been contractually obligated to teach but no more. You may be contacted to cover the courses of full time faculty on strike but you are under no obligation to do so. Agreeing to temporarily teach classes allows the administration to refuse faculty a voice in major university decisions, reduces your ability to adjunct teach (as we will all be forced to teach more classes leaving less for you), weakens our negotiating power, and will eventually result in the students suffering through larger classes and less individualized attention.

This isn't about money for us. Faculty are not seeking raises. The imposed contract amounts to a pay cut of up to 20% for some of us and forces on us a healthcare plan that increases the burden on the sickest and lowest paid faculty. This also isn't about money for the administration. They avoided fiscal watch and accumulated a \$10 million surplus under the previous contract. The attorney they hired as negotiator is earning almost half a million dollars, while previous contracts were negotiated in-house, for no extra cost. Full-time faculty salary and benefits STILL cost only 17 cents of every tuition dollar.

It is your choice; however, we do ask that you do not agree to teach additional courses while a strike is ongoing. If you disagree with the way the administration has damaged the employees of the university and the students, and believe we all deserve to be treated better, please also consider meeting your students off campus



or providing alternative learning assignments next week (especially as we hear the weather will be bad), following us on social media and signing our petition (link below). It is our true desire that a strike will be avoided by the administration negotiating a fair contract in the next few days and we can move forward as valued faculty educating all current and future students. However, we must be prepared. Please contact me with any questions or concerns that you have and we would be happy to discuss this difficult situation with you personally.

• Facebook: AAUP Wright State University • Twitter: @aaupwsu • Instagram: @aaupwrightstate • [#fighting4Wright](#)

[https://actionnetwork.org/petitions/stand-with-wright-state-faculty?source=direct link&](https://actionnetwork.org/petitions/stand-with-wright-state-faculty?source=direct_link&)

<https://thewebsiteofwrightstateuniversitysaaupchapter.files.wordpress.com/2019/01/adjunct-faculty-compensation-a-cycle-of-exploitation.pdf>

AAUP-WSU

Exhibit F

----- Forwarded message -----

From: **Eric Dwenger** <edwenger1@yahoo.com>

Date: Mon, Jan 14, 2019, 4:33 PM

Subject: Fw: WSU STRIKE support

To: Teresa Hoyng <thoyng12@gmail.com>, Julie Berry <berry586@gmail.com>, Mindy Gonzalez <mj_gonzol1@yahoo.com>, Nikki Etzler <nikkietzler_600@yahoo.com>, Kate Harner <katemharner@gmail.com>, Laura Hoover <halaura1@frontier.com>, Kelsey Gudorf <kelseygudorf10@gmail.com>, Michelle Grothaus <magrothaus@bright.net>, April Adams <april.albers@bright.net>, Toma Hainline <toma.hainline396@gmail.com>, Angie Knapschaefer <angieknapp@gmail.com>, Mark Highley <markhighley1@gmail.com>, Carrie Cubberly <cubberleyc@gmail.com>, Betsy Bertke <dbbertke@hometowncable.net>, Renee Kramer <reneeih@yahoo.com>, Alicia Ball <ansneddon@gmail.com>, Barb Walls <4jcrew@roadrunner.com>, Andrea Graves <andrea.graves1983@gmail.com>, Tammy Cisco <tammy.cisco1220@gmail.com>, Sara Baumstark <baumstarks13@gmail.com>, Alison Bucklin <bucklin.alie@gmail.com>, Katie Brautigam <katiebrautigam@icloud.com>, Amy Grieshop <atgrieshop@hotmail.com>, Cristy Hess <clgreen01@yahoo.com>, Katey Eichler <eichlers7@yahoo.com>, Laura Becker <laurajean19@yahoo.com>, Kelsey Johns <kajohns1189@gmail.com>, Marty Frahm <martyfrahm@gmail.com>, Paige Bader <paige.mertz@gmail.com>, Barb Faller <barbfaller79@gmail.com>, Gwen Gaerke <gwengaerke@gmail.com>, Kelly Keck <kskeck1@gmail.com>, Cindy Buschor <cdb859@yahoo.com>, Missy Guggenbiller <mgugg73@gmail.com>, Chris Bihn <chrisbihn86@gmail.com>, Cathy Brotherton <cathy.brotherton@yahoo.com>, Wally Ellinger <ellinw@roadrunner.com>, Jay Imwalle <jay.imwalle@gmail.com>, Shannon Godwin <mrsrgcomm@gmail.com>, Brennen Bader <brennentbader@yahoo.com>, Denise Hierholzer <davenportd01@gmail.com>, Joanie Koontz <tlkoontz@roadrunner.com>, Nicholas Archer <archern93@gmail.com>, Betsy Crites <crites05@gmail.com>, Tyler Foulkes <foulkes.tyler@yahoo.com>, Kassie Holstad <kassieholstad@gmail.com>, Mary Blair <maryblair10@yahoo.com>, Julie Hyrcko <ajhrycko@yahoo.com>, Jenna Hodge <jschleucher@gmail.com>, Krystal Gates <knafziger001@defiance.edu>, Don Berry <cbitristar@gmail.com>, Cricket Dobmeyer <cricketsmith@gmail.com>, Katherine Dirksen <kdirksen2012@gmail.com>, Anne Geier <annemgeier@yahoo.com>, Shelby Kohler <kohler.golf@gmail.com>, Dan Gudorf <gudorfdw@gmail.com>, Annie Homan <athoman08@yahoo.com>, Carrie Gladhill <ccgladhill@gmail.com>, Ryan Jenkins <aimeervanjenkins@gmail.com>, Mark & Christie Binkley <cmltcelina@gmail.com>, Lora Darras <adarras@roadrunner.com>, Barbie Germann <bkgermann@outlook.com>, Karen Ashbaugh <ktash@bright.net>, Megan Highley <highleye@gmail.com>, Jill Hess <blakesmom97@hotmail.com>, Ron Green <rcgreen638@gmail.com>, Natalie Hamberg <hambergmn@gmail.com>, Bret Baucher <bretbaucher@gmail.com>, Jess Homan <jesshoman3@gmail.com>, Becky Posada <beckyposada1984@gmail.com>, Katie Gudorf <kathryn.gudorf@gmail.com>, Lisa Bye <byerob@hometowncable.net>, Bonnie Dahlinghaus <bonnie.dahlinghaus@yahoo.com>, Zenia Adams <zpadams@yahoo.com>, Jon Gudorf <jongudorf1@gmail.com>, Shirley Kittle <shirlhk@yahoo.com>, John James <w120jnj@gmail.com>, Tracy Brockman <tracyb@bright.net>, Erika Draiss <eldraiss@hotmail.com>, Brittany Giere <brittany.giere@gmail.com>, Wendy Gabes <wendy.gabes@gmail.com>, Sheila Baltzell <lbaltzell@roadrunner.com>, Cheri Hall <hallcheri@hotmail.com>, David Hucke <djhucke@bright.net>, Janelle Kaiser

EXHIBIT

F

<janellekaiser78@gmail.com>, Joey Braun <joey_braun@hotmail.com>, Carol Bader <carolbader@roadrunner.com>, Danielle Fritz <dmplatfoot@gmail.com>, Brittany Green <riesenb@gmail.com>, Drew Braun <dbraun1919@gmail.com>, Ann Holdheide <holdheide@bright.net>

Begin forwarded message:

On Thursday, January 10, 2019, 11:38 AM, Jackson, Shelli [OH] <jacksons@ohea.org> wrote:

Hello,

I hope things are going well in your local in the new year. Unfortunately, with each new year there often come new challenges.

You probably heard/read that the faculty of Wright State University sent the WSU Board of Directors a Ten Day Strike Notice this past Monday. When considering any type of strike action the union must provide the school board, or in this case, the WSU board of directors, an official notice ten (10) work days before the strike begins. This is required by statute (ORC 4117.14 (D,2).

The first day of the strike is scheduled for Tuesday, January 22nd.

This strike of more than 500 Wright State faculty may have a direct impact on your members and will need to make a very personal decision. I'm thinking of your members who are taking graduate classes at WSU; your members who may have a contract with WSU to be part-time adjunct professors; your members who participate on committees, activities and frequent WSU campus for various educational programs. IF there is strike at Wright State University, THEN I'm asking you to ask your members to honor that strike.

Please ask them to not cross the picket line.

I'm sure that both the Wright State faculty and the board members do *not* want to have a strike. It took more than 18 months of unsuccessful bargaining for WSU faculty to vote 95% in favor of a strike. Neither party benefits from a strike. But as teachers we know that sometimes we need to stand up, speak out and demand action! Last spring, thousands of public school teachers in Oklahoma, Arizona, Kentucky had to do this to demand vital improvements for teachers and students- and it worked!

I ask that you to copy and circulate the following email message to your members, ASAP. Please ask them not to cross the WSU faculty picket line.

If everyone honors the picket line, the strike will be short-lived. Both the faculty and the board will then return to the bargaining table.

Thank you for your help, time and consideration.

Warmly,

Shelli

PS: Attached is the official explanation of the reason for this strike. This is the application sent to the State Employment Relations Board, as required . The AAUP-WSU president is Martin Kich.

===== SAMPLE LETTER TO SEND TO YOUR MEMBERS
=====

Greetings,

Well, we've made it through our first full work week of the new year! Yay!
Unfortunately, with each new year there often come new challenges.

You probably heard/read that the faculty of Wright State University, through its union, AAUP-WSU, provided the WSU Board of Directors with a Ten Day Strike Notice this past Monday. *IF* there is a strike, the first day of the strike is scheduled to begin Tuesday, January 22nd.

I'm sure that both the faculty and the board members do *not* want a strike. It took more than 18 months of unsuccessful bargaining for WSU faculty to vote 95% in favor of a strike. Neither party truly benefits from a strike. But as teachers we know that sometimes we need to stand up, speak out and demand action. Last spring, thousands of public school teachers in Oklahoma, Arizona, Kentucky had to do this to demand vital improvements for teachers and students- and it worked!

To support our fellow union members, *IF* there is a strike, please do not cross the picket line.

You may be taking graduate classes at WSU or have a contract with WSU as a part-time, adjunct professor. You may simply enjoy working on college committees or attending activities on WSU campus.

I am asking you to honor the strike – please do not cross the picket line.

If you have additional questions or would like more details about this labor action, I've attached the official explanation provided by AAUP-WSU president Martin Kich to the State Employment Relations Board.

Thank you for your attention.

Exhibit G

(AAUP-WSU YouTube Video)

Exhibit H



Carolyn Stoermer

2 hrs ·



Students! Please share widely!

1) Attendance is no more mandatory for Tuesday class than any other in the semester. In normal times, faculty are required to report at the end of semester whether a student was really legitimate or not, or whether they rarely if ever showed up. Only if a faculty member reports that they believe the student took no part in the class yet did not drop or withdraw, is the financial aid of that person at risk. Most of your financial aid goes to WSU for tuition. They have no interest in having your financial aid pulled.

2) If a replacement teacher is in your classroom beginning on Tuesday, ask immediately for their qualifications. If you feel you are getting less education than you paid for, express your outrage to dfecher@wpcu.coop and walt.branson@wright.edu.

3) We are disseminating info through our website (<https://aaup-wsu.org>) and FB (AAUP Wright State University). Those are reliable sources. Contact us through the comments.



AAUP-WSU.ORG

American Association of University Professors

Wright State University Chapter



6

3 Shares



EXHIBIT

H

tabbles

Exhibit I



AAUP Wright State University

Yesterday at 9:20 AM · 🌐



Students: You have been misinformed once again by the administration through Wright State's social media platforms regarding the attendance regulation and reporting required by the federal government for financial aid purposes.

According to financial aid guidelines

{found here: <http://www.wright.edu/raiderconnect/financial-aid/enrollment-changes-and-return-to-title-iv-r2t4-for-federal-student-aid>}

Students must officially or unofficially PERMANENTLY withdraw before federal financial aid is reassessed through the Return of Title IV Financial Aid (R2T4) financial aid reassessment process.

You have the right to attend class during a faculty strike. You also have the right not to. You are not being advised either way by AAUP-WSU.



WRIGHT.EDU



Enrollment Changes and Return to Title IV (R2T4) for Federal Studen...

The majority of financial aid awards have enrollment status requirements you mus...



Like



Comment



Share

EXHIBIT

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tabbles