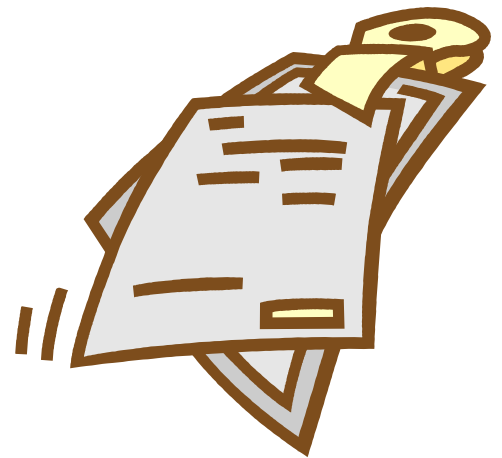


**SEBAC Agreement:
Comparison to Other
States –
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Dates to Remember

- 5/13:** Day classes end
- 5/14:** Reading day
- 5/15:** Board of Trustees awards promotions; Furlough Day for faculty, coaches and counselors
- 5/18-5/23:** Final exams
- 5/26:** Furlough day for librarians
- 5/31:** Board of Trustees awards tenure (August hires); Provost takes required action and informs 2nd year or later renewal candidates (August hires)
- 6/11-6/14:** National AAUP Annual Meeting/ CBC Meeting (Washington, D.C.)
- 7/23-7/26:** National AAUP Summer Institute (Macalester College, St. Paul, MN)

Union News

CSU-AAUP

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Planning a Trip this Summer?
Your AAUP Membership may save you some cash!

CAR RENTALS

Alamo Rent-A-Car and National Car Rental provide discounts to CSU-AAUP members including up to 20% off regular prices and unlimited mileage.

UNIVERSAL STUDIOS

As a Universal Orlando Fan Club member, members can take advantage of many exclusive benefits. Enjoy special admission prices and restaurant discounts at Universal Orlando, Universal Studios Hollywood and Wet 'n Wild Orlando, as well as discounts on hotel room rates, merchandise, and tours.

ADVENTURE CLUB

Through membership in CSU-AAUP, members are entitled to discounts off general admission to Anheuser-Busch Adventure Parks. Parks include Busch Gardens and Water Country USA in Williamsburg, VA; Busch Gardens and Adventure Island in Tampa Bay, FL; Sea World Adventure Parks in Orlando, FL, San Diego, CA, and San Antonio, TX; and Sesame Place near Philadelphia, PA. Sign up for savings at www.adventureclubonline.com and print coupons directly from a computer! Be sure to contact the AAUP office for our company code.

Contact your AAUP office to find out how to obtain these discounts!

View the CSU-AAUP Annual Report online at www.ccsu.edu/aaup/csu under "Documents." If you would prefer a printed copy, please contact Ellen Benson at (860) 832-3793 or bensonell@ccsu.edu

SEBAC and State Reach Agreement; Ratified by CSU-AAUP

Comparison of Our Agreement to Other States

Eighty-two percent of those voting, approved the ratification of the 2007-2011 CSU-AAUP/BOT Contract Modification (see results on Page 6). This agreement features: (1) job security for two years for tenure-track faculty; and (2) a Retirement Incentive Program (RIP) for employees age 55 (on or before June 30, 2009) with ten years of service. The effective date of retirement shall be June 1 or July 1, 2009. Employees in the State Employees Retirement System (SERS) and the Teachers Retirement System (TRS) who opt for the RIP will receive an additional three years of service credit (employees in the Alternate Retirement Program (ARP) will receive \$6,000. Payout for sick, vacation days and the ARP incentive will be deferred; paid in 3 installments from 2012-14).

In return for these benefits, state employees conceded several things: (1) healthcare premiums will be raised by \$350/year and prescription co-pays will increase for active employees; (2) the Anthem POS Preferred plan will be closing to new participants as of 7/1/09; (3) there will be a wage freeze during the 2009-2010 year (the negotiated increases will be received, but delayed one year and our Contract will be extended one year); (4) a total of 7 furlough days must be taken by all state employees (1 this year, 3 next year, and 3 the year after, costing approximately 1.1% of your salary. Part-time faculty will not have to take furlough days.); (5) full-time employees who have five years or less of state service on July 1, 2010 will have to pay 3% of their salary into a retiree healthcare trust fund. (If you leave before ten years of state service, you will receive your money back.); and (6) the State can withhold contributions to the pension plan but they have to make up these contributions in the next biennium.

While some members were understandably not happy with this agreement, SEBAC and CSU-AAUP argue that it could have been much worse when looking at what is being proposed or agreed to in other states.

Comparison to Other States

Wage Reductions

Nevada has proposed a 6% reduction in state salaries, and Idaho has proposed a 3% reduction.

Furlough Days

In Alabama, the state's personnel board has approved rules that will allow financially troubled agencies to furlough employees up to 24 days a year. The Governor's budget in California requires state employees to take two furlough days each month. In New Jersey, the Governor has proposed state employees take 12 furlough days.

Retirement Changes

The Senate Finance Committee in Nevada has proposed increasing the contributions that state and local government workers make to the Public Employees Retirement System from 20.5% of their pay to 21.5% starting July 2010, up from the current rate of 20.5%. Police and firefighter's new contribution rate would be 37%, up from 33.5%.

Healthcare

The governor of Hawaii has proposed increasing state worker premium payments. Currently the state covers 60% of health premium payments.

Layoffs

Arizona has laid off 1,000 state employees. The Michigan FY 2010 budget calls for laying off 1,500 state employees. Missouri's Governor has proposed cutting 1,329 state jobs. The FY 2010 budget in Pennsylvania includes a reduction of 2,995 positions. Virginia's enacted budget eliminates 1,500 state jobs through attrition and layoffs. A Senate proposal in Washington would lay off about 7,000 state employees.

The thirteen unions of SEBAC unanimously approved the Concession Agreement. The Agreement next goes to the General Assembly. The Legislature has up to 30 days to take action or the agreement automatically becomes law.

Health Insurance Open Enrollment

Open enrollment fairs will be conducted throughout the state during the **2009 health insurance open enrollment period for state employees, which is May 18 through June 5** (see below for dates and locations at CSU campuses). Coverage selected during this time will be effective July 1, 2009.

The annual open enrollment period is the only time employees may enroll in, change or add dependents to a health plan (except for changes caused by or related to a change in family or work status which affects their health plan).

The HealthCare Options Planner that provides a comparison of the benefits among the plans will be mailed to all employees during the open enrollment period, and will also be available on the Comptroller's website (www.osc.state.ct.us/)

2009 Health Insurance Open Enrollment Fairs

- CCSU:** 6/4, 8am-5pm, Marcus White Living Room
- ECSU:** 5/18, 8am-noon, Paul E. Johnson Room, J. Eugene Smith Library
- SCSU:** 6/3, 1pm-5pm, Student Center, Ballroom
- WCSU:** 5/19, 9am-noon, Warner Hall, 1st Floor Lobby



CSU-AAUP President David Walsh and Comptroller Nancy Wyman at CSU-AAUP/SUOAF-AFSCME Lobby Day.



Senate President Donald Williams addresses our members at the legislative breakfast.



Faculty, staff and students from WCSU in a meeting with the Danbury legislative delegation.

National AAUP Releases Annual Report on Faculty Salaries

Reprinted from National AAUP

With the broader economy in free fall and new indicators reported almost daily, the economic outlook for faculty members and higher education is anything but clear. On the Brink: The Annual Report on the Economic Status of the Profession, 2008–09 provides the most up-to-date and comprehensive analysis available of faculty salaries at colleges and universities around the country. Even so, the data alone don't tell the whole story. That's why this year's report encourages faculty members to take action now to ensure that cuts to higher education funding do not undermine the foundation upon which colleges and universities are built: their faculties. Wrong choices now, the report warns, could have negative consequences for years to come.

The American Association of University Professors' annual report has been an authoritative source of data on faculty salaries and compensation for decades, and this year's report is now available.

When full-time faculty salary levels for this academic year were set in mid-2008, inflation was running at its highest rate in nearly twenty years. Average faculty salaries had been stagnant for most of the previous decade and were budgeted to stay that way—until the bottom fell out of the rest of the economy. Soon after the academic year was underway, consumer prices tumbled along with investment returns, and colleges and universities began announcing salary and hiring freezes, involuntary furloughs, and even layoffs. Labor economist Saranna Thornton, chair of the AAUP's Committee on the Economic Status of the Profession and lead author of this year's report, notes that "On paper, aggregate faculty salaries for this year look pretty good, since inflation is suddenly at its lowest level in half a century. But it won't be until we have next year's data that we can begin to assess the true consequences of the recession of 2008 on higher education." Given the dark clouds looming on the horizon, Thornton notes that it will be difficult for faculty members to focus on the silver lining of a low inflation rate.

Much of the recent news from private colleges and universities has focused on the loss of value in their endowment funds during the last year. Although institutional endowments have clearly declined, just as

have individual retirement investments, colleges and universities vary in their reliance upon endowment income for general operating costs. This year's report takes a look at some of that variation. "Given the wide range of financial circumstances at colleges and universities around the country," cautions John Curtis, AAUP's director of research and public policy, "it's important for faculty members to investigate the real impact of reduced returns to endowment funds on their own institutions."

In this year's report, the AAUP calls on faculty now more than ever to take an active role in collaborative decision making on institutional spending, to examine critically the claims of administrations and legislatures alike regarding the financial situation of higher education, and to raise questions about the inevitability and the advisability of cuts to faculty salaries and positions.

Probably the most salient feature of the higher education landscape in the last three decades has been the increasing insecurity of faculty employment. More than half of all faculty members are now hired on a part-time basis, one course at a time, most often with no job security and no benefits. This year's report documents the latest comprehensive figures on the expansion of contingent faculty appointments, both part-time and full-time, and provides a sampling of reports on how contingent faculty members are faring in the economic downturn.

This year's report also adds to the AAUP's ongoing analysis of gender equity in faculty employment with fresh data on trends in women's advancement through the faculty ranks. Although many colleges and universities are approaching parity between men and women in entry-level assistant professor appointments, the report notes that progress in advancing women to senior professor ranks is slower. At universities granting doctoral degrees, there are still four men full professors for every woman holding that rank. The substantial remaining impediments to women's advancement as faculty members reinforce the AAUP's longstanding call for higher education to renew its commitment to complete equality of opportunity for women.

The report is available to the public on the AAUP's Web site, www.aaup.org.

Election Results

AAUP/SUOAF-AFSCME Representative to the Standing Advisory Committee to the Board of Governors of Higher Education (195 votes cast in total)

- Sharon Braverman, CCSU (SUOAF): 55.90% - (109 votes)
- Julian Madison, SCSU (AAUP): 43.08% - (84 votes)
- Write-in 2 votes

CSU-AAUP Officer Election (422 votes cast in total)

President

- David Walsh, SCSU: 96.44% - (379 votes)
- Write-in: 3.56% - (14 votes)

Vice President

- Vijay Nair, WCSU: 96.99% - (354 votes)
- Write-in: 3.01% - (11 votes)

Secretary

- Marty Levin, ECSU: 97.55% - (359 votes)
- Write-in: 2.45% - (9 votes)

Treasurer

- Harlan Shakun, CCSU: 97.88% - (370 votes)
- Write-in: 2.12% - (8 votes)

2007-2011 CSU-AAUP/BOT Contract Modification Agreement (729 votes cast in total)

- Approve: 82.44% (601 votes)
- Disapprove: 17.56% (129 votes)

CSU-AAUP Officers, Council & Staff

President

David F. Walsh

Vice President

Arlene Bielefield

Secretary

Martin Levin

Treasurer

Harlan Shakun

CCSU Council Members

Candace Barrington

Anthony Beatman

Guy Crundwell

Thomas Frank

Jane Hikel

Jason Jones

Jeffrey McGowan

George Murphy

Paul Petterson

ECSU Council Members

Catherine Carlson

Branko Cavarkapa

Suzanne Dowling

Jaime Gomez

Elena Tapia

SCSU Council Members

Paul Best

Debra Emmelman

Pam Hopkins

John Kavanagh

Julian Madison

Virginia Metaxas

Uchenna Nwachuku

Tony Rosso

Cindy Stretch

Robert Vaden-Goad

WCSU Council Members

Daryle Brown

Vijay Nair

Michele Ganon

Patricia O'Neill

Cigdem Usekes

Steven Ward

Director of Member Services

Caryl Schiff-Greatorex

Asst. Dir. of Member Services

Michelle Malinowski

Business Manager

Steve Greatorex

Communication & Research Associate

Ellen Benson

Member Services

Coordinator at SCSU

Linda Cunningham

SCSU-AAUP Member Services Assoc.

Gary Holder-Winfield

ECSU Office Staff

Angela Collison

WCSU Office Staff

Elise Silkowski