

Union News

**Connecticut State University
American Association of University Professors**

Negotiations Update

The AAUP and BOT negotiating teams met in the Board Room at the CSU system office in Hartford on Thursday afternoon, November 30. The two sides discussed a number of key issues across the table, including salary, special funds, and related financial matters, but no agreements were reached.

The most significant mark of progress at this session was that the management team finally responded to AAUP proposals on financial matters. Management has countered with an offer that would increase the total full-time faculty payroll by significantly less than the 6.5 percent annual increases proposed by AAUP. Management also offered to increase special funds (travel, faculty development, research grants, etc.) and part-time pay scales by somewhat less than its proposed increases for full-time payroll. AAUP asked for clarifications on some details of this offer at the table, but did not otherwise

comment. Negotiations on financial matters are now finally active and ongoing, but the outcome is uncertain.

Management also made counter offers on reassigned time, a late cancellation fee for part-time faculty (a cash amount paid when their classes are cancelled just before the semester starts), schedule for evaluation of coaches, the rank of endowed chair, and certain matters relating to grievance procedures. There was more extensive discussion of parental leave provisions, but there was no agreement on any issues and none was expected at this meeting.

The session adjourned by mutual consent after about an hour and a quarter. The AAUP team spent the remainder of the afternoon discussing management's latest proposals with attorney Gregg Adler. The next negotiating session is scheduled for December 14.

P&T Grievance Update

On December 5, representatives of CSU-AAUP and CSUS attended a preliminary conference held by Kenneth Hampton, Assistant Labor Board Agent. The conference was held in response to the prohibitive practice complaint (unfair labor practice) filed by CSU-AAUP alleging a violation of the P & T Grievance Settlement, by the CCSU Administration.

Attorney Gregg Adler represented CSU-AAUP and David Trainor, CSU Vice Chancellor for Human Resources and Labor Relations represented CSUS. CCSU-AAUP Chapter President Cindy White, Vice President and Grievance Officer

Michael Gendron and Director of Member Services Caryl Schiff-Greatorex were also in attendance for CCSU-AAUP. Chief Human Resource Officer Anne Alling and Employment and Labor Attorney Steve Courtney were in attendance for CCSU.

Attorney Adler presented the basis for the complaint and Vice Chancellor Trainor presented the University's response. Agent Hampton will either recommend for a full Labor Board Hearing or dismissal of the case. If he recommends dismissal, CSU-AAUP will still have an opportunity to appeal to the full Labor Board.

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CSU-AAUP and CSUS Proposed Legislative Initiatives

The General Assembly convenes on Wednesday, January 3, 2007. In the upcoming legislative session, CSU-AAUP will be lobbying for additional funding for full-time faculty. President David Walsh and other faculty members have already begun meeting with key legislators such as Rep. Denise Merrill (Co-chair Appropriations) and Rep. Roberta Willis (Co-Chair Higher Education and Employment Advancement Committee) prior to the start of the session. The meetings have been positive, and several more are planned for December.

The CSU System Office (CSUS) has also submitted their legislative proposals. Some of their notable proposals include:

- Supporting an increase to the operating budget for fiscal years 2007 – 2008, including additional faculty especially in shortage areas as well as support staff. CSUS has also asked for funding to support the increases in energy costs, and an increase in the percentage of state support for operating funds related to new academic buildings.
- They plan to request \$1.26 billion (a net new authorization of \$1 billion) over 10 years with an average allocation of \$100 million annually for capital improvements. The proposal provides for increased flexibility to achieve the timely completion of construction projects while maintaining current statutory accountability and DPW oversight of projects.
- Only one-third of students eligible for need-based financial aid through the Connecticut Aid for Public College Students (CAPCS) program actually receive aid. CSUS will advocate for an additional \$18 million to meet the financial needs of all CSUS students.

Save the Date:
CSU Day at the
Capitol
Thursday, March 29
Legislative Breakfast
Legislator Meetings
Afternoon Reception

Meeting: Health Care Coverage for Part-time Faculty

Pending an agreement with the state, part-time faculty who (a) work at multiple state institutions and (b) teach more than eight (8) load credits, may soon be eligible for health care benefits paid by the state. **Join CSU-AAUP on Wednesday, December 13, 2006 from 4:00 - 6:00 pm in the Marcus White Living Room for an informational session with SEBAC Attorney Dan Livingston.**

Attorney Livingston will give a briefing on the background of the SEBAC grievance and an overview of the issues of implementation and the current status of the discussions with the State Comptroller's Office. It will be followed by a question and answer session.

For more information, please contact the CSU-AAUP office at (860) 832-3790. Information will be put on the CSU-AAUP website, www.ccsu.edu/aaup/csus, following the meeting.

National AAUP Discusses Restructuring

At its semi-annual meeting, held on December 1-2 in Washington, DC, members of the National AAUP Collective Bargaining Congress heard a report from the Task Force on Restructuring, which is examining whether AAUP could better serve its members and meet its mission if it were to restructure.

The entire organization, consisting of both the advocacy and collective bargaining arms of the AAUP, is currently a 501(c)3 non-profit charitable organization. Due to the tax code restrictions, the organization is exempt from taxation as long as it is organized and operated, in AAUP's case, exclusively for educational purposes. It does not allow the organization to use its fund for lobbying or non-charitable activities.

After conducting an in-depth analysis of the issues, the Task Force has recommended the organization be restructured into three separate entities: a 501(c)6 professional organization, a 501

(c)5 labor union, and a 501(c)3 charitable and educational association. The three organizations will be separate but related entities. The Task Force reported that "it is expected that creating a separate professional organization and labor union will result in enhanced services to the members and provide leeway to advocate in different ways on behalf of AAUP principles." For example, the labor union could affiliate with other organizations. The professional organization could "engage in professional development and membership activities." All members will be part of the (c)6 professional organization.

The Task Force presented its proposal to Council at its November 18, 2006 meeting and it was tentatively endorsed. The goal is to seek final approval at the June 2008 Annual Meeting. There are many financial and organizational issues that still need to be resolved prior to a vote.

Blue Ribbon Committee

CSU-AAUP President David Walsh announced the formation of a Blue Ribbon Committee on the future of CSU in early October. The Committee is studying the organization, internal funding, and workforce composition of the University with the goal of identifying those structures and processes that will best enable CSU to provide quality higher education in Connecticut.

The Committee will also examine a dozen reports that have been issued in the past two years, which propose fundamental changes in higher education organization, funding, and accountability that could impact CSU and the other public institutions in Connecticut. Although some of these topics have been discussed by the Board of Trustees and System Office leadership, there has been no systematic response or formal consultation

with the faculty to date. This Committee will assure that CSU-AAUP is proactive in the area of strategic planning so that the faculty/professional perspective can be represented in any deliberations about the appropriate response of CSU to these challenges. As a major stakeholder in CSU, the AAUP membership must be prepared to resist the imposition of any "master plan" by our administration or outside agency which is inimical to our interests and harmful to our students.

The Committee met on Friday, November 7 and the members were given copies of the reports. The Committee will meet again prior to the start of next semester to begin goal setting and will be discussing the reports.

National AAUP News: **Recommended Institutional Regulation on Part-Time Faculty Appointments**

The October issue of *Union News* reported that the National AAUP prepared a proposed addition to its long-standing Recommended Institutional Regulations, which set forth rules that derive from AAUP policy statements in language suitable for use by an institution of higher education. The proposed new regulation lays out best practices for renewal or nonrenewal of part-time faculty appointments and delineates the rights that should be afforded to all part-time faculty and to those with specific lengths of service.

Following a comment period, the AAUP Council adopted the new regulation as policy on November 19, 2006. The full-text of the regulation can be found at <http://www.aaup.org/AAUP/issued/contingent/parttimerir.htm>.

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CSU-AAUP

We're on the web!

www.ccsu.edu/aaup/csu

Council Notes

- Betty Gallo, CSU-AAUP lobbyist, discussed the plan her firm created to achieve funding for additional full-time faculty at CSU. She stressed the importance of faculty, student and alumni involvement. Also, CSUS has also requested more funding to hire additional full-time faculty, and CSU-AAUP members need to make certain it remains one of CSUS' highest priorities.
- Dave Walsh reported that Chancellor Carter arranged for the leadership of CSU-AAUP and SUOAF-AFSCME to meet with the four university presidents on November 8. The meeting allowed the union leaders to state any concerns they had for each campus. It was a productive meeting.
- CSU-AAUP appointed a Public Relations Committee to work on the approved public relations project. CSU-AAUP will be running a number of paid editorials in the *Hartford Courant* beginning January 29.
- CCSU-AAUP reported that it hosted a four-campus chairs meeting on November 10. Chairs from all four campuses discussed CSU and CSU-AAUP's contract proposals as well as a number of other concerns related to chairperson responsibilities.
- WCSU-AAUP announced that on December 4 leaders of the AAUP and Faculty Senate will attend a joint dinner with the Board of Trustees.

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