

## Update on ARP Concerns

- *What has the Union done?*
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## Dates to Remember

(Contract dates may be superseded by Senate guidelines)

- 12/14-12/19:** Final exams
- 12/18:** Dean submits recommendations for penultimate year tenure candidates (Aug hires) and promotion candidates
- 12/31:** Provost takes required action and informs second or later year renewals of his decision (Jan. hires); Board awards tenure for penultimate year tenure candidates (Jan. hires)
- 1/1:** Dean submits recommendations for professional assessment candidates
- 1/16:** Collective Bargaining Congress East Coast Regional Meeting at Yale University
- 1/19:** Spring semester begins
- 1/20:** DEC receives and reviews records and notifies first year renewal candidates (August hires)
- 1/25:** Classes begin

### *Union News*

CSU-AAUP

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## MEMBER BENEFITS

### ***Academe***

As a CSU-AAUP member, you will receive *Academe*, the bimonthly magazine that analyzes higher education issues from faculty members' perspectives. The magazine begins with an incisive round-up of news affecting professors. Feature articles examine tenure, affirmative action, part-time faculty appointments, distance education, intellectual property, and other timely academic issues. Investigative reports on violations of academic freedom and tenure are regular components. Columns cover legal trends, legislative developments, and new scholarly books.

### ***Adjunct Advocate***

The *Adjunct Advocate* is a bimonthly magazine that features articles pertaining to part-time faculty. To read the magazine online at [www.adjunctnation.com](http://www.adjunctnation.com), please contact your local AAUP office for the username and password.

## **Cell Phone Service Plans**

CSU-AAUP members can receive a 15% discount on Sprint/Nextel service plans (good for new and existing customers!). Please contact the AAUP office for more information on how to take advantage of this benefit.

## Update on ARP Concerns

As previously reported, at its May 2009 meeting the CSU-AAUP Council voted to discuss with other affected unions the inequities between the Alternate Retirement Program (ARP) and the State Employees Retirement System (SERS), as alleged by the Committee for Equity in Retirement, and investigate possible political and legal remedies.

There are a number of issues raised by those in the ARP. Since employees must make a one-time irrevocable retirement choice within six months of hire, the ARP plan may be more attractive to new tenure-track faculty who are uncertain of their future with their university. SERS requires ten years to vest whereas ARP is portable. However, many faculty have expressed that they would prefer to be in SERS once they receive tenure. Also, when ARP was first offered in 1975, there was no social security coverage. During the period of April 16 through July 12, 1990, an irrevocable individual choice election for ARP participants was held at each university. ARP participants who voted were able to elect “social security coverage” or “no social security coverage”. All employees who chose to participate in ARP on or after July 13, 1990 were automatically provided social security coverage.

After a number of meetings between the higher education unions and discussion by the entire leadership of the State Employees Bargaining Agent Coalition (SEBAC), a grievance was filed on October 13, 2009. The basis of the alleged grievance is the “steering” of individual employees into ARP at various higher education state agencies; a number of unions feel this practice has been clearly documented. The attorneys handling the grievance are currently developing “template fact patterns” and believe the grievance may cover four or five classes of employees (for example, individuals who were clearly steered into the Alternate Retirement Program, individuals who were misinformed, etc.). Once the templates are finalized, CSU-AAUP and the other unions will be seeking members to testify or provide additional information based on the “template fact patterns” a member may fit into. CSU-AAUP has also requested all materials created and/or disseminated by the CSU

System Office and the four universities regarding this matter.

In addition, CSU-AAUP organized a meeting with all the higher education union leaders and their lobbyists to discuss potential legislative options that may resolve this matter. The group agreed to seek the passage of a law that would provide (a) three opportunities within an individual’s career in higher education when they would be allowed to switch retirement plans (for example at years 3, 6, and 10), (b) a one-time opportunity for employees to choose to participate in social security, and (c) the possibility to buy into SERS for those currently in ARP (requiring the individual to pay the employee share, the employer share, and the cumulative interest). Florida and Virginia allow state employees to have several opportunities to change retirement plans. Ohio allows state employees to buy into the state retirement system from ARP, but the IRS is arguing that the practice is illegal so the unions are unsure if the Connecticut General Assembly would be able to pass the third part of what we are seeking.

Further, CSU-AAUP, SUOAF-AFSCME and the University of Connecticut Professional Employees Association (UCPEA) each paid a portion of a retainer fee to secure the services of the firm of Moukawsher & Walsh (no relation to CSU-AAUP President David Walsh) to analyze documents and issues regarding possible breaches of duties associated with state retirement enrollment.

The unions are also investigating the cost of hiring an actuarial firm to perform an actuarial study to determine the impact of allowing individuals from ARP to “buy into” SERS. If the actuarial study findings indicate the purchase of ARP participants’ service credits is revenue neutral (in other words, if it does not cost the state any money), it will make it easier to resolve the matter through legislation. If it costs the state money, it is unlikely in this economic climate that the General Assembly would approve such proposed legislation.

CSU-AAUP will keep its members updated as this matter progresses. Please check your campus email for updates over Winter Break.

## AAUP Organizing at UConn Health Center

*Reprinted from the Hartford Courant*

In a tight election, faculty members at the University of Connecticut Health Center have voted to form a union.

The pro-union side won by a two-vote margin — 223 to 221. Eighty-six percent of the 519 eligible faculty members voted in the two-day election, held Tuesday and Wednesday.

Members of the health center's teaching, research and clinical faculty will now form a chapter of the American Association of University Professors, which represents faculty on UConn's Storrs and regional campuses.

In two previous votes, in 1999 and 2000, faculty members voted against unionizing.

Stephen Schensul, a professor in the department of community medicine and health care and a union supporter, said this week's vote may reflect a greater sense of uncertainty among clinical faculty than in the past, with health reform and other potential changes looming, including a controversial proposal to merge the health center with Hartford Hospital.

In a statement, the UCHC-AAUP Faculty Association said it sought the involvement of all faculty, those who voted for and against the union. "Working together, our goal is to have the UConn Health Center become a top tier institution in research, education and patient care," it said.

In addition to negotiating on issues like compensation and working conditions, the union could also work with the health center administration toward common goals, possibly including an attempt to seek funds for a new hospital from the legislature," Schensul said.

"We don't see it as an adversarial relationship," he said.

The health center administration had opposed unionization. In a statement, the administration said: "As we enter into this new phase of our relationship with AAUP, we will continue our commitment to engage the faculty in decision-making, to understand and respond to its concerns, and to maintain two-way communications."

Mary Casey Jacob, senior associate dean for faculty affairs, said it was not yet clear what having a union would change, aside from collective bargaining.

"We'll make it work," she said. The health center has about 5,000 employees, and before this week's vote, about 3,870 were unionized.

## November Council Meeting

At its November 19 meeting, the CSU-AAUP Council discussed:

- The upcoming legislative session and budget for CSUS
- The progress that has been made to address the ARP concerns
- A report from CCSU-AAUP that an equity study was performed on campus that shows an unexplained gap between male and female salaries ([www.ccsu.edu/equity](http://www.ccsu.edu/equity))
- The move of the ECSU-AAUP office to a more central location on campus
- The pending hire of three administrators in IT to deal with security matters at SCSU
- A decision of the Graduate Council at WCSU to "vest" graduate faculty, which was withdrawn from discussion at University Senate

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