

# **Union News**

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

## **Successful Lobbying**

***By David Walsh, CSU-AAUP President***

After contract negotiation and administration, lobbying the Connecticut General Assembly is the most important function of CSU-AAUP. Funding for CSU is largely dependent on the ability to inform and convince members of the General Assembly that additional financial support will create value for the State of Connecticut. In the minds of most elected officials "creating value" means preparing a skilled and agile workforce to maintain Connecticut's competitiveness. In recent years legislators have also

placed increased importance on certain workforce shortage areas such as nursing, engineering and special education.

Successful lobbying depends on access. In the past two legislative sessions we have gained unprecedented access to leaders of the General Assembly from both parties, partly as a result of a systematic lobbying program we have jointly developed with Betty Gallo & Company and partly resulting from our enhanced position within the State Employees

Bargaining Agent Coalition (SEBAC). For example, in last year's session I was able to meet with aides to the Governor, the Secretary of the Office of Policy and Management, the Speaker of the House, President of the Senate, the House Minority Leader, Senate Minority Leader, the Chairs of the Appropriation Committee, the Chairs of the Higher Education and Employment Advancement Committee, as well as 20 other legislators. Planning for our

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## **Professors on the Hill: 2nd Annual CSU Lobby Day**

CSU-AAUP will be holding its 2nd annual Lobby Day at the Capitol on March 29, 2006. The goal of Lobby Day is to raise legislator's awareness about our legislative priorities, including a bill to fund new full-time faculty lines.

Last year almost 70 faculty, professional staff and students attended the CSU Lobby Day, and the event was a huge success. We received many pledges of support from key legislators and their staff for adequate funding for CSU, and we were also able

to raise awareness of our issues through an article that appeared in the Hartford Courant about CSU Lobby Day.

CSU-AAUP is hoping to have an even greater attendance at the 2006 CSU Lobby Day. While it is understood that there is a potential conflict for many of our members on a Wednesday, our lobbying firm has advised the union that Wednesday is the best day to meet with legislators at the Capitol. Unfortunately there would be few legislators at the

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## Establishing CSU-AAUP's Legislative Priorities

In an effort to set our legislative priorities for the upcoming session, which convenes on February 8, 2006, CSU-AAUP has been planning and collaborating with Betty Gallo & Company, the CSU Administration, UConn-AAUP, the Congress of Connecticut Community Colleges and leaders in the General Assembly.

Before setting our priorities, we first determined the fiscal outlook of the state with the help of our lobbying firm, Betty Gallo & Company, and General Assembly leadership. The state currently has an estimated \$300-\$500 million dollar surplus. The FY05 budget positioned Connecticut at approximately \$60 million under the spending cap, but the General Assembly spent approximately \$17 million on energy assistance, \$20 million on campaign finance reform, \$5 million on fixing the HUSKY program, and millions more on Medicare part D in the special session held last fall. Therefore, CSU is likely to face appropriations difficulties as a result of the spending cap, not the fiscal outlook of the state.

CSU-AAUP has also met with the other public higher education faculty unions, UConn-AAUP and the Congress of Connecticut Community Colleges (4Cs), to discuss similar legislative interests because collaboration will strengthen our position. Last session, all three unions collaborated to file a bill seeking appropriation to increase the faculty at all three units of public higher education. While the bill was not ultimately passed, it was voted favorably out of the Committee on Higher Education and Employment Advancement. However, Senate Bill 1050 required all

three units of higher education to develop a plan to increase the number of full-time faculty.

As a result of Senate Bill 1050, the CSU System Office is asking the state to invest in a plan that would allow them to hire 345 full-time faculty over a five-year period. The System Office also will allocate resources towards this plan from their budget. Therefore, the System Office will be in support of our lobbying efforts for a similar bill with UConn-AAUP and the 4Cs this legislative session. The more allies CSU-AAUP has on any given legislation, the better position we are in.

### ***What are CSU-AAUP's legislative priorities for the upcoming session?***

1. First and foremost, approval of our contract re-opener. Our contract was re-opened for the limited purpose of negotiating adjustments to salary and special funds for the 2006-07 academic year and was approved by both the membership and the Board of Trustees. The features of this agreement include: a 5% increase in payroll, including summer and intersession pay; a 5% increase in part-time faculty pay rates, and a 5% increase in special funds, which include travel, faculty development, research grants, curriculum-related activities and retraining funds
2. Appropriations to increase the number of full-time faculty
3. Support the CSU System Office's appropriation and bond package requests

CSU-AAUP may modify this list of priorities as the session progresses.

## Successful Lobbying

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lobbying begins in the fall, two months prior to the start of the session.

It is essential each of us communicate to our elected officials and the general public that CSU is the university of opportunity, the university of choice, and the university most responsible for training professionals who will reside in Connecticut upon graduation. To this end, CSU-AAUP is jointly sponsoring a CSU Lobby Day with SUOAF-AFSCME on March 29 at the Capitol, and we are hoping to surpass last year's attendance of close to 70 members. We also intend to make extensive use of the CSU-AAUP Legislative Action Alert system, which allows

members to easily email their legislators on important issues.

My term as CSU-AAUP President has taught me the two essentials of lobbying: (1) that lobbying is a 12-month activity that cannot be successfully accomplished during the session alone, and (2) that each of us has an invaluable and unique way of communicating the value of the CSU System to elected officials. To this end, I will be calling individuals to come with me to the General Assembly to meet with legislators and testify on legislation.

If you are interested in getting involved with lobbying, please contact Ellen Benson at (860) 832-3793 or by email at [matulewicze@ccsu.edu](mailto:matulewicze@ccsu.edu).

## **CSU's Plan to Increase the Number of Full-time Faculty Depends on State Funding**

Pursuant to Public Act No. 05-255, CSU was required to submit a plan to increase the number of full-time faculty at the four universities by December 21, 2005 to the General Assembly Committee on Higher Education and Employment Advancement. The plan developed by CSU would allow for the addition of 345 full-time faculty across the four campuses, phased in over a five-year period, and requires a one-time \$20 million investment by the state over the five-year period.

CSU's rationale for this appropriation is persuasive. CSU is a key contributor in Connecticut's targeted workforce development areas, as well as the state's economy as a whole. CSU students are from Connecticut and more than 90% remain in state upon graduation. Since Fall 2000, full-time enrollment at CSU has increased by 3,140 students without any additional state funding, and growth is expected to continue rising for the next few years. Growth is also anticipated in the "full-time equivalent" student population, and CSU expects to continue to enroll more transfer students than any other university in the state.

In addition, shortages of full-time faculty have been proven to adversely affect retention and graduation rates. Full-time faculty provide counseling, mentoring, and advising to their students, functions that have been proven to improve retention rates. However, currently 38% of lower division courses at CSU are taught by part-time faculty, who do not have the time to perform these services. Therefore it is necessary to increase the

amount of lower division courses taught by full-time faculty in order to improve retention. Conversely, there are not enough full-time faculty to teach the upper-level courses that students need to graduate, resulting in graduation delays because needed courses are not being offered.

Moreover, CSU's ability to meet Connecticut's workforce development needs may be compromised by a shortage of full-time faculty. CSU has obtained short-term Federal grants in some areas, including nursing and education, without state support to supplement the grants, these programs will be sustained in the long term. Other programs CSU would like to develop include the Masters of Public Health, Bioscience, Engineering, Business, and Information Technology.

CSU would supplement the \$20 million in state funding over the next five years with their own resources, beginning with \$1 million in 2006-07 to the \$3 million CSU is requesting from the state. Combined, these appropriations would allow CSU to hire approximately 345 full-time faculty, who are needed to meet the needs of the increasing student population, improve retention and graduation rates, and meet the stated shortages in Connecticut's workforce. Further, as CSU is ready and willing to take on the responsibility to provide the State with an agile workforce - a workforce trained in academic fields relevant to the state's future economic development - Connecticut can expect its investment in higher education to be returned at a rate well over 200%.

## **Court Decision to Potentially Cost the State Retirement Fund Over \$650 Million**

The decision in the case of Donald M. Longley et al v. State Employees Retirement Commission has the potential to cost the State Employees Retirement Fund millions of dollars. Two retired attorneys from the Attorney General's office asked the court for their "final average earnings" to be calculated by including payments made for accrued vacation time as part of their regular salary for their final year of state service. An outside legal firm was hired to defend the state's position in order to avoid a conflict of interest in the Attorney General's office, since the plaintiffs were

former employees. The judge ruled in favor of the plaintiffs, overturning the decision of the trial court.

This ruling has the potential to raise an employee's benefit up to 6%, with an estimated impact of \$650 million on the retirement fund and an additional \$118 million cost to the state for the employer contribution. These estimates do not account for what it would cost if it was applied retroactively.

The State Employees Retirement Commission has voted to appeal the decision.

## **403(b) and ARP Plan Improvements Includes Bi-weekly Remittance of Contributions – Participants Benefit**

*Reprinted from Email Correspondence of Thomas C. Woodruff, Ph.D.  
Director, Retirement & Benefit Services Division, Office of the Comptroller*

As part of the improvements to the State of Connecticut's Alternate Retirement Program (ARP), beginning this month, participants' retirement contributions will be remitted on a bi-weekly rather than a monthly basis.

In general, remittances will occur approximately five business days following the date of each payroll check. Due to certain fiscal and administrative processing requirements, the remittances will occur later at fiscal and calendar year end. Please be aware that ARP remittances will lag 403(b) and/or 457 remittances due to the need to reconcile agency fringe benefits and incorporate employer monies.

The first remittance to the new third party administrator, ING, included contributions deducted

from payroll checks dated from December 1, 2005 through January 6, 2006 and posted to the State Employees Data Base (SEDB). These monies were remitted to ING approximately seven business days following January 6th; this means such monies were applied by ING to the participant's accounts for investment on January 18th and available for participant's online viewing through the ING website on January 19th. Thereafter, the remittances will be made approximately five business days following the date of each biweekly payroll check and will include all contributions posted to the SEDB for that period.

We are happy to advise that this change means that participant's monies will be invested three to six weeks earlier than previously occurred.

## **CSU-AAUP Members Train to Be Advocates**

Each fall CSU-AAUP's lobbying firm, Betty Gallo & Company, runs a training workshop entitled "the Connecticut Lobbying Conference" at the Lyceum Resource and Conference Center in Hartford. Over the past three years, CSU-AAUP has sent over 20 members to this valuable conference in order to train our members to be better advocates for the faculty, the university, and the students.

Participants learned how to affect public policy by learning the basics of the legislative process and lobbying from experts. Also, through the small group workshops, attendees left with practical skills that would otherwise have taken years of on-the-job training. Workshop topics included:

- Influencing the budgetary process
- Communicating with legislators
- Lobbying one-on-one
- Working with legislative staff
- How to match a legislative strategy with an issue
- Testifying at public hearings
- How to pass or kill a bill
- Building networks or coalitions
- Lobbying the executive branch
- Accessing information using the World Wide Web

Participants also received a comprehensive packet of information on the workshop topics as well as guides to working with the media, complying with ethics laws, drafting legislation, lobbying state agencies, and writing fact sheets for their later reference.

"Member participation in our lobbying efforts is crucial to our success," said David Walsh, CSU-AAUP President. "Our lobbying firm keeps us apprised of meetings and hearings that we should attend and advocates on our behalf, but no one can speak more eloquently or passionately about the issues we face than our members. After this training, our members have proven to be more confident in contracting their legislators and speaking out on issues. For that reason, we encourage new participants to attend the conference every year."

The CSU-AAUP Council approves attendance of members to the Connecticut Lobbying Conference every September and then advertises this opportunity to the membership. If you are interested in participating next year, please contact Ellen Benson at (860) 832-3793.

# **Federal Judge Rules Against Rowland Motion To Dismiss - State Employee Unions Ask Gov. Rell To Reinstate Laid Off Workers**

*Prepared by the State Employees Bargaining Agent Coalition*

SEBAC, the coalition of state employee unions, reacted favorably to a federal judge's decision denying the efforts of former Governor Rowland, former OPM Director Marc Ryan, and the Rell administration to dismiss a federal lawsuit pending against them.

That lawsuit filed by SEBAC, and nearly all of its constituent unions, as well as individual state employees challenges the decision of then Governor Rowland in 2002 and 2003 to single out 3000 employees for layoff simply because of the lawful economic and political activities of their unions.

Since she became governor, Rell has been added to the suit because she refuses to order the recall of the illegally terminated employees. SEBAC is evaluating next steps to try to move the case along as quickly as possible, but in the meantime will be urging Governor Rell to take this opportunity to distance herself from the unlawful acts of her predecessor by returning all the laid off workers to their jobs.

SEBAC union leaders issued the following statement through Chief Negotiator Dan Livingston:

"We welcome Judge Covello's ruling as an opportunity to repair the damage done by former Gov. Rowland to the lives of public service workers who were unjustly laid off and whose lives were permanently damaged. It is also an opportunity to undo the harm done to the people of this state whose access to needed public services has been degraded by continued understaffing of critical state functions."

"The judge's denial of the defendants' motion to dismiss affirms our position that the former governor and 'right-hand man' Marc Ryan acted illegally in laying off unionized public service workers. Two years of delay and denial by the defendants -- including over a year in which Gov. Rell has ignored opportunities to return laid off workers to their jobs -- has only aggravated matters.

"We therefore call on Gov. Rell to reinstate any and all public service workers who remain laid off as a consequence of the former governor's anti-union animus and general disregard for their constitutional rights as employees."

## **AAUP National Elections**

Campaigning for the National AAUP elections is currently taking place. Candidates for president include Professor Cary Nelson from the University of Illinois and Professor Tom Guild of the University of Central Oklahoma. The interests and actions of National AAUP is of interest to every member of the CSU-AAUP.

Professors Nelson and Guild have been invited to respond to 10 questions from the AAUP Chapters at the Connecticut State University system and UConn. The questions and answers will be posted on the CSU-AAUP website, [www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu). In addition, there will be a special newsletter dedicated to the views of the candidates forthcoming. The AAUP election ballots will be mailed the week of March 1.



*Chelsea Turner from Betty Gallo & Company presents a Governor's citation at the 1st Annual CSU Lobby Day, held in 2005. CSU-AAUP and SUOAF-AFSCME will be hosting CSU Lobby Day this year on March 29.*

## CSU-AAUP Council Notes

- The Council authorized the search and hiring of a full-time staff person for CSU-AAUP to assist the Member Services Coordinator at SCSU-AAUP and the elected officers of CSU-AAUP.
- The appointment of a Negotiating Team for the 2007 contract negotiations was authorized. Two members from each chapter will be appointed by the chapter president and one part-time faculty member will be appointed by the CSU-AAUP President. The appointments are to be made by February 15, 2006.
- A committee will be formed to review CSU-AAUP's investments, which is usually done every few years.
- CSU-AAUP is still in the process of scheduling a meeting with Dave Johnson, Executive Officer for Human Resources, with regard to overtime pay for coaches.
- President Walsh asked for volunteers to serve on a Constitution Review Committee.

Connecticut State University  
American Association of  
University Professors  
Central Connecticut State University  
Marcus White Hall, Room 310  
New Britain, CT 06050  
Phone: (860) 832-3790  
Fax: (860) 832-3794

# CSU-AAUP

We're on the web!

[www.ccsu.edu/aaup/csu](http://www.ccsu.edu/aaup/csu)

## CSU Lobby Day

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Capitol on a Friday afternoon, when the majority of CSU-AAUP members would be available.

The union encourages all members to attend, if possible. As CSU Lobby Day approaches, CSU-AAUP will also notify members who cannot attend about other ways to get involved.

## Union Busting at Quinnipiac

As report by the *New Haven Register*, accompanying an announcement of a \$100 million expansion, Quinnipiac University characterized the unionization of their faculty as a "major obstacle" to achieving the full potential of the university. All faculty that were interviewed by the *Register* were caught completely off guard by the news.

The faculty have been represented by Local 3394, Quinnipiac Faculty Federation, for more than a decade. The Administration is citing the well-known Yeshiva University case, and a spokesperson states that "the university wants to know if its faculty are in fact management, given the role of shared governance at the institution."

The Administration is refusing to begin negotiations with Local 3394. President Lahey told the *Register* that "if the NLRB rules in favor of the union, he would begin negotiations on a new contract." The contract expires on June 30, and it is unlikely the NLRB would rule before then.

CSU-AAUP will continue to monitor this story and will assist Local 3394 in any way that they can.

### CSU-AAUP

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Vijay Nair

Patty O'Neill

Laurie Weinstein

*Union News* is edited by Ellen Benson. She can be reached at (860) 832-3793 or by email at [Matulewicze@ccsu.edu](mailto:Matulewicze@ccsu.edu).