

Union News

Connecticut State University
American Association of University Professors

Tentative Contract Agreement Reached; Voting in Progress

Contract negotiations between the CSU-AAUP and the CSUS Board of Trustees commenced on September 28, 2006 and continued for ten sessions until a tentative agreement was reached and signed on January 11, 2007. The CSU-AAUP Council discussed the tentative agreement at its meeting on January 18 and recommended it to the membership for ratification by a vote of 16-2. Voting on the tentative four-year collective bargaining agreement covering the period of August 25, 2007 to August 25, 2011 is currently underway.

Ballots were distributed by campus mail on Friday, January 19 and are due back in your campus AAUP office on Friday, February 2 at noon. All bargaining unit members are eligible to vote on the contract. *If you did not receive a ballot, please contact your local AAUP office.* Each campus will hold two meetings to answer questions on the contract. Members may also contact their AAUP office, chapter officers and Council representatives, or members of negotiating team with questions. Please visit the CSU-AAUP website, www.ccsu.edu/aaup/csu, for a copy of the tentative agreement.

The tentative agreement provides an increase to the full-time payroll of 3% for the first 13 pay periods and 2.5% for the 14–26 pay periods for each year of the life of the contract. In terms of workload, the negotiating team was able to achieve a 20% increase in the minimum distribution for research reassigned time and a mandated minimum amount of reassigned time for curriculum development, faculty development, and a new category entitled instructional enhancement.

Pertaining to part-time faculty, management agreed to a late course cancellation fee, the opportunity for multi-semester contracts, an increase in the amount of conference and workshops funds (travel) available to each member annually (from \$600 to \$750), and a salary increase of 4.5% annually for all four years of the Agreement.

These are only a few highlights of the agreement; there are additional changes that you should be aware of. Please read the material enclosed with your ballot or visit the CSU-AAUP website, www.ccsu.edu/aaup/csu for more information.

Public Relations Campaign

CSU-AAUP will be running a series of paid editorials in the *Hartford Courant* for the purpose of increasing the visibility of CSUS and emphasizing the need for additional full-time faculty. The editorials will begin appearing on Monday, January 29 and will appear on most Mondays through the end of March. The final piece will appear on Thursday, March 29 in correlation with CSUS Day at the Capitol.

To appeal to our target audience, state legislators, the

campaign will include editorials signed by prominent alumni and leaders such as Congressman John Larson, who graduated from CCSU, and Chancellor Carter. All of the editorials will focus on the positive impact CSUS has on students, the community, and the state of Connecticut.

CSU-AAUP would like to thank the members of the Public Relations Committee for their hard work. The members include David Walsh, CSU-AAUP President

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Update: Health Care Coverage for Certain Part-time Faculty

CSU-AAUP and the two other public higher education units in Connecticut (UConn-AAUP and the Congress of Connecticut Community Colleges) have been working with the Comptroller's Office to obtain health care benefits for part-time faculty who teach nine or more credits at multiple state institutions. CSU-AAUP held an informational session for part-time faculty with SEBAC Attorney Dan Livingston on December 13, 2006. Please see the summary of the meeting on our website at <http://www.ccsu.edu/aaup/csu/pthealth.pdf> to learn more about the background of this issue.

Attorney Livingston and the three public higher education unions have since met with the Comptroller to discuss the details of this agreement. All of the details have not been fully worked out, but beginning fall semester 2007, Comptroller Nancy Wyman acting under her authority pursuant to 5-259 of the Connecticut General Statutes will recognize part-time faculty who teach 9 or more credits a semester at multiple public higher education units as full-time employees for purposes of health benefits, unless a waiver has been signed by the individual and the appropriate union. The details that still need to be worked out include:

- Part-time faculty will need to claim their entitlement to health insurance by informing the institution which puts them over the 9 credit threshold, at the time of hire, that they are seeking insurance. A common mechanism needs to be worked out to facilitate this.
- The exact circumstances of waivers for part-time faculty not seeking insurance is still being discussed. It is agreed that a waiver would require the member's agreement as well as the agreement of the union representing that individual at the institution which would put him or her over the threshold. Further, the three public higher education unions have decided that they will not agree to waive health benefits unless the individual has benefits through a spouse/domestic partner or other employment. Please see the summary of the informational session on our website (address above) for more information about waivers.
- The exact length of time for which the insurance will last and whether it can be handled by payroll deduction (pre-tax) rather than direct pay (post-tax) for the employee share. There is a general understanding that individuals who continue to meet

CSUS Day at the Capitol

Thursday, March 29

All day: Meetings with Individual Legislators

8:00am-4:00pm: University Displays in the Concourse

8:30-10:00am: Legislative Breakfast

10:00am: Advocacy Training

4:00-7:00pm: Afternoon Reception

If you are interested in attending CSUS Day at the Capitol (formerly referred to as CSU Lobby Day), please contact Ellen Benson at (860) 832-3793 or at bensonell@ccsu.edu. You may attend any part of the day as your schedule allows.

the threshold during contiguous fall and spring semesters will not have to re-serve the new employee insurance waiting period during the contiguous semesters.

- Part-time faculty teaching 9 or more load credits for a certain length of time will be entitled to retiree health insurance upon retirement. The exact number of semesters that would be needed is still being discussed. SEBAC's strong position is that it be applied retroactively for individuals who have met the 9 or more load credit threshold prior to the implementation in fall 2007.

CSU-AAUP will continue to update you as more information becomes available.

General Assembly Leadership

Senate President Pro Tempore

Donald E. Williams, Jr.

State Senate Majority Leader

Martin M. Looney

Senate Republican Leader

Louis C. DeLuca

Senate Minority Leader Pro Tempore

John McKinney

Speaker of the House

James A. Amann

House Majority Leader

Christopher Donovan

House Minority Leader

Larry F. Cafero

House Deputy Minority Leaders

William Hamzy

Themis Klarides

**Higher Education and Employment
Advancement Committee**

Joan V. Hartley, Senate Chair

Roberta B. Willis, House Chair

Thomas P. Gaffey, Senate Vice Chair

Juan Candelaria, House Vice Chair

Appropriations Committee

Toni Nathaniel Harp, Senate Chair

Denise W. Merrill, House Chair

Joan V. Hartley, Senate Vice Chair

Deborah Heinrich, House Vice Chair

Ernest Hewett, House Vice Chair

Peter Tercyak, House Vice Chair

Finance, Revenue and Bonding Comm.

Eileen M. Daily, Senate Chair

Cameron C. Staples, House Chair

John W. Fonfara, Senate Vice Chair

Chris Perone, House Vice Chair

Jim Shapiro, House Vice Chair

Nominations Sought for CSU-AAUP Officer Positions

The CSU-AAUP Nominating Committee is soliciting nominations for the positions of President, Vice President, Secretary, and Treasurer.

CSU-AAUP members may nominate themselves or another member for any officer position. Please use the nomination form sent to you or found on our website, www.ccsu.edu/aaup/csu. Nominees must be CSU-AAUP members. The Nominating Committee will accept nominations until noon on Friday, March 2, 2007.

The positions are elected by secret ballot for two-year terms,

which will begin on June 1, 2007. The duties shall be those normally associated with these offices. Please see the CSU-AAUP Constitution (<http://www.ccsu.edu/aaup/csu/constitution.htm>) for a detailed description of the positions.

The members of the CSU-AAUP Nominating Committee are: Andrew Nilsson (ECSU-Sociology), Chair; Heather Prescott (CCSU-History); John Kavanagh (SCSU-Mathematics); and Patricia O'Neill (WCSU-Psychology).

Blue Ribbon Committee

The CSU-AAUP Blue Ribbon Committee held a half day retreat on January 16, 2007 to clarify its goals and create a plan to achieve them. The Committee plans to respond to a number of state, regional, and national reports that have been published within the last year. In some cases, the reports are welcome and would have a positive impact if implemented; other reports are written by individuals who lack experience in higher education and may not fully understand the ramifications of their recommendations.

The Committee has decided to write a report to refute some of the recommendations of the published reports. The report will also make its own recommendations on how CSUS and the State of Connecticut

should handle certain higher education issues.

The Committee split into five working groups that are categorized as: (1) Mission, (2) Governance of CSU System & Funding/Resources, (3) What is Higher Education?, (4) Student Preparedness & Access/Affordability, and (5) Direct Response to Reports & Accountability. The Committee first listed every issue they wanted to discuss, then grouped the issues into these five broad categories.

The working groups will meet on their own for the next two months and then the Committee will meet again as a whole to discuss the progress and next steps.

Public Relations: Continued

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(SCSU-Political Science), Lois Koteen (CCSU-Communication), Andrew Nilsson (ECSU-Sociology), Tony Rosso (SCSU-English), Robert Vaden-Goad (SCSU-Mathematics, and Cindy White (CCSU-Communication). The members of the Public Relations Committee works closely with the firm of Elkinson & Sloves to brainstorm, write, and edit the articles.

CSU-AAUP will email a copy of each editorial to the membership the day it appears in the *Hartford Courant*.

Council Notes

At its December 21, 2006 meeting, the CSU-AAUP Council:

- Authorized funding for a Blue Ribbon Committee retreat held on January 16, 2007
- Authorized attendance of up to 20 persons at the National Center for the Study of Collective Bargaining in Higher Education and the Professions annual conference April 15-17, 2007. The conference theme will be "Struggle for Resources: a Joint Management/Labor Challenge"
- Reported that President Walsh met with six key legislators as well as a number of others at a legislative breakfast at SCSU

At its January 18, 2007 meeting, the CSU-AAUP Council:

- Discussed the tentative contract agreement extensively and then recommended to send it to the membership for ratification, by a vote of 16-2
- Approved funding to host a breakfast and other activities for "CSUS Day at the Capitol" on March 29, 2007
- Selected a nominating committee for upcoming CSU-AAUP Officer elections
- Reported that SEBAC continues to follow GASBE45 (the requirement that state auditors report the total value of the state's liability for state employee health care and retirement benefits, now and in the future) and the reaction by the General Assembly
- Gave details about meetings to further discuss health insurance for certain part-time faculty (*see article on page 2*)

CSU-AAUP Officers, Staff & Council

President

David F. Walsh

Vice President

Arlene Bielefield

Secretary

Martin Levin

Treasurer

Harlan Shakun

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 Office Assistant

Gary Holder-Winfield

ECSU Office Staff

Angela Collison

WCSU Office Staff

Helen Yao

CCSU Council Members

Candace Barrington

Guy Crundwell

Jean Lefebvre

Lois Koteen

John Mueller

Heather Prescott

Rachel Siporin

Cindy White

ECSU Council Members

Lula Blocton

Branko Cavarkapa

Jaime Gomez

Kristin Jacobi

Andrew Nilsson

SCSU Council Members

James Dolan

Debra Emmelman

John Kavanagh

Steven Larocco

Julian Madison

Tony Rosso

Cindy Stretch

Robert Vaden-Goad

WCSU Council Members

Russell Gladstone

Vijay Nair

Patricia O'Neill (Alt)

Cigdem Usekes

Laurie Weinstein

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CSU-AAUP

We're on the web!

www.ccsu.edu/aaup/ccsu