

Retiree Healthcare for Certain Part-time Faculty

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Dates to Remember

May 8: CT State Conference-AAUP Spring Meeting, Panel Presentation on “The Effect of the War on Terror on Campus Life”, Yale Graduate Club, 6:00-9:00pm

May 15: Board of Trustees awards promotions.

May 31: Provost takes required action on second year or later renewal candidates (August hires) and informs the candidates. Board of Trustees awards tenure to penultimate year tenure candidates (August hires).

June 12-15: Annual Meeting of the National AAUP in Washington, D.C. [vote to take place on proposed restructuring plan]

July 24-27: National AAUP Summer Institute at the University of Rhode Island at Kingston

Union News

CSU-AAUP

Central Connecticut State University
Marcus White Hall, Rooms 305, 307 & 310

New Britain, CT 06050

Phone (860) 832-3790

Fax (860) 832-3794

Email: aaup@ccsu.edu

Website: www.ccsu.edu/aaup/ccsu

Editor: Ellen Benson

Bensonell@ccsu.edu

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!

PLEASE NOTE: In the April edition of *Union News*, there was mention of the tuition waiver for our members. Under certain circumstances, this waiver may be considered income and you may be taxed accordingly.

Retiree Healthcare for Certain Part-time Faculty

The State of Connecticut and the State Employees Bargaining Agent Coalition (SEBAC) recently reached an agreement that changes the eligibility requirements for certain employees. The new agreement makes no changes in retiree health-care entitlement for individuals who have been employed as full-time throughout their careers in state service. The agreement only changes how retiree healthcare entitlement is determined for employees who work as full-time (half-time or more) for part of their careers and part-time (less than half-time) for part of their careers. **Therefore, this may benefit part-time faculty who teach nine or more load credits across any of the state institutions (CSU, UConn, and the Community Colleges) since it was recently decided that these individuals should be considered full-time state employees for health care purposes.**

Q. When is someone who leaves state service entitled to retiree health care?

A. Only *retirees* get retiree health care. You do not automatically receive retiree health care because you leave state service. To be an eligible retiree, you must either be (1) eligible for and actually receiving a pension under the State Employees' Retirement System (SERS), or (2) if you are a member of the Alternate Retirement Plan (ARP), you must *have been eligible* to collect a pension if you were a SERS member and actually receive some sort of periodic payment under the ARP. Either way, you must be a *retiree* to actually receive retiree health care coverage.

Q. Do all retirees receive retiree health care?

A. No. Since 1997, full-time employees who leave state service and go immediately into retirement (i.e. on the first of the calendar month after they leave service) are always eligible for retiree health care. Employees who leave state service but do not immediately collect a pension (usually because they are too young) are eligible for retiree health care only if they have 10 years of "actual state service" when they leave employment. You cannot purchase service towards the 10 years. So to be eligible for retiree health care, an employee must both be a retiree and meet one of the two requirements of going directly into retirement or having 10 years of actual state service.

Q. How is retiree health care determined for individuals who work part of their careers as part-time and part of their careers as full-time?

A. First, we need to remember that they have to meet all the above requirements. *They must be retirees in order to receive retiree health care and they must either leave state service and go directly into retirement or have 10 years of actual state service.*

In the past and up until September 1, 2008, these employees received retiree health care if they met the normal requirements above, and *if they were covered by*

employer subsidized health insurance on their final day of employment. This arbitrary rule meant a person with 30 years full-time service could technically be denied retiree health care if they chose to work part-time for a few months before retirement. It also meant that an individual who worked part-time for 30 years was eligible for retiree health care if they worked half-time or more and received health care on their last day of service.

On and after September 1, 2008 new rules will apply. Employees who have worked both full-time and part-time for the state will receive retiree health care as long as they meet all the requirements that a full-time employee meets, and they meet one of the two additional requirements: either (1) they go directly into retirement, and have five or more years of service at half-time or more; or (2) they do not go directly into retirement but have 10 or more years of service at half-time or more. For this purpose, one semester as a part-time faculty member counts as one-half year of service.

SEBAC agreed to this change because it is much fairer and measures employees' eligibility by the nature of their careers, not simply based on their last days of service. But because some employees will benefit and some will lose as a result of this new agreement, the agreement gives employees until August 31, 2008 to leave under the old rule.

Q. Does this agreement allow me to apply my years of state service before the date of the agreement towards retirement?

A. The agreement applies only to current employees, but it does apply to all of their time, including years of service before the date of the agreement. If you have taught nine or more load credits across any of the state institutions (CSU, UConn, and the Community Colleges) during any previous semesters (fall or spring only), you will now receive full-time credit for those semesters towards retirement. One semester teaching nine or more load credits equals one-half year of actual state service or teaching both fall and spring semesters at nine or more load credits equals one full year of actual state service.

Q. If I qualify under the new rules for retiree health care, do I have to wait until September 1, 2008 to retire?

A. If you are presently in a position which will last until beyond September 1, 2008, you would have to wait until September 1 to retire. But adjuncts or others who work on a semester by semester basis do not need to wait beyond the date their employment for the semester ends. Of course, nothing prevents you from waiting beyond September 1 if other employment with the state is available to you and you chose to accept it. This provision merely gives you the option of taking advantage of the new agreement now if your position ends prior to September 1, 2008.

Update on the FOI Commission Ruling that P&T Committee is a “Public Agency”

As reported in the April newsletter, the Freedom of Information (FOI) Commission reversed earlier decisions and ruled that the University-wide Promotion and Tenure Committee should be considered a “public agency” and therefore documents created by the committee are subject to FOIA requests.

This FOI decision was unfortunately issued late in the legislative session. The three systems of higher education and the three unions representing faculty at these institutions, including CSU-AAUP, worked together on a last minute effort to convince the General Assembly to correct the decision with legislation. In the final hours of the

short legislative session, they were unable to have the legislation heard for a vote.

However, at CSU-AAUP’s request, the FOI Commission issued a clarification on the decision in a letter to legislators. This letter may be helpful guidance on how to proceed in our legal appeal of the decision.

CSU-AAUP will keep you informed on the progress of this issue.

National AAUP Annual Meeting

At its Annual Meeting taking place June 12-15, National AAUP delegates will be voting on the proposed restructuring of National AAUP from one organization to three separate, but related, organizations. For more detailed information on restructuring, please visit National AAUP’s website at www.aaup.org/AAUP/Restruct/. To learn more about CSU-AAUP’s concerns about the restructuring plan, please read President David Walsh’s memo at www.ccsu.edu/aaup/csu/ under “Upcoming Events”.

CSU-AAUP leaders would like feedback on the restructuring plan before voting at the June meeting. Please email your comments to CSU-AAUP President David Walsh at walshd@ccsu.edu.

Council Meeting

At its April meeting, the CSU-AAUP Council:

- Authorized expenses for legal action to be filed in federal court in support of three female members who were denied promotion and/or tenure.
- Authorized the attendance of up to 18 persons at the National AAUP Annual Meeting in June.
- Discussed the Healthy Workplace Bill (formally known as *An Act Concerning Bullying in the Workplace*) and voted to actively support the bill in the next legislative session.
- Approved a donation to the Annual Salvatore J. Perruccio Memorial Golf Tournament that provides scholarships to children of their union.
- Received an update from the Workload Committee on responses to the RFP for proposals to perform a workload study next year. The Committee has received three proposals and expects more.

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