

Union News

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



Extension of Health Coverage to Children Up to Age 26

Inside this issue:

Question I Defeated/ Election Outcomes	CSU-AAUP Research Grants	Dependent Care/Day Care Assistance	New National AAUP President Appointed
Page 3	Page 4	Page 4	Page 5

Dates to Remember

- 11/25:** University-wide P&T Committee submits recommendations to the Provost for penultimate year tenure candidates (Jan. hires)
- 11/26-11/30:** Thanksgiving Recess (No Classes)
- 11/30:** Provost takes required action and informs penultimate year tenure candidates (Jan. hires) of his decision
- 12/1:** Dean submits recommendations for 2nd year or later renewal candidates (Jan. hires); DEC submits evaluations and appropriate recommendations to the Dean for professional assessment candidates
- 12/18:** Dean submits recommendations for promotion (all) and penultimate year tenure candidates (Aug. hires)
- 12/11:** Day classes End
- 12/12:** Reading Day (No Day or Evening Classes)
- 12/13-12/19:** Final Exams
- 12/20:** Semester Ends
- 12/31:** Provost takes required action and informs 2nd year or later renewal candidates (Jan. hires); Board awards tenure for penultimate year tenure candidates (Jan. hires)

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

Taking a Trip this Winter?

Take advantage of your AAUP membership discounts

- As a Universal Orlando Fan Club member, you 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.
- 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.
- Alamo Rent-A-Car and National Car Rental provide discounts to CSU-AAUP members including up to 20% off regular prices and unlimited mileage. Call the CSU-AAUP office for our company code and then book online or over the phone!

Call your local AAUP office for more information about these benefits and visit our website for a full listing of benefits for CSU-AAUP members!

Question 1 Defeated/ Election Outcomes

CSU-AAUP vigorously campaigned as part of the Connecticut Vote No coalition to defeat Referendum Question 1 (*Shall there be a Constitutional Convention to amend or revise the Constitution of the State?*) on the Connecticut ballot. Of particular concern was that a constitutional convention would generate proposals to curtail binding arbitration, restrict collective bargaining, slash budgets, cap property taxes, and possibly eliminate the income tax, all of which if passed could lead to devastating effects on state employees' wages and benefits. CSU-AAUP joined other constituent unions of the State Employee Bargaining Agent Coalition (SEBAC) to defeat this measure, including AFSCME Council 4, Service Employees International Union CT State Council, AFT Connecticut, the Connecticut State Employees Association (CSEA) and UCONN-AAUP.

In addition, seventy percent of the candidates endorsed by CSU-AAUP won their election on November 4. These results include 8 state senators and 27 state representatives, including SCSU-AAUP Office Assistant Gary Holder-Winfield who was elected to serve as State Representative in the 94th district.

Due to changes in the campaign finance laws, CSU-AAUP's Political Action Committee was not allowed to make financial contributions, but the Committee remained active by endorsing candidates and encouraging members to vote for the endorsed candidates. A special thanks to John Harmon (CCSU-Geography), who served as Chair of the Political Action Committee, for all of his hard work and dedication.

*Congratulations to
SCSU-AAUP Office Asst.
Gary Holder-Winfield on
his election as State
Representative for the
94th District (New
Haven).*

Extension of Health Coverage to Children Up to Age 26

Currently, state employees can cover their children under their medical/prescription drug plan up to the age of 23. During the 2008 legislative session, a new law was passed which extends medical/prescription drug coverage for children of state employees up to the age of 26. There will be no change to dental coverage, which terminates coverage for children at age 19.

To be eligible for the extension, a child must be:

- ◆ Unmarried;
- ◆ Age 19 but less than age 26;
- ◆ A Connecticut resident (student or non-student) OR a full-time student at an out-of-state educational institution; and,
- ◆ Not enrolled in health insurance through his/her own employment

Coverage for eligible children will begin on January 1, 2009. There are three categories of eligibility. Please see below for more details on the requirements, necessary documentation, and enrollment periods for each. Subscribers who fail to add newly eligible children during the special enrollment periods outlined below will not be permitted to add such persons until the annual open enrollment period for coverage effective July 1 of each year (unless there is a qualifying event such as loss of coverage or life status change). A memo from the Comptroller's Office with more information will be included in all state employees' November 7, 2008 paycheck.

Non-Qualified Child (note: these children are eligible for the benefit, "non-qualified" is used as an IRS term)

- ◆ Unmarried; and
- ◆ Age 19 but less than age 26; and
- ◆ A Connecticut resident (unless they are a full-time student at an out-of-state educational institution); and
- ◆ Not enrolled in health insurance through his/her own employment

November 10-21, 2008 is the special enrollment period for Non-Qualified Children. The following documents are required:

- ◆ Enrollment application;
- ◆ Copy of the child's birth certificate;

Dependent Care/Day Care Assistance Program

The Dependent Care/Day Care Assistance Program (DCAP) provides a tax-free way for you to pay for dependent care expenses, allowing you to save money on the cost of these services. This program operates in a similar manner to a Health Savings Account (HSA). You may contribute up to \$5,000 of your salary to your DCAP (\$2,500 if you file taxes separately), and the amount contributed to the DCAP is not subject to federal, state or social security taxes. If you are married, your spouse must also work, be a full-time student, or be disabled. **The open enrollment period for the 2009 Plan Year is from November 14 through December 5.**

You may use the DCAP funds for services for children under the age of 13, whom you are entitled to claim as dependents on your federal income tax return and/or a disabled spouse or other disabled dependent who spends at least eight hours a day in your home. The approved services include care at licensed nursery schools, day camps (not overnight camps) and child care centers which provide day care as well as services from individuals who provide care in or outside your home (not including your or your spouse's dependents or children under age 19).

If you are currently participating in the DCAP program, you must complete a new election form for the 2009 plan year. Enrollment forms may be downloaded from the State Comptroller's website www.osc.state.ct.us or by contacting Progressive Benefit Solutions at 1-866-906-8023. Enrollment forms must be postmarked by December 5, 2008.

If you have any questions, please contact Progressive Benefit Solutions at 1-866-906-8023.

CSU-AAUP Research Grants Deadline

The deadline for proposals for a CSU-AAUP Research Grant award is **Monday, February 2, 2009 at 5:00pm.** Proposals that enhance the educational mission, visibility, and research stature of Connecticut State University will be considered. Only permanent, full-time faculty are eligible to apply for these funds. The guidelines are available on the CSU-AAUP website at www.ccsu.edu/aaup/csu under "Full-time Members".

Council Notes

At its October 16, 2008 meeting, the CSU-AAUP Council:

- ◆ Approved the budget for the fiscal year 2008-09.
- ◆ Authorized attendance of up to 16 persons at the CBC Semi-Annual Meeting
- ◆ Voted to extend its contract with Betty Gallo & Co. lobbying firm
- ◆ Discussed the progress of the "Vote No" campaign in regards to Question 1 on the November ballot
- ◆ Announced that the \$66,481 available for this year's Research Grants competition represented an increase of 9.22% over last year's funding. The breakdown by campus is as follows:
 - Central: \$266,092
 - Eastern: \$123,279
 - Southern: \$262,233
 - Western: \$136,118

Gary Rhoades Appointed National AAUP General Secretary

The American Association of University Professors (AAUP) is pleased to announce the appointment of its new general secretary, Gary Rhoades. Professor Rhoades is currently professor of higher education at the University of Arizona and director of the university's Center for the Study of Higher Education, a position he has held since 1997. He will begin his term of office as AAUP general secretary in January 2009 and will replace the interim general secretary, Ernst Benjamin, who is retiring. The general secretary heads the staff of the national office in Washington, D.C.

"I am delighted by the opportunity to serve as general secretary, and look forward to working with the national staff, elected leaders, chapters, and members to further strengthen the AAUP and its important work. Among the priorities I hope to see the AAUP address are the expansion of due process rights for contingent faculty and graduate employees; the enhancement of professional development opportunities for graduate students, new faculty, and academics generally; the broadening of the Association's membership and diversity; and the positioning of faculty and a faculty perspective more centrally in national and state policy deliberations about higher education," Rhoades said, reacting to his appointment as AAUP general secretary.

Rhoades also noted the continuing importance of the AAUP: "The AAUP is at the core of what it means to be a faculty member in a democratic society: being able to pursue one's ideas where they take you; playing a key role in shaping the direction of academic departments, colleges, and universities; and having the due process rights and job security to make academic freedom and shared governance realities in practice."

Gary Rhoades holds BA, MA, and PhD degrees in sociology from the University of California, Los Angeles. His research focuses on professions in academe, university restructuring, and science and technology issues in higher education. In a recent National Science Foundation grant with two colleagues (Jen Croissant and Sheila Slaughter), Rhoades has been studying the use of new information technologies in instruction. In addition, with colleagues at the University of Arizona's College of Education and Early Academic Outreach Office, he has participated in a GEAR-UP project aimed at enhancing college preparation, access, and success for local low income, minority populations (particularly Latinos) in Tucson.

Professor Rhoades has worked in the field of higher education for more than twenty-five years. He is widely

respected as a meticulous researcher, incisive writer, and engaging lecturer by an international audience. He has given keynote addresses recently to researchers and policymakers in England, Finland, Italy, Japan, and Mexico, and has spoken at the national meetings of groups including the European Association for Institutional Research, the American Educational Research Association, the Society for Social Studies of Science, and the American Sociological Association. Rhoades has worked at the local, regional, and national levels with the American Federation of Teachers and the National Education Association, as well as with the AAUP. Rhoades is the former president of the Association for the Study of Higher Education.

Professor Rhoades is the author of *Managed Professionals: Unionized Faculty and Restructuring Academic Labor* (SUNY Press, 1998) and *Academic Capitalism and the New Economy with Sheila Slaughter* (Johns Hopkins University Press, 2004). He is currently working on two books, one on strategic positioning in higher education and the other on academic unions.

Among his extensive record of journal articles are: "Is Academic Capitalism, U.S. Style, for Japan?" (*Higher Education Forum* 2008); "Local Cosmopolitans and Cosmopolitan Locals: Towards New Models of Professionals in the Academy" with Judy Marquez Kiyama, Rudy McCormick, and Marisol Quiroz (*The Review of Higher Education* 2007); "Technology Enhanced Courses and a Mode III Organization of Instructional Work" (*Tertiary Education and Management* 2007); "Community College Faculty and Web-Based Classes" with Vernon Smith (*Thought & Action* 2006); "The Higher Education We Choose: A Question of Balance" (*The Review of Higher Education* 2006); and "Graduate Employee Unionization as Symbol of and Challenge to the Corporatization of U.S. Research Universities" with Rob Rhoads (*The Journal of Higher Education* 2005).

Cary Nelson, Jubilee Professor of Liberal Arts and Sciences and professor of English at the University of Illinois at Urbana-Champaign, and president of the AAUP, commented on Gary Rhoades' appointment as AAUP general secretary with these words: "I think Gary is one of the very best people in the country to do this job. His commitment to AAUP values and his knowledge of higher education are impeccable. I am already tremendously enjoying working with him."

Extension of Health Coverage to Children Up to Age 26

(Continued from page 3)

- ◆ Proof of Connecticut residency (or verification of student status at an out-of-state institution of higher education)

Employees will be taxed for the Fair Market Value of the health insurance for a Non-Qualified Child (not a dependent under Internal Revenue Code rules). The Fair Market Value will be reported as income on the employee's W-2.

Dependent Child

- ◆ Unmarried; and
- ◆ Under age 24; and
- ◆ Residing with the employee; and
- ◆ A full-time student; or
- ◆ Any age, if permanently and totally disabled, and enrolled as a dependent in the state plan or an equivalent plan at the time the disability occurred

December 1-12, 2008 is the special enrollment period for Dependent Children. The following documents are required:

- ◆ Enrollment application;
- ◆ Copy of the child's birth certificate; and
- ◆ Verification of student status or proof that the child continues to qualify as a dependent in accordance with IRS rules

Qualifying Child

- ◆ Unmarried; and
- ◆ Age 19 but less than age 24 and not a full-time student OR age 24 or 25 (regardless of student status)
- ◆ Residing with the employee; and
- ◆ Dependent upon the employee for more than 50% of his/her financial support during the calendar year; and
- ◆ The child's gross income is less than the Internal Revenue Code exemption amount for the year; and
- ◆ The child is not enrolled in health insurance through his/her own employment

December 1-12, 2008 is the special enrollment period for Qualifying Children. The following documents are required:

- ◆ Enrollment application;
- ◆ Copy of the child's birth certificate;
- ◆ Notarized Qualifying Relative Affidavit;
- ◆ Proof of Connecticut residency; and
- ◆ Copy of employee's 2007 federal tax return

If you have questions regarding this new benefit, please contact your Human Resources Department.

CSU-AAUP Officers, Council & Staff

President
David F. Walsh

Vice President
Arlene Bielefield

Secretary
Martin Levin

Treasurer
Harlan Shakun

CCSU Council Members

Candace Barrington
Anthony Beatman
Guy Crundwell
Michael Gendron
Thomas Frank
Jane Hikel
Jeffrey McGowan
George Murphy
Paul Petterson

ECSU Council Members

Catherine Carlson
Branko Cavarkapa
Suzanne Dowling
Jaime Gomez
Elena Tapia

SCSU Council Members

Paul Best
Debra Emmelman
Pam Hopkins
John Kavanagh
Julian Madison
Virginia Metaxas
Uchenna Nwachuku
Tony Rosso
Cindy Stretch
Robert Vaden-Goad

WCSU Council Members

Daryle Brown
Vijay Nair
Michele Ganon
Cigdem Usekes
Steven Ward

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 Member Services

Gary Holder-Winfield

ECSU Office Staff

Angela Collison

WCSU Office Staff

Elise Silkowski