



THIS WEEK'S POLL: What grade would you give National AAUP's report "Tenure and Teaching-Intensive Appointments"? (see below)

Union News

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Salary Increases

Pursuant to the concession agreement that was ratified by the CSU-AAUP membership in 2009, full-time and part-time salaries for the 2009-2010 academic year were frozen. For the current academic year, faculty will receive the salary increases they would have received pursuant to the 2009-2010 salary levels in the [CSU-AAUP/BOT Contract, Article 12](#) (beginning on page 89). Salary increases for fall 2010 became effective on August 24 and will be reflected in the September 24 paycheck.

Should you wish to verify your salary increase, please contact your local AAUP office after September 24.

Adjunct Tenure?

At the Conference on Contingent Academic Labor (COCAL) in August, the National AAUP handed out a revised copy of its report "[Tenure and Teaching-Intensive Appointments](#)," which is to be published this month (revised from comments received to its October 2009 draft). The report notes that previous studies have determined that over seventy percent of faculty are not tenured nor on the tenure-track. "Faculty serving on a contingent basis generally work at significantly lower wages, often without health coverage and other benefits, and in positions that do not incorporate all aspects of university life or the full range of faculty rights and responsibilities. The tenure track has not vanished, but it has ceased to be the norm. This means that the majority of faculty work in subprofessional conditions, often without basic protections for academic freedom."

The report goes on to say that "*the best practice for institutions of all types is to convert the status of contingent*

appointments to appointments eligible for tenure with only minor changes in job description. This means that faculty hired contingently with teaching as the major component of their workload will become tenured or tenure-eligible primarily on the basis of successful teaching.” Further, the report states that “for faculty who wish to remain in the profession on a part-time basis over the long term, *we recommend as best practice fractional positions, including fully proportional pay, that are eligible for tenure and benefits, with proportional expectations for service and professional development.*”

The report concludes with conversation practices and proposals.

Alternate Retirement Program (ARP) Updates

The State Employee Bargaining Agent Coalition (SEBAC), which represents all state employee union members on matters of health and retirement benefits, filed a [grievance](#) last fall alleging that the state “improperly steered” some employees into the Alternate Retirement Program (ARP). A hearing was held on this grievance on May 11.

At the hearing, SEBAC Attorney Dan Livingston divided the grievants into categories and explained the different remedy for each category:

- Category IA- Individuals who were told that they had no choice that there was only one retirement available, and that was ARP.
- Category IB- Individuals who were told there were two choices, but would only be hired if they chose ARP
- Category II– Individuals who received inadequate information about the different retirement programs, were not informed that it was an irrevocable choice, and/or were given inadequate time to make the choice.

The remedy sought for Categories IA and B is to allow the affected employees the opportunity to switch to SERS. The state would make the necessary contributions to the SERS tier that was available to the employee at the time of hire and the employee would return the 8% employer contributions for the ARP. The remedy sought for category II is to allow the

affected employees the opportunity to switch to SERS at actuarial cost.

The remedies depend not only on winning the grievance, but also on individuals proving that they fall into one of the above categories.

For more information about the history of this issue, please see the [Healthcare/Retirement section](#) of the CSU-AAUP website. For more information about the actuarial costs of switching plans, see the results of the [actuarial study](#).

Have a question? Get the answer!

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