

THIS WEEK'S POLL: Who are you voting for Governor?



Union News

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CSU-AAUP Council Resolution on Special Appointments

After hearing from a number of concerned members, the AAUP Chapter Presidents from several campuses raised concerns about the use of emergency hires across CSU at the CSU-AAUP Council meeting on Thursday, October 21. After much discussion, the Council passed the following resolution:

Resolution #10-10-26

RESOLVED, That the CSU-AAUP Council supports the faculty senates on the four universities in their efforts to object to the current practices of emergency hires (Special Appointments).

The CSU-AAUP Council will continue to monitor the use of emergency hires and we encourage the Faculty Senates on the four campuses to discuss the issue.

Reminders

Election

CSU-AAUP encourages our members to vote on Tuesday, November 2. If you would like to know which candidates the CSU-AAUP Political Action Committee has endorsed, you can find that information on our [website](#).

Coalition on the Academic Workforce Survey

CSU-AAUP encourages our part-time and contingent faculty to participate in the [Coalition on the Academic Workforce \(CAW\) survey](#) before November 30. Help them gather data on course assignments, salaries, benefits, and general working conditions for members of the contingent academic workforce! Approximately 12,000 individuals from across the nation have answered so far, but the Coalition is hoping to the number will reach at least 50,000. Participants can elect to be entered in a drawing for one of several \$50 book gift cards.

Reminders

Logo Redesign Contest for CSU Students

CSU-AAUP is sponsoring a contest for CSU students to redesign the organization's logo. The prize for the winning design will be \$500. Only Connecticut State University students are eligible to enter submissions. All logos should be submitted to [Ellen Benson](#) in jpeg or gif formats by Tuesday, November 23. A maximum of three submissions per student is allowed. Please encourage students to participate. For more information please see the [contest announcement](#).

ARP Update

Please check out the CSU-AAUP website for the following:

1. SEBAC published a [second Q&A](#) about the ARP Arbitration Award.
2. CSU-AAUP recorded one of the information sessions with Attorney Dan Livingston on the ARP Arbitration Award, which you can [listen to](#) at your leisure if you cannot attend one of the meetings on your campus.

A few things to keep in mind:

1. The Retirement Division is in the process of obtaining answers to questions from the IRS and SSA, creating forms, estimators, and establishing the procedures to switch retirement plans.
2. The Human Resources offices will not be able answer any questions until they receive this information from the Retirement Division.
3. Please be aware that you cannot effectuate a switch until these processes are in place.
4. **The earliest the information will be ready will be November 1.**
5. The Retirement Division will do presentations on each campus.
6. The [SEBAC calculator](#) to estimate your monthly benefit in the State Employees Retirement System (SERS) will likely produce a drastically different number than the [Comptroller's calculator](#). This is because the SEBAC calculator allows individuals to input an annual salary increase (percentage) so the final average earnings will be more accurate than the Comptroller's (which assumes your salary now will be the same as the day you retire).
7. This is an important decision and it's very complex. CSU-AAUP recommends that you speak to a financial advisor to assist you in making this decision.

State Employee Optional Benefits

Dependent Care Assistance Program (DCAP)

The State of Connecticut is again offering its employees the [Dependent Care Assistance Program \(DCAP\)](#). 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. DCAP allows you to contribute up to \$5,000 per plan year on a pre-tax basis to be used for eligible dependent care expenses.

The open enrollment period for the 2011 DCAP Plan Year is November 1 through November 30, 2010. New and continuing DCAP participants must complete a new election form for the 2011 Plan Year.

Medical Flexible Spending Account Program (MedFlex)

The State of Connecticut is offering its employees a NEW optional benefit. The [Medical Flexible Spending Account Program \(MedFlex\)](#) provides a tax-free way to pay for out-of-pocket medical care expenses that are not covered by our State health and dental plans. MedFlex allows you to contribute from \$520 to \$1,500 per plan year on a pre-tax basis to be used for eligible medical expenses.

Please review the provisions before enrolling. The open enrollment period for MedFlex is November 1 through November 30, 2010.

Have a question? [Get the answer!](#)

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