



Union News

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Contract negotiations began October 1

On October 1, 2015, pursuant to the CSU-AAUP Collective Bargaining Agreement, contract negotiations began between CSU-AAUP and the Board of Regents. The two sides had exchanged their proposals prior to this initial meeting as required by our CBA. However, this first meeting was cut short because not all members of the Board of Regents negotiating team were present.

To see the contract proposals from the BOR and contract proposals from CSU-AAUP, please visit the [CSU-AAUP website](#).

Regular updates called *Table Talk* will be provided by members of the CSU-AAUP negotiating team. The first issue was distributed to all CSU-AAUP members and also posted on the [CSU-AAUP website](#).

The BOR proposals are the most draconian we have seen in our 39 year history. Some faculty have said that our universities could lose their accreditation should these proposals see their way into the final contract.

There are efforts underway to show our solidarity and share our voice in opposition to these proposals. Keep an eye out for upcoming opportunities to join fellow faculty in spreading the word about the BOR proposals and the harm they would do to our universities, our students' education and the faculty's ability to continue to provide quality higher education.



CSCU Work Life Conference

The second CSCU Work Life Family Conference will be held October 23 from 9 a.m. to 1 p.m. at CCSU's Connecticut Room in Memorial Hall.

The conference theme is "A Focus on Wellness and Success." All CSCU employees are invited to attend and presentations include: Discovering Mindfulness; Time Management Success; Aristotle the Career Coach; and Bullying in Academe to name a few. A light breakfast and lunch will be provided.

If you would like to attend, please RSVP to WLFConference@ccsu.edu. Please include your name, affiliation and any dietary requests in your RSVP. The CSCU Work Life Family Conference Committee is made up of representatives from the four CSUs, Charter Oak and Three Rivers Community College.

Campus Equity Week October 23-30

With a whopping 75 percent of higher education faculty in our country working on temporary, low-paid contracts, Campus Equity Week aims to shine a spotlight on the poverty level wages, poor working conditions, and the threats these conditions make to academic freedom. A national initiative, CEW started in 2001 by the Coalition of Contingent Academic Labor and is cosponsored by national AAUP. Campus Equity Week is being held October 26-30. To find out what your campus has planned for the week, contact your chapter office or Michele Malinowski in the CSU-AAUP office at 860-832-3790. [Click here for more information on CEW.](#)

Learn the art of lobbying

Learning how to effectively lobby is essential in today's economic climate as state funding for higher education continues to decline.

Gallo & Robinson's annual Connecticut Lobbying Conference on November 6, 2015, can help faculty learn the ropes. Workshops on how to lobby the budget, lobbying one-on-one and how to give testimony are just some of the offerings at this day-long conference.

CSU-AAUP will pay for up to 25 faculty members to attend this conference being held at The Lyceum Resources and Conference Center in Hartford. To learn more about the conference, [click here](#). Lunch is included and participants will be reimbursed for travel costs to and from the conference. Contact your AAUP chapter office for registration information.

The AAUP Journal of Academic Freedom

AAUP has released the latest edition of [The Journal of Academic Freedom](#). The journal is a definitive look at the very real challenges and threats to academic freedom in higher education across the United States. The cases reported in the journal pose as a stark reminder that AAUP's mission to protect academic freedom is as relevant today as it was 100 years ago. We can see that even in the recent BOR contract proposals as threats to academic freedom are brewed up by a board that is out of touch with academia. [You can view the Journal here.](#)

Open Enrollment Period is on now

The Open Enrollment Period for Medical Flexible Spending Accounts and Dependent Care Assistance Program is going on now and will close October 31, 2015. The enrollment forms are on the [State Comptroller's website](#) or on the [Progressive Benefit Solutions, LLC website](#). You must re-enroll every year. Enrollment forms must be emailed, mailed or faxed to Progressive Benefit Solutions, LLC by October 31, 2015. Forms sent by mail must be post marked no later than October 31, 2015.

CSUConnects in the Hartford Courant

[CSUConnects](#), the blog started by CSU-AAUP to share the good news of faculty work and achievements, continues to grow its following. Recent stories have included a piece on summer research, detailing the work of some CSU faculty over the summer; an article on new Alzheimer's research; and a story about a strength training program for older adults. Using [CSUConnects](#) content, CSU-AAUP has launched an advertising campaign in the [Hartford Courant's](#) new online [Guide to Education](#). Check it out to see excellent stories about the great work being done by CSU faculty.

If you would like CSUConnects to spotlight your research, courses or achievements, please contact CSU-AAUP Communications Associate Liz Newberg at newberge@ccsu.edu.

In the news: BOR pay scale; rescissions; and CT spending on incarceration versus higher education

According to a report in the [Hartford Courant](#), 58 of the Board of Regents' 260 non-union employees will be paid at a rate that exceeds a new pay scale established by a consulting firm hired to keep costs under control. These 58 employees will also continue to get warranted pay raises, despite being paid above market rate.

The report and new compensation structure, conducted by Sibson Consulting at a cost of \$190,450, found that some BOR employees are being paid tens of thousands of dollars more than what the report had shown to be market rate. According to BOR member Naomi Cohen, the higher-than-market-rate salaries are due to 89 percent of employees being with the state for more than 15 years and 20 percent of them having spent more than 30 years as a state employee. [See the Hartford Courant article here.](#)

Meanwhile, Governor Malloy ordered even greater cuts in an already bare-bones budget, blaming lack luster results in the financial sector. [See that Hartford Courant report here.](#)

[CNN Money](#) reports that Connecticut spends more money on incarceration than on higher education. Higher education funding in the state fell 14 percent since 2008, according to a report in [Demos](#), and yet funding for prisons is up 141 percent nationally since 1986. [See the CNN Money report here.](#)