

TABLE TALK

A Periodic Report on CSU-AAUP Contract Negotiations

Table Talk is a communication of CSU-AAUP to its members to inform them of the progress of contract negotiations with the CSCU-BOR.

Session 6

Special Note: Please also read the accompanying memorandum from our Chief Negotiator.

Reminder: The original proposals from both sides can be viewed at www.csuaaup.org Click “Documents.”

The fifth negotiation session was held on Thursday, December 3, on the CCSU campus in New Britain.

The session began with the BOR team announcing that they had agreed to withdraw the “code of conduct” language as a result of our counter-arguments in the previous session, and they will accept our proposed language in its place. The BOR team advised us, however, that the BOR will “at some point in the future” be discussing an employee code of ethics.

Discussion then turned to the following:

Appendix F: The BOR team presented a proposal and made the argument that their proposal largely reflected current practice. The AAUP side responded by pointing out that their proposal failed to provide due process for faculty members who may be accused of misconduct. In addition, if a finding is made that a faculty member engaged in misconduct and management does not invoke discipline under Article 16, the faculty member would have no means to challenge the finding and the record created.

The BOR side acknowledged that employees can be smeared. They indicated that they understood the objection. We will revisit Appendix F.

Article 4.8.2. Agreement was reached on a minor wording change regarding

evaluation of Special Appointment faculty.

Article 4.5, 5.4, 5.19. Our proposed clarifying language was accepted by the BOR side, on the condition that we recognize that this has *no* bearing on their other proposal concerning reassignment of faculty and tenure.

Table 1: In place of “designee” for decisions on evaluations of coaches and counselors, the BOR proposes “supervising Vice President as appropriate.” The AAUP team will consider it and get back to them.

Article 10.6.1.1 and 12.5.5. These two articles cover the minutiae of how and when the department chair stipend is paid. Tentative agreement—we will return to this issue next time.

AAUP counterproposals:

Article 5.18, which functions as a counterproposal to the BOR’s proposal for Article 17 (retrenchment). The article describes the sort of process that must happen before any involuntary separation can take place. The BOR side indicated that they would have to discuss this one and get back to us.

Article 8: Librarians.

The AAUP team made a thorough presentation on the reasoning behind our proposed changes to Article 8 and, perhaps more importantly, made a counter-argument to the removal of tenure from librarians based on the professional standards of the field. According to the standards of the Association of College and Research Libraries, “Librarians should be covered by a stated tenure policy.” The same organization’s Guidelines for the Appointment, Promotion, and Tenure of Academic Librarians state that “Tenure (continuous appointment) shall be available to librarians in accordance with provisions for all faculty at the institution.”

In other words, our current contract is in compliance with these professional standards, and the BOR proposals would take us out of compliance with them. The BOR team promised to give this serious consideration, and to consult the library directors (who are SUOAF members) on the impact of our proposal.

Article 9.4.3. The part-time member on the AAUP team presented the reasoning behind our changes to this article on working conditions, particularly the problems that arise for part-time faculty who only teach in the evening and are thus without access to basic printing and copying services, despite those being guaranteed by the collective bargaining agreement. Again, the response from the BOR team was

that they would need to caucus about it and get back to us.

The next negotiating session will occur on December 10, 2015.

CSU-AAUP Negotiating Team

Vijay Nair (Chief Negotiator, WCSU, Librarian)

Gregg Adler (CSU-AAUP Attorney)

Caryl Schiff-Greatorex (CSU-AAUP, Director of Member Services)

Kevin Kean (CCSU, Psychological Science)

MaryAnn Mahony (CCSU, History)

Luis Córdón (ECSU, Psychology)

Elena Tapia (ECSU, English/Linguistics)

Aaron Clark (SCSU, Mathematics)

Susan Clerc (SCSU, Library Faculty)

John Kavanagh (SCSU, Mathematics)

Jay Brower (WCSU, Communication and Media Arts)

Patricia O'Neill (WCSU, Psychology)

Board of Regents Negotiating Team

Steven Weinberger (BOR, Vice President for Human Resources)

Laurie Dunn (BOR, Former Interim Vice President for Human Resources)

Anna Suski-Lenczewskii (CCSU, Chief Human Resource Officer)

Susan Pease (CCSU, Dean of the College of Arts and Sciences)

Carmen Cid (ECSU, Dean of the College of Arts and Sciences)

Mark Rozewski (SCSU, Vice President for Finance)

Jaye Bailye (SCSU, Chief of Staff)

Fred Cratty (WCSU, Vice President for Human Resources)