



**CONNECTICUT STATE UNIVERSITY  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

**Questions & Answers on the July 19, 2016  
CSU-AAUP/CSCU-BOR Contract Extension Agreement**

1. Will the following still be available to CSU-AAUP members: travel funds; faculty development grants; research grants, curriculum related activity grants; retraining funds; market pay adjustment funds; and minority recruitment funds? **Yes. Special funds shall continue to be available at current levels pursuant to CBA Article 12.10. See number 3 in the Contract Extension Agreement.**
2. Will sabbatic leaves continue to be available for eligible CSU-AAUP members? **Yes. Sabbatic leaves will continue to be available pursuant to CBA Article 13.7.**
3. Do course privileges remain in effect? **Yes. Course privileges will continue to be available pursuant to CBA Article 13.13.**
4. Will longevity payments continue for eligible CSU-AAUP members? **Yes. Longevity payments will continue pursuant to CBA Article 13.12 and Conn. Gen. Stat. §5-278a. (Read the statute on page 2.)**
5. Will faculty who were promoted receive a promotional pay increase? **Yes. Pursuant to CBA Articles 12.5.3 and 12.5.4, faculty who are promoted effective August 2016 will receive the biweekly promotion dollar amount, which is equal to 2 percent of the maximum salary for the rank to which they are being promoted. See number 4 in the Contract Extension Agreement.**
6. Will there be a general wage increase? **No. Base salaries of bargaining unit members will remain at current levels. Any pay raises would still need to be negotiated. However, any raises that are negotiated will be retroactive to September 2016, unless the parties explicitly agree otherwise.**
7. Will Management (the BOR) have carte blanche to layoff whomever they wish since we are not under contract? **Technically, we are under contract. That's the beauty of an extension. We retain all our current job securities during this process.**

(Continued)

8. What about arbitration? **If impasse is reached in the negotiations and no progress can be made, we still have the right to invoke arbitration.**
  
9. Does this extension contain the horrible contract proposals made in last October by the BOR? **No, but they are still on the table.**
  
10. What is the authority for the Contract Extension Agreement? **Conn. Gen. Stat. §5-278a specifies the procedures to be taken in the event an agreement expires before a new agreement has been approved. It covers contract extensions and stipulates specific protections that ensure CSU-AAUP members maintain all benefits and protections of the current CBA. (Read the statute below.)**
  
11. Does this mean that negotiations are over? **No! See the 4<sup>th</sup> Whereas in the Contract Extension Agreement. The negotiating team will continue to negotiate in the fall, with the hope of bringing a negotiated contract to the General Assembly when it reconvenes in January 2017.**

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## **Chapter 68 Collective Bargaining for State Employees**

### **Conn. Gen. Stat. §5-278a.**

Sec. 5-278a. Certain provisions of collective bargaining agreement to remain in effect. In the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, the provisions of the expired agreement concerning (1) salary, excluding annual increments, (2) differentials, (3) overtime, (4) longevity, and (5) allowances for uniforms, which were implemented pursuant to approval by the legislature in accordance with section 5-278 shall remain in effect until such time as a new agreement is reached and approved in accordance with section 5-278. Nothing in this section shall affect the rights and duties of the employer and any exclusive employee representative designated to negotiate such new agreement under sections 5-271 to 5-280, inclusive, during the period of time after such agreement expires including the right to negotiate the extension of the expired agreement or any provision thereof not otherwise extended by this section. Notwithstanding any provision of a statute to the contrary, in the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, the employer representative and the exclusive employee representative designated to negotiate such new agreement shall negotiate and agree upon payment of an exclusive payroll deduction of employee organization regular dues, fees and assessments and, upon reaching such agreement, such payment shall be made to such exclusive employee representative.