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Union News

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Welcome From CSU-AAUP President Elena Tapia:

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Welcome to Academic Year 2017-2018! You are coming back to a new, long-negotiated, five-year collective bargaining agreement that was finally approved by the CT legislature on July 31, 2016. As you may recall, CSU-AAUP began negotiations with the CSCU-BOR on October 1, 2015. The contract is available at csuaaup.org under the "Documents" tab. It is not yet in final format as we await the BOR to add some finishing touches (e.g., indexing, the Academic Calendars). The printing of the CBA is the responsibility of the BOR and must be completed within 90 days of Legislative approval. and the printing (cf. Article 26). A summary of major changes to the CBA is also available on our website. You should be aware that your department chairs, Senates, Deans, and Human Resources offices along with your chapter presidents and staff have been busy implementing the changes brought about by the new contract. I am aware that there are some kinks here and there produced by the changes, and your officers, staff, and I are doing our best to resolve issues. I thank all of you who voted to ratify our contract this summer.

Changes

There are also many changes that will affect our members as a result of the SEBAC concessions agreement, which was approved along with all the labor contracts.

The Human Resources office on each of your campuses *should be* disseminating information about increased premiums for health care, retirement, and pensions. That is their job – not that of CSU-AAUP. Nevertheless, we are monitoring the information they are sending out. We ask that you first contact your Human Resource office. If you get to the point when you want to pull your hair out, call us, and we will attempt to address your questions. Various documents on how the SEBAC changes will affect you can be found on our website csuaaup.org under the "Documents" tab.

Furlough Days

One of the concessions was that we give three furlough days. Management would suggest that we don't take them on teaching days, but we feel that students (and their parents) need to know that we are sacrificing and we have sacrificed in the past. The furlough agreements that have been negotiated on the four campuses are available from your campus AAUP chapter or by clicking here. You can also obtain signs for your office door and classrooms about your furlough days from your AAUP chapter office. The value of the three furlough days will be spread over the remaining twenty pay periods for this fiscal year (July 1, 2017-June 30, 2018). You will see this reflected starting with the September 29, 2017 paycheck.

When you do take your furlough days, you may want to circulate to your students a statement such as the following:

"To help Connecticut solve its budget crisis, state employees agreed to give up some of their pay and benefits to help lawmakers who were unwilling to balance the budget. One of these concessions is that all state workers, including full-time faculty at CSU, have agreed to take 3 unpaid leaves of absence (furlough days). On those days, we are required to stay home from work and will not receive any pay. At _____, full-time faculty will be taking one of these furlough days on Friday, 9 March 2018, and will not teach or hold office hours on that day. Each faculty member will choose two additional days for which they will not be paid. We are sorry that your education may have been disrupted by the unwillingness of our legislature to adequately fund higher education."

THIS SEMESTER, ONE OF MY FURLOUGH DAYS IS OCTOBER 9, 2017

Hail and Farewell

Summer 2017 brought significant changes to our organization. Caryl Schiff-Greatorex, Director of Member Services, and Stephen Greatorex, Business Manager, retired on August 31, 2017. Both Caryl and Steve had worked for CSU-AAUP for 41 years, since 1976, when the Connecticut General Assembly passed Public Act 75-566, which allowed state employees to bargain collectively. I am very grateful to them both for staying long enough to see us through the most recent contract. Click here to read the tribute resolutions honoring their many contributions.

Your executive officers were very busy this summer conducting searches for the two staff positions. We successfully hired Ms. Erin Clark as Business Manager, and Mr. Paul Filson, as Director of Member Services. Please see their bios below.

Finally, we have much work ahead of us as we attempt to fight for a budget that doesn't wreak complete havoc on higher education. We'll be asking for your support in this fight.

In solidarity,

Elena

Some Changes For Members:

Regarding SEBAC changes, please be aware that there will be a 1.5 percent increase in pension contributions. Because the increase was supposed to be effective July 1, 2017, the retroactive amount of premiums, which were not deducted for six pay periods, will be deducted sometime in the future. The State Comptroller is still trying to figure that out!

Various documents on how the SEBAC changes will affect you can be found at csuaaup.org under "Documents" tab.

Changes that need attention per the CSU-AAUP Collective Bargaining Agreement include load credit for laboratory classes in the new Article 10.2. The new contract, faculty receive increased load credit for laboratories. They received .75 credits per one hour of laboratory, but now faculty will receive one credit per one hour of a classroom activity.

This creates an issue for part-time faculty teaching multiple lab courses in Fall semester. Under the 2007-2015 contract, those faculty who taught 3 labs would have 6.75 load hours for 9 contact hours. In the new contract, those faculty would get 9.00 load hours.

This creates a conflict with Article 1.6.2 in which part-time faculty cannot earn more than eight load credits a semester. In the art departments, for example, part-time faculty who taught two 4 credit courses (8 credits total), now would receive 10 credits total. There is a Memorandum of Agreement in effect, which covers this discrepancy for this academic year. Click here to read the MOA on our website.

Developing only recently are the following issues: Whether fine arts laboratories or studios are considered laboratories is, however, now in dispute with the BOR.

There is also an issue around the retroactive payment for lab credits for the 2016-2017 contract year, the first actual year of the current contract. The BOR has indicated that they will not pay retroactively for lab credit. CSU-AAUP will be filing a campus-wide grievance over this issue as we believe that payment is due our members as per the terms of the 2016-2021 Collective Bargaining Agreement.

Learn How to Lobby with Gallo & Robinson:

With the disastrous budget passed by the legislature earlier this month, there has never been a better time to learn the art of lobbying. The Connecticut Lobbying Conference, being held in Hartford on Oct. 17, 2017, offers insights and advice from state legislators and staffers on how to be an effective lobbyist, as well as hands-on workshops covering everything from how to pass or kill a bill, working with legislative staff, and lobbying the executive branch. Legislators attending include Rep. Toni Walker, chairperson of the Appropriations Committee, and Rep. Joe Aresimowicz, Speaker of the House. Also attending is Rep. Themis Klarides, House Republican Leader.

Organized by veteran lobbying firm Gallo & Robinson, the conference includes lunch and runs from 8:30 a.m. to 4 p.m.

The CSU-AAUP Council voted at their Sept. 21 meeting to pay for up to 25 members from the four campuses to attend the conference. If you are interested in attending, please contact your local AAUP campus chapter office or call the CSU-AAUP office at 860-832-3790.

Campus Equity Week 2017:

At their Sept. 21, 2017, Council Meeting, CSU-AAUP passed a resolution supporting Campus Equity Week 2017. Since 2001, CSU-AAUP has been a proud proponent of Campus Equity Week and this year is no different.

The Campus Equity Week 2017 theme is Mask4Campus Equity and uses the arts as a way to showcase inequitable workplace conditions and practices in higher education. Campus Equity Week traditionally has spanned the last week in October. This year, Oct. 31 has been deemed a National Day of Action.

For ideas on how your campus can participate, visit www.campusequity2017.com or call Michelle Malinowski at 860-832-3790.



Above, from left, Adjunct Professors Jane Hikel, English, and Donald Rogers, History, meet with a student during CCSU Campus Equity Week 2015.

CSU-AAUP Welcomes Paul Filson, Director of Member Services:

Paul Filson is excited to come to CSU-AAUP after previously serving as Director of the Service Employees International Union (SEIU) CT State Council for 15 years. As Director, he led and helped develop the successful political program for SEIU in Connecticut and was responsible for coordinating electoral and legislative work for all the SEIU Locals. As lead lobbyist for SEIU in Connecticut he coordinated the campaign that resulted in the passage of legislation enabling 15,000 workers in state funded home care and child care programs to become new SEIU members. Before coming to Connecticut, Paul worked for two years as a lecturer at Penn State University's Worker Education Program and for 17 years as an organizer and elected leader for the Amalgamated Clothing and Textile Workers Union (and UNITE) based in New York City and Pennsylvania. Paul has a BA in History from Swarthmore College and an MS from the University of Massachusetts' in Labor Studies.

CSU-AAUP Welcomes Erin Clark, Business Manager:

Erin Clark joined CSU-AAUP in September 2017, serving as the Business Manager. Prior to joining CSU-AAUP, Erin worked as the Director of Operations at an Employee Benefits Advisory firm, handling internal operations and serving as the account manager between clients and insurance carriers. In addition, Erin has been working at Goodwin College in East Hartford for the past six years. Currently, she is an Adjunct Instructor in the General Education Department and teaches Computer Applications. Erin began her full-time employment at Goodwin College in the Human Resources Department and segued into the Enrollment Department, where she managed multiple Admissions teams. She also created and maintained a federally funded Employment & Training Program, which was created to provide career guidance and certificate programs to students receiving state-assistance.

Erin received her B.A. in Politics from Ithaca College, and her M.A. in International Commerce and Policy from George Mason University.

Contact CSU-AAUP at (860) 832-3790 or email us at newberge@ccsu.edu