



# Union News

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## Message from CSU-AAUP President Elena Tapia:

The semester is nearly over, and we have accomplished a great deal. I hope you will have a read of the CSU-AAUP Annual report for AY 16-17, which is available [on our website](#).

At the time of writing, we are still waiting for the printed versions of our new August 26, 2016-August 26, 2021 five-year CSU-AAUP/CSCU-BOT collective bargaining agreement. Printing of the contract is the responsibility of the board and is contractually stipulated (Article 26) to be completed within 90 days of legislative approval. That would be by October 29, 2017. We've been informed by the BOR that the contracts won't be available until the end of November. This delay has been disconcerting for many reasons. To cite one, there are changes in Article 4 (Professional Rights & Responsibilities) that affect department evaluation committees and faculty in the process of going up for renewal, promotion, tenure, and professional assessment. Not having a print contract makes following the process correctly difficult. To cite another, changes to Article 16 (Reprimand, Suspension, and Termination) now has stronger, more protective language (which CSU-AAUP proposed), yet some Human Resource managers are operating under the old language.

All this semester and before, your elected officers, council members, department liaisons, and staff have been involved in numerous activities that make our union stronger and that will prepare us for continuing attacks on collective bargaining and higher education. CSU-AAUP has continued to work with our brothers and sisters in the 12 community colleges. We stand in support of them as they deal with proposed changes due to the Students First plan of Pres. Mark Ojakian. Union leaders from the 4Cs, SUOAF/AFSCME, and AFT, as well as members from the six planning teams, have been meeting monthly since June 2017 and monitoring "progress" in the work of the teams. Even though, theoretically, the consolidation of the community colleges doesn't affect us, CSU-AAUP believes it important to stand with our colleagues in the system. Recently, [the CSU Faculty Leadership Group](#), comprised of the four CSU-AAUP chapter presidents and executive officers, the four campus FAC representatives and the four campus Senate presidents [endorsed a statement by the CCSU Senate](#) critiquing the Students First plan so far. The leadership group submitting the endorsed statement as feedback to the Students First reports.

Faculty, AAUP officers, and staff on all four campuses have been working on new contract language implementation, for example, creating procedures in by-laws for the evaluation of part-time faculty (Article 4.12.1). Many Mathematics and English departments already had procedures in place, probably due to the large numbers of part-timers these departments have historically had. We suggest that departments without procedures request copies of by-laws from those that do so as not to reinvent the wheel. Contact your chapter president or AAUP staff members if you have questions regarding implementing contract changes.

In solidarity,  
Elena

## Anthem, HCC reach agreement; members keep doctors:

[CSU-AAUP members and retirees were caught up in a power struggle](#) between Anthem and Hartford HealthCare when the contract between Hartford HealthCare and Anthem expired on Oct. 1. HCC refused to "hold harmless" those members who were insured by Anthem, which meant those members' doctors and hospitals lost their in-network status.

This move by HCC saw AAUP members and their families – along with thousands of other people from across Connecticut – slapped with exorbitant out-of-network costs, loss of doctors, hospitals, and specialists. Many were forced to delay needed treatment and cancel previously arranged doctor visits and procedures to avoid spiraling medical costs.

After much push-back from SEBAC, major corporations and employers in the state, community action agencies, and even Governor Malloy, [the two parties reached an agreement](#). HCC also agreed to make this agreement retroactive so that no members would be saddled with out-of-network costs and can continue with the usual doctors and hospitals.

Here's a look at media reports of coordinated efforts by agencies, organizations, companies and government officials all encouraging a solution:

- On behalf of its members, the State Employee Bargaining Agent Coalition sent a [letter](#) to HHC CEO Elliott Joseph urging HHC to stop using its patients as pawns.
- In response, CSU-AAUP and other SEBAC unions released public statements. [Click here to CSU-AAUP's statement on the deadlock](#).
- After [SEBAC sent its letter](#) to Hartford HealthCare, [large companies in Connecticut joined the call](#) for an end to HCC's patient care mess.
- [Consumer groups](#) also joined SEBAC in calling for the health care giant to put patients first and solve this impasse.
- An [article in the November 12 Hartford Courant](#) calls attention to how patients from across Connecticut are delaying doctor appointments and forgoing important medical care as they remain caught in the battle between Anthem and Hartford HealthCare.
- The [Hartford Courant editorial board weighed in](#) on this impasse, calling on Governor Malloy to intervene.
- Meanwhile, Governor Malloy's office expressed increasing concern and called for a resolution to be found immediately.
- On November 13 [Anthem proposed mediation](#), but by November 15 [Hartford HealthCare refused](#).

## Dreamers Hold 4th Annual Educators Conference:

CSU-AAUP members are invited to attend the Connecticut Students for a Dream's 4th Annual Educators Conference being held December 8 at SCSU from 8 a.m. to 4 p.m.

These are uncertain times for immigrants, which is why this conference offers educators important insights and practical advice on how to best support and advocate for these students.

This conference theme is *Advancing Equity in Uncertain Times* and will examine developments nationally and locally, as well as systems that affect undocumented youth, best practices in supporting students, and policies and procedures to create a welcoming and inclusive environment.

**CSU-AAUP will pay the registration costs for four faculty members per campus and two officers from each chapter. Any members who are interested in attending should contact their chapter president.** Breakfast and lunch are provided.

For more information on the 2017 Dreamers' conference, [click here](#).



## CSUs Face Deeper Budget Cuts:



The budget passed in late October by the legislature tasked Governor Malloy with finding ["unprecedented savings targets" – about \\$880 million in General Fund savings](#). With no increases in income or sales taxes and already counting on hundreds of billions in labor savings from the SEBAC Agreement, Governor Malloy looked to municipalities and higher education to find yet more savings.

This means CSCU will lose an additional \$26.5 million for FY 2018. When combined with the cuts already in the budget, this represents an overall reduction of 8.9 percent over funding from FY 2017.

In an email to faculty and staff, BOR President Mark Ojakian wrote that these cuts will require the BOR to develop a revised budget.

"These cuts go well beyond the contingency plans included in the budget the Board of Regents approved back in September..." President Ojakian wrote. "This additional reduction in our funding is part of the \$880M in cuts required to balance the recently passed budget."

## AAUP Emeritus Assembly Holds Budget Event:

It's no secret that the state budget dominated the 2017 legislative session. With close party margins in the House and an 18-18 split along party lines in the Senate, deadlock was the order of the day and passing a state budget proved nearly impossible.

While lawmakers did finally reach a budget agreement in late October – four months past the June 7 deadline – the state's fiscal problems are far from over.

Just recently, the Office of Policy and Management estimated the deficit in the newly passed state budget to be \$203 million, which is just over the 1 percent mark that requires the governor to draft a deficit mitigation plan.

The Emeritus Assembly of the Connecticut State Conference of the American Association of University Professors, a group of retired faculty, librarians and other academic professionals who meet to promote the professional interests and general welfare of emeritus professors, recognizes this budget crisis was long in the making and not going away any time soon. **That's why they're holding an open meeting: "Connecticut's Enduring Budget Crisis" Dec. 7 from 2 to 4 p.m. in room 2E of the Legislative Office Building.** Event speakers will include: Keith Phaneuf of the CT Mirror; John Blankley, Democratic candidate for state treasurer; and Louise DiCocco, counsel with the Connecticut Business and Industry Association, the state's leading business organization.

## The CSU-AAUP Organizing Committee:

As faculty, CSU-AAUP members are facing a number of challenges immediately and in the foreseeable future: ongoing budget cuts and austerity measures; threats to the quality of public higher education and our freedom to negotiate at the state and federal level; and the 2018 legislative and gubernatorial elections.

In response, CSU-AAUP has constituted an Organizing Committee to coordinate efforts on all four campuses. We have a plan, and we are looking for smart, creative people on all four campuses to help us put it in action.

**Contact Cindy Stretch at [stretch1053@gmail.com](mailto:stretch1053@gmail.com) if you have questions or would like to get more involved.**

## AAUP Chapters Celebrate Part-timers:



CCSU part-time professor Kevin Kean gives an update on contract changes for Campus Equity Week.

In a show of solidarity with part-time members, CCSU-AAUP and WCSU-AAUP members organized events around Campus Equity Week in October. WCSU-AAUP hosted an information table equipped with facts on the plight of adjuncts and a big thank you card for faculty and students to sign. Also on hand were extra copies of the CSU-AAUP Part-time Faculty Handbook, which details various rights of part-timers.

Members of CCSU-AAUP planned a contract information session for part-time colleagues.

Part-time faculty members Jane Hikel and Kevin Kean presented "Changing the Narrative: What the Research Really Says About Adjunct Teaching."

CSU-AAUP recognizes the important contributions to public higher education our part-time members make. We applaud their efforts and will continue to fight for equity for our part-time colleagues.



From left are Wole Owoye, WCSU-AAUP Secretary and Treasurer; Russell Gladstone, past WCSU-AAUP Executive Committee member; and Patty O'Neill, WCSU-AAUP Chapter President and CSU-AAUP Vice President.