



**Message From CSU-AAUP President Tapia:**

Dear Members,

I'll just cut to the chase this month and tell you something you already know. It's very important for you to vote in the midterm elections. Don't be complacent!

Vote to protect quality public higher education in Connecticut. Also, vote for those who will protect your ability to secure good working conditions, retirement benefits and quality health care.

On your Oct. 25 paycheck, you should have received in addition to your regular pay a lump sum of \$2000, if you are full-time faculty. If you are a part-time faculty member, your lump sum will vary depending on in which semesters you taught recently. (See the article below.) This amount is not a bonus; rather, it is a sum of money you deserve in lieu of a percentage pay increase.

Let your AAUP officers and staff know if you believe you were shorted or overlooked all together.

Last but definitely not least, I implore all of you to stick with AAUP because we need a strong union to continue to fight for improvements in public higher education. Don't forget that faculty working conditions are students' learning conditions.

In solidarity,  
Elena Tapia  
CSU-AAUP President

**One-time Payment Made To CSU-AAUP Members:**

All one-time, "lump sum" payments should have been made to eligible faculty in the October 26, 2018, paycheck. **If you did not receive your payment or believe there are discrepancies with the amount you have been paid, please contact your payroll office. If these discrepancies are not rectified through payroll, please contact CSU-AAUP Director of Union Organization [Paul Filson](#).**

As part of the 2017 SEBAC Agreement, actively employed full-time faculty who are also employed for the 2017-2018 academic year should have received a one-time payment of \$2,000 in their October 26, 2018, paycheck. This payment is in lieu of a percentage pay increase for the 2018-2019 academic year.

As members of the CSU-AAUP collective bargaining unit, part-time members who were on payroll during the 2017-2018 academic year will receive a pro-rated bonus based on their work load for Fall 2018 and Spring 2019 semesters. However, their payments will be made in two pay periods: one in Fall 2018; and one in Spring 2019.

Please note that the 2017 SEBAC Agreement, which includes this \$2,000 payment, was voted on and approved by all SEBAC members in July of 2017. To see details of the [2017 SEBAC Agreement](#) or the [2016-2021 CSU-AAUP Contract](#), please visit <https://csuaaup.org/documents/>

**GOTV Nov. 6:**

**Remember to exercise your democratic right to vote this Tuesday, Nov. 6.** This important mid-term election will see Connecticut voters choosing the next governor and several key state-wide offices, as well as legislative and congressional seats. If you're unsure of your polling place, please [click here](#) or visit the Connecticut Secretary of State's website to find out.

For a list of candidates endorsed by CSU-AAUP's Political Action Committee, please [click here](#).

On Friday, Nov. 2, join your fellow union members at a [GOTV rally in New Britain at 4 p.m.](#) being held at AFSCME Council 4 Headquarters located at 444 Main St., New Britain.

[#Union](#) members and their families are invited to the rally in support of labor-friendly candidates. Sponsored by Council 4, speakers include national [AFT - American Federation of Teachers](#) President [Randi Weingarten](#) and national [AFSCME](#) Secretary-Treasurer [Elissa McBride](#). Food trucks will be on site serving food and beverages. If you're a #union member and want to attend, be sure to register here: [bit.ly/Nov2Rally](http://bit.ly/Nov2Rally)



**Volunteering To Win:**

CSU-AAUP members have been busy this election season pounding the pavement, knocking on doors, and dialing voters in **support of candidates who will protect your collective bargaining rights, your pension, and your health care.**

Several key state legislative races saw CSU-AAUP members roll up their shirt sleeves and get to work as volunteers for key campaigns. These include races for Julie Kushner, Vickie Nardello, Matt Lesser, Norm Needleman, Dave Walsh (former CSU-AAUP President), James Maroney, and Melissa Osborne.

To see a list of CSU-AAUP officially endorsed candidates, please [click here](#).



Above, CCSU-AAUP Vice President Tom Burkholder and CSU-AAUP Union Organization Director Paul Filson door knock for the Nardello campaign in October.

**Stay Union Strong! Join or Recommit to Your CSU-AAUP:**

Your union remains a vital part of protecting your secure retirement, affordable healthcare, and decent working conditions.

With continued attacks on public higher education and state workers and in the wake of the summer's Supreme Court decision [Janus vs. AFSCME](#) that takes aim at Unions across the country, it is essential that CSU-AAUP membership remains vibrant and committed to the tenets of academic freedom and shared governance. Joining CSU-AAUP or recommitting now will help do just that.

Even if you were a member in the past, please [go online](#) and sign a membership form so that our membership numbers remain strong.

[Click here](#) to recommit or join CSU-AAUP. **You also may contact your chapter office or call CSU-AAUP at 860-832-3790 for a membership form.**



WCSU-AAUP members are proudly sticking with AAUP.

**Work Life Conference Shines Light On Crisis Of Care:**

Taking on important issues facing working families, the Work Life Family conference held October 5 at CCSU saw policy leaders, legislators, faculty and students come together to start a tough conversation on how workplaces need to focus on instituting more family friendly policies. [Click here](#) to read coverage of the event in the New Britain Herald. [Click here](#) to watch videos of the conference on CSU-AAUP's YouTube channel.

"Today's workplaces have changed and employers who want to motivate, inspire, and retain creative, collaborative, and dynamic employees need to change how they lead," said Fiona Pearson, CCSU Sociology professor and conference organizer. "Gone are the days of inflexible, autocratic management. In order to thrive, businesses need to shift policies to fit this new reality and become more family friendly. It's time for Connecticut to catch up."

Keynote presenter was Julie Wilson, author of *Mothering Through Precarity*. She addressed the insidious ways neoliberalism is exacerbating the growing crisis for care in our communities. Panel speakers touched on topics related to care, including paid family leave, breastfeeding, age-friendly camps, and access to child care. Panelists included: Lori Pelletier, president of the Connecticut AFL-CIO; Carlos Moreno of the Working Families Party; Anthony Gay, supervisor with the Department of Children and Families; and Madeline Granato, policy associate with the Connecticut Women's Education and Legal Fund and more.

The conference was proudly sponsored by Connecticut State University American Association of University Professors and their chapters at CCSU, ECSU, SCSU and WCSU, as well the Connecticut Congress of Community Colleges.



CCSU Sociology professor and conference organizer Fiona Pearson with CCSU students who attended the Work Life Family Conference.

**AAUP Data Snapshot Shows Decline In Tenure Weakens Academic Freedom:**

Over the past few decades, the tenure system in US higher education has eroded. At its best, the tenure system is a big tent, designed to unite a diverse faculty within a system of common professional values, standards, rights, and responsibilities.

Tenure protects academic freedom by insulating faculty from the whims and biases of administrators, legislators, and donors, and provides the security that enables faculty to speak truth to power and contribute to the common good through teaching, research, and service activities.

The AAUP research department has taken a look at the data around tenure and the casualization of faculty labor. [Click here to read the full report.](#)