

Concession Agreement Reminders -- Page 3

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Dates to Remember

(Contract dates may be superseded by Senate guidelines)

- 9/20:** DEC Chairperson informs penultimate year tenure candidates (Jan. hires) in writing of evaluation process
- 9/25:** Promotion candidates must inform the department Chairperson and DEC Chairperson in writing of desire to be considered for promotion
- 10/1:** DEC Chairperson informs first year renewal (Jan. hire), second year renewal (Jan. hire), penultimate year tenure (Aug. hire), promotion (all), and professional assessment (all) candidates in writing of the evaluation process
- 10/10:** 1st year renewal candidates (Jan. hires) and penultimate year tenure candidates (Jan. hires) submit relevant materials for consideration to the DEC
- 10/20:** DEC submits evaluations and appropriate recommendations to the Dean for 1st year renewal candidates (Jan. hires); 2nd year or later renewal candidates (Jan hires), penultimate year tenure candidates (Aug. hires) and all promotion candidates submit relevant materials for consideration to the DEC
- 10/25:** Dean submits recommendations for first year renewal candidates (Jan. hires)

Union News

CSU-AAUP

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Summary of Member Benefits

(For more detailed information about these benefits, please go online to www.ccsu.edu/aaup/csu and read "Member Benefits")

- Cell Phones, Service and Accessories through Sprint-Nextel
- Car Rental through Alamo and National Car Rental
- Town Fair Tires
- Legal Services
- *Academe*
- Connecticut State Employees Credit Union
- Universal Studios & Wet 'n Wild Orlando
- Academic Regalia through Oak Hall Cap & Gown Company
- Adventure Club, including Busch Gardens and Water Country USA, Busch Gardens and Adventure Island, Sea World Adventure Parks, and Sesame Place
- *Adjunct Advocate*
- Wadsworth Museum
- Automobile and Homeowners Insurance Plans

Contact your AAUP office to find out how to obtain these discounts!

Concession Agreement Reminders

Last spring, due to the economic crisis the state was facing the CSU-AAUP membership voted to approve the Concession Agreement with the State of Connecticut. As we enter this challenging new academic year, AAUP wants to remind its members of some of the provisions contained in the Concession Agreement. The Concession Agreement encompasses changes that alter the State Employees Bargaining Agent Coalition Collective Bargaining Agreement with the State on matters relating to healthcare and retirement AND changes that alter the CSU-AAUP/BOT Collective Bargaining Agreement on matters relating to wages and furlough days. Both agreements can be found on the CSU-AAUP webpage under "The Contact".

Job Security

All full-time, permanent employees hired prior to July 1, 2009 will enjoy job security until June 30, 2011. This provision does not apply to part-time faculty and special appointments. It also does not apply to situations of non-renewal of a non-tenured employee provided such decision is based upon the evaluation criteria and categories set forth in Article 4 of the Collective Bargaining Agreement.

Wage Freeze

The scheduled salary increases will not go into effect for the 2009-2010 academic year, with the exception of adjustments due to promotions. However, the negotiated salary increases are not lost, but simply delayed a year. Longevity payments will not be affected. Management Confidential employees at CSUS also agreed to a wage freeze.

Furlough Days

The three furlough days for teaching faculty, counselors, and coaches this year are the two Friday reading days, and one floating day (which cannot be a day with teaching or office hours). The furlough days for librarians this year are December 24, June 1, and a floating day. For the furlough days this year, the deduction of three tenths (3/10) of your salary will be spread across the 26 pay periods. The furlough day is in essence a temporary pay cut, which will be restored once the furlough days end in 2011. Management Confidential employees at CSUS are also taking three furlough days this year.

Healthcare

Healthcare premium shares increased \$13.46 per pay period (\$350 per year). Healthcare plan options remain the same except for the closure of the Anthem POS Preferred Plan to new entrants.

Prescription drug co-pays have been increased to \$5 for generic; \$10 for preferred brand name; and \$25 for other brand name (about 15% of prescriptions). Please see article about prescription drug co-pays on page 6 for more detailed information.

Co-pays on routine preventive care decreased as follows: adult physical examinations per carrier/plan schedule are decreased to \$5; and routine gynecological examinations are decreased to \$5, including examinations and pap smear per carrier/plan schedule.

Retiree Healthcare For Active Employees

For employees who go directly into retirement, only those persons with 10 years of actual state service are eligible to receive retiree healthcare. This change only affects employees hired after 7/1/09. The "Rule of 75" (age + years of state service must equal 75 or greater) applies to employees leaving state service only before retirement age. This change applies to all new employees and current employees who have less than 10 years of actual state service as of July 1, 2009.

Another new provision applies to active employees who must contribute 3% of their gross salary towards retiree healthcare (called the "Retiree Healthcare Trust Fund") during their first ten years of employment. Members who have five years of service as of July 1, 2010 do not have to contribute towards the retiree healthcare trust fund. Employees hired as of July 1, 2009 will be required to contribute 3% towards this fund for 10 years. Employees having less than five years of service, you receive credit towards the ten years for the years already worked. For example, if you worked for 4 years as of July 1, 2010, you will have to contribute 3% for only six years.

If you have any questions about the provisions of the Concession Agreement that were approved, please do not hesitate to contact your AAUP office.

May Council Meeting

At its May 27 meeting, the CSU-AAUP Council:

- Authorized the Treasurer to spend at currently levels beginning July 1, pending approval of the 2009-10 budget
- Approved the attendance of up to 26 persons at the National AAUP Summer Institute in July
- Authorized the attendance of up to 19 persons at the National AAUP Annual Meeting in June
- Approved a donation to the Salvatore J. Perruccio Memorial Golf Tournament
- Authorized funding for Campus Equity Week, an international event designed to bring awareness to part-time faculty issues, to be held between October 25-30
- Resolved to discuss the inequities between the Alternate Retirement Plan (ARP) and the State Employee Retirement System (SERS) as alleged by the Committee for Equity in Retirement with other affected unions and investigate possible political and legal remedies
- SCSU-AAUP leadership reported that they held a retreat with leaders from AAUP, Faculty Senate, Chairs Council, Graduate Council, and UCF, which was successful and they plan to meet again in the fall
- WCSU-AAUP leadership reported that its Faculty Senate rejected the Report of the Student Opinion Survey Committee
- CSU-AAUP President David Walsh announced that he was retiring but would remain teaching part-time and would continue to serve as president

Summer Institute

One of the most important training sessions that CSU-AAUP members attend is the **National AAUP Summer Institute**. The goal of the four-day conference is to provide participants with the opportunity to strengthen their strategic planning skills, enhance their knowledge of labor relations, and network with fellow AAUP members. Practical skills, such as how to represent a grievant or negotiate a contract, are emphasized in great depth. Over twenty-five workshops were featured at July's Summer Institute at Macalester College in St. Paul, Minnesota. Workshop choices vary from summer to summer so that the training remains valuable to both newly-elected faculty representatives, long-time faculty leaders and union staff. Examples of this year's workshops include Contract and Grievance Administration, Contract Negotiation, Organizing 101: Building a Strong Chapter, and Contingent Faculty: Job Security and Due Process Rights in an Economic Recession.

Workload Study Update

The Workload Study commissioned by CSU-AAUP in fall 2008 is moving toward completion. Researchers from the New England Resource Center for Higher Education (NERCHE) at UMass-Boston will be at the CSU campuses this fall to interview full-time and part-time members about workload issues. Each campus has a liaison for the study who has submitted names of individuals to be interviewed. The research team will be contacting these individuals soon and if you are selected, we hope you'll be willing to participate. The researchers have secured approval from each campus' Institutional Review Board, and your responses will be confidential.

AAUP Annual Meeting; Censure on CT Institution Removed

The National AAUP Annual Meeting is a collection of several meetings that take place each June in Washington, D.C. CSU-AAUP representatives participate in both the business meetings of the Collective Bargaining Congress and the Annual Meeting of the professional association. Delegates to the Ninety-fifth Annual Meeting of the American Association of University Professors voted on June 14 on a constitutional amendment which calls for twenty Council members to be elected by and from districts (two from each of ten districts) and nine to be elected at-large (three per year). This would reduce the size of the Council from thirty to twenty-nine elected members. At its Annual Meeting, National AAUP also discussed forming a committee to investigate changing its dues structure. They hope to propose a more universal dues structure without significantly altering how much chapters are currently paying. The Committee hopes to make a recommendation to the Council by its November meeting so that it can be voted on at the 2010 Annual Meeting.

University of New Haven- Removed from Censure List

Delegates to the Annual Meeting also voted to place Cedarville University (OH), Nicholls State University (LA), North Idaho College, and Stillman College (AL) on the AAUP's list of censured administrations. They also voted to remove the University of New Haven from the list and to delegate the Association's Committee A on Academic Freedom and Tenure to act similarly with respect to Tulane University once final language on the stated basis for censure removal has been approved. With these actions, 49 institutions are now on the censure list. Last year's annual meeting voted to place the administration of the University of New Haven on the censure list. The report of the investigating committee concerned action by a new dean of arts and sciences to terminate the services of a lecturer in the English department in her eighth yearly full-time non-tenure-track appointment after six years as a part-time instructor in the department. The dean acted against her at a time when her department chair and tenured colleagues evaluated her performance very favorably and recommended her promotion. The dean had dealt with a student complaint against the lecturer, learned of information in the dean's office about previous complaints, and concluded that she had shown a pattern of unnecessarily hostile behavior toward student complainants.

Possessing the authority under university policies to deny a non-tenure-track lecturer further appointment,

the dean moved to release the lecturer from the faculty once her existing term of appointment expired. A faculty hearing body upheld, on all counts, grievances filed by the lecturer. The hearing body recommended her retention on a multiyear term of appointment, but the university president rejected its findings and recommendation.

The Association's investigating committee, addressing the issue of the dean's substituting his judgment for that of the lecturer and her faculty colleagues on her assessment of student academic performance, concluded that the dean's doing so was at odds with the principles of faculty authority in this area. The investigating committee observed that because of the length of her service the lecturer was entitled under the 1940 Statement of Principles on Academic Freedom and Tenure to tenure's protections against involuntary termination. Finding that she was not afforded those protections, the committee concluded that the administration in dismissing her acted in disregard of the 1940 Statement of Principles and the complementary 1958 Statement on Procedural Standards in Faculty Dismissal Proceedings.

The lecturer, who had initiated litigation, informed the Association this past November of a satisfactory settlement of her case. The Association's staff then invited the University of New Haven president, with the issue of redress resolved, to consider changes in institutional practices and policies that could lead to removing the censure. Following discussion of potential changes with the university provost, the staff provided two specific proposals. The first called for guidelines, to be formulated jointly by the dean of arts and sciences and the chair of the English department, on the respective roles of the dean's office and the department in responding to student complaints. The result has been a set of procedures, approved by the dean and the department chair in May, that should preclude any reoccurrence of the type of the case on which the censure was based. The second proposal from the staff called for revised policy that would provide full-time non-tenure-track faculty members after seven years of service with the protections against involuntary nonretention that accrue with faculty tenure. The result has been a new policy document that provides senior non-tenure-track faculty members notified of nonretention with opportunity for a hearing of record before an elected faculty body.

With all outstanding issues having been resolved, Committee A was pleased to recommend that the University of New Haven be removed from the Association's list of censured administrations. The annual meeting voted accordingly.

Prescription Drug Changes

As a result of the SEBAC Concession Agreement approved by the CSU-AAUP membership, changes were made to the State's prescription drug plan as of July 1, 2009. There are two prescription drug plans, one for active employees and one for retirees. Both are administered by Caremark. Under the plan for active employees, employees pay \$5 for a generic drug, \$10 for a brand name drug, and \$25 for what Caremark labels a "non-preferred brand name drug". However, the \$25 co-pay will not begin until October 1, 2009 in order to give time for employees and doctors to transition to the new system. Under the plan, retirees (including those who retired on June 1 or July 1 under the Retirement Incentive Plan) pay \$3 for a generic drug and \$6 for any brand name drug regardless of whether its labeled a brand name drug or a non-preferred drug by Caremark.

Under both plans the rule is that when there is a clinically equivalent generic drug available, the generic drug will automatically be substituted for any prescription written for either a brand name drug or a non-preferred brand name drug. If the employee/retiree insists on the brand name (preferred or otherwise), they would have to pay the generic co-pay (either \$5 or \$3) plus the difference in the cost between the generic drug and the cost of the brand name unless they get an exception from their doctor. The only change is the process by which

the exception is granted. It will no longer be sufficient for the doctor to simply write "DAW" (dispense as written) on the prescription. Instead, an employee/retiree's physician must inform Caremark of a medical reason for why the use of the generic drug is inappropriate for the particular patient.

The State Employees Bargaining Agent Coalition (SEBAC) received a number of questions regarding these changes and in response has compiled a Q&A, which can be viewed on the CSU-AAUP webpage under "The Contract." The document is called "Prescription Drug Changes Q&A".

Please contact the AAUP office if you have additional questions.

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