

# TABLE TALK

## A Periodic Report on CSU-AAUP Contract Negotiations

*Table Talk is a communication of CSU-AAUP to its members to inform them of the progress of contract negotiations with the CSCU-BOR.*

### Session 1

*This is the first in a series of email articles, which will be sent out as soon as possible after each negotiation session. At this time, we are uncertain when negotiations will be held, although historically, sessions have been on Thursdays. For additional news and views on the negotiations, make sure you read the CSU-AAUP Newsletter, Union News and your local chapter newsletter. By way of these three avenues, we hope to keep you as fully informed on the progress of the negotiations as possible. Do not hesitate to contact any team member if you have any questions.*

The first negotiation session was held on Thursday, October 1, in Hartford, at which time the two sides exchanged contract proposals. The complete AAUP and BOR proposals can be found at [www.csuaaup.org](http://www.csuaaup.org). Typically, the first meeting would include both sides presenting (and providing rationales for) their proposals, followed by decisions regarding which issues would be discussed in the next meeting, but this did not occur because not all members of the BOR team were present.

It is to be expected in such negotiations that the two sides will have very different starting points, but the BOR proposals contain truly drastic alterations to our work conditions. Understand that these are starting points intended to be negotiated; nevertheless, you may find the BOR proposals alarming. Our colleagues at CCSU have distilled a list of changes in our workplace that would occur **if** the BOR were to prevail on every proposed change, which we present here, with the caveat that these are *starting* positions for negotiations, *not* by any means the final product. More to come...

## ***OUTLINE OF BOR CONTRACT PROPOSALS***

Here is what will happen to us under these proposals:

- **You may lose tenure:**
  - You may be **moved** to another University without your consent and without a guarantee of tenure there.
  - Newly hired librarians and counselors **no** longer will be eligible for **tenure**.
- **You may be fired, even if you have tenure:**
  - If the administration “believes **economic or programmatic conditions** exist” for retrenchment, without the need to prove financial exigency;
  - If you break any local, state, or national **law, ethical standard** or policy statement;
  - If the administration finds something when it **routinely monitors your email**;
  - **And** there will be **no faculty** committee to **hear your case**; discipline is entirely under the control of the administration.
- **It will be more difficult to get tenure and promotion:**
  - You will be required to **teach** effectively, but get **no money** for curriculum or professional development;
  - You will be required to do quality **creative activity**, but get **no money** to go to conferences or conduct research;
  - You will have to do more **service** in addition to student advising and serving on committees, including working on task forces and workgroups, doing assessment and accreditation, and helping with student recruitment, retention and success, and diversity hiring efforts.
  - You will have to hold 7 instead of 5 **office hours** per week.
  - You will have to be professional and **collegial (not defined)**.
  - **And**, even if you do this, there is **no** guarantee that any **promotions** will be given.
- **You will have larger classes:**
  - Class **sizes** may be increased for economic reasons, even if the size does not conform to “sound educational principles.”
- **There will be fewer full-time positions:**
  - More part-time faculty will be hired instead, because the percentage of courses taught by part-time faculty members will increase from 20% to 25%.
- **You will do more work with less compensation:**
  - You will not get load credit for specialized assignments, assessment or accreditation work.
  - You will not get salary increases when promoted, for longevity, or as a market adjustment.
- **The AAUP will be less able to help you:**
  - The AAUP will not be able to use CSU email to contact you, and it will not be able to send an email to your CSU account even if it has a private email address.
  - Executive officers, like the Chapter President or Grievance officer will have less time for Union work because release time will be reduced.

**CSU-AAUP Negotiating Team**

Vijay Nair (Chief Negotiator, WCSU, Library Faculty)

Gregg Adler (CSU-AAUP Attorney)

Caryl Schiff-Greatorex (CSU-AAUP, Director of Member Services)

Kevin Kean (CCSU, Psychological Science)

MaryAnn Mahony (CCSU, History)

Luis Cordon (ECSU, Psychology)

Elena Tapia (ECSU, English/Linguistics)

Aaron Clark (SCSU, Mathematics)

Susan Clerc (SCSU, Library Faculty)

John Kavanagh (SCSU, Mathematics)

Jay Brower (WCSU, Communications)

Patricia O'Neill (WCSU, Psychology)

**Board of Regents Negotiating Team**

Lisa Grasso Egan (Chief Negotiator, Undersecretary of Labor Relations, State of CT)

Laurie Dunn (BOR, Former Interim Vice President for Human Resources)

Anna Suski-Lenczewskii (CCSU, Chief Human Resource Officer)

Susan Pease (CCSU, Dean of the College of Arts and Sciences)

Carmen Cid (ECSU, Dean of the College of Arts and Sciences)

Mark Rozewski (SCSU, Vice President for Finance)

Jaye Bailye (SCSU, Chief of Staff)

Fred Cratty (WCSU, Vice President for Human Resources)

*Not present on 10/1/2015:*

Steven Weinberger (BOR, Vice President for Human Resources)

Mark Ojakian (BOR, President)—Ms. Egan indicated that he may be joining the team as well.