



**CONNECTICUT STATE UNIVERSITY
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

MEMORANDUM TO MEMBERS ON THE STATUS OF CONTRACT NEGOTIATIONS

Dear colleagues-

Table Talk has been doing an excellent job of reporting to you the status of our contract negotiations with the BOR's team. So, as you are aware, in two months of negotiations we have picked some low hanging fruit (some of them hanging so low that we had to brush the dirt off), but have made very little progress on any substantive issue but one.

Four weeks ago the Board team withdrew their proposal to delete all language referring to special funds from the contract, but since they had claimed that their original proposal was only a "drafting error," this can hardly be characterized as progress. So the one issue on which progress has in fact been made is that the Board has backed off on their proposal to establish a category of evaluation called "Code of Conduct," after we pointed out to them that their proposal ran contrary to the recommendations by the Equal Employment Opportunities Commission regarding the use of arrest and conviction records of individuals in making employment decisions. The BOR proposal, if adopted, would have resulted in introducing discriminatory and racist practices in the evaluation process. So, I suppose their withdrawal of the proposal has to be characterized as progress. All of the other mean-spirited and destructive proposals that the Board made on October 1 remain on the table.

In the meanwhile, the *Hartford Courant* reported last Thursday after our rally at the BOR offices the following:

"The discussion is civil, professional; the atmosphere in the room is positive and the parties are making meaningful progress on a number of issues," Ojakian said.

Later, Ojakian said there is a lot of momentum in the negotiation room right now. He said: "I sense a disconnect between what's actually happening in the room and actually what some of the rhetoric is here today."

While I agree that discussions at the table have been civil and professional to the most part (it is not easy to maintain a civil demeanor, given the nastiness of the proposals that the Board has put on the table, but we try), I want you to know that there is no disconnect between what has been

happening in the negotiation room and the sentiments expressed by the faculty, the students, and our other supporters at the rally. It appears, however, that there is an immense disconnect between what has been happening in the room and what is being reported to President Ojakian.

On behalf of our negotiation team, I thank you for your support. Those of you who were able to attend the rally last Thursday spoke truth to the Board's arrogance born of ignorance and, by doing so, inspired all of us to continue the fight for the common good. We will not surrender academic freedom, we will not surrender shared governance, we will not surrender the quality of education our students deserve.

In solidarity,

A handwritten signature in blue ink that reads "Vijay Nair". The signature is written in a cursive, flowing style.

Vijay Nair,
Chief Negotiator for CSU-AAUP

December 8, 2015