

Table Talk

A Periodic Report on CSU-AAUP Contract Negotiations

Number 3: December 14, 2006

Negotiating Session 8



Tentative Agreements Reached on a Range of Issues

At the negotiating session held on December 14 at the Student Center on the campus of Central Connecticut State University in New Britain, AAUP and BOT negotiators tentatively agreed to a package of issues that could result in a contract agreement in early January. Details and precise contract language still have to be worked out, but the list below provides as much specific information as both sides have discussed at the table to date. These items are in addition to those mentioned in a previous Table Talk.

1. The new contract will run for four years, beginning in August 2007.
2. The total payroll will increase by 3.0% during the first half of each year and by an additional 2.5% during the second half of each year. *Comment:* The resulting increases in individual members' salaries will vary depending on current rank, salary, and years in rank. Details of the distribution formula are yet to be worked out.
3. Part-time pay rates (Article 12.8) will rise by 4.5% each year. Summer rates for full-time faculty will also rise by the same percentage.
4. Special funds (Art. 12.10.1) will also increase by 4.5% per year. The distribution among the funds will be modified so that proportionately more is allocated for travel and research grants.
5. New provision: Part-time faculty shall receive \$300 in compensation if any class they have scheduled to teach is cancelled within seven work days of the start of classes.
6. The minimum distribution for research reassigned time shall increase by 20% during the life of the contract, from the current 246 FLCs per semester to 295 FLCs per semester system-wide. The precise allocation by campus is yet to be confirmed.
7. New provision: There shall be a pool of 415 FLCs of reassigned time per semester system-wide to be distributed on a competitive basis for the purposes of curriculum development, faculty development, and what management calls instructional enhancement. The precise allocation by campus is yet to be determined. *Comment:* Management already grants at least this much reassigned time to directors of programs, chairs of particular committees, assessment functions, and similar activities at its discretion. However, this provision mandates the minimum reassigned time for such activities. Management will still be able to assign additional FLCs above the 415 minimum at its discretion.

8. The number of sabbatic leaves thought “appropriate” among the four universities shall be increased by 10%, that is, from the current 64 to 70. (See Art. 13.7.) *Comment:* This is not a contractual minimum nor are there specific allocations by campus. It has generally been the practice that the number of sabbaticals thought appropriate have been granted in proportion to the number of full-time faculty on each campus, but management is not constrained by this figure.

9. New provision: A member who adopts a child is eligible for two weeks of paid leave, chargeable against sick leave. If both adoptive parents are members, only two weeks total leave will be granted. If a member has not accumulated the required number of sick leave days, unpaid leave will be granted pursuant to Article 13.4.

10. New provision: The Board of Trustees shall have the right to establish endowed chairs at any of the campuses at salaries not to exceed 15% of the maximum in rank. The details of this new distinction have yet to be worked out.

11. Both sides recognize the need for new provisions regarding distance education, but there is no agreement yet on specifics. The details will be worked out by a special standing distance education committee, composed of equal numbers of representatives from management and AAUP.

12. Similarly, there is agreement that revisions have to be made to the timetable for evaluating coaches to make it coincide with the calendar for individual sports. Details for the creation of a new rank of Assistant Coach will also be discussed.

Formal contract language on all these issues will be discussed at the next negotiating session, scheduled for January 5. The proposed contract becomes official when both sides agree on the wording of all provisions. That could come as early as January 5 or at a subsequent meeting. The proposed CSU-AAUP Collective Bargaining Agreement is then brought to the CSU-AAUP Council for discussion and a recommendation to the membership. Ratification votes on each campus will follow soon after, but no earlier than the start of the spring semester. Ratification requires approval by a majority of those bargaining unit members voting. The Board of Trustees will also vote on the proposed agreement.

The Office of Policy and Management (OPM) is expected to review the contract before it is sent to the state legislature, primarily to assess its impact on the state budget. The General Assembly may approve the agreement as a whole by a majority vote of each house or may reject the agreement as a whole by a majority vote of either house [Sec. 5-278 CGS]. If rejected, the matter is returned to the parties for further bargaining. The agreement shall be deemed approved if the General Assembly fails to vote to approve or reject the agreement within thirty days after such filing.