Welcome back for a new academic year, and welcome especially to all our newly-appointed faculty colleagues. As classes resumed at UConn and other universities across the country, our nation paused to celebrate Labor Day, a holiday widely known as the unofficial end of summer. For faculty members, the long weekend presents a chance to wrap up summer projects or perhaps just relax and recharge before the long march to Thanksgiving break. For me, however, the holiday meant that it was time to write my long-procrastinated, first-ever newsletter column as a union President. This reminded me of Labor Day’s official purpose, that being to commemorate the American labor movement and the contributions of workers to this great society of ours.

By and large, we professors have never thought of ourselves as “labor”. We are members of the “learned professions”, measuring ourselves by our contributions to human knowledge and the education of a new generation. Nor do we see the university as just another employer, but as an ongoing intellectual mission in which we are all deeply invested; we aren’t simply employees – we’re the faculty. And though many of us resonate to traditional union values – solidarity, workplace democracy, economic fairness – as academic professionals, we’re apt to prize intellectual independence and individual merit most of all.

While academics and labor unions may thus seem strange bedfellows, faculty unionism is on the rise. According to data from the Center for the Study of Collective Bargaining in Higher Education and the Professions (Hunter College), approximately 390,000 faculty members were in collective bargaining units as of 2012, a 14% increase over 2006. Since 2012, the pace of organizing has even accelerated, especially among contingent faculty at private colleges. One reason for this recent growth, of course, is that academic organizing got a late start. Although the first faculty unions were founded in the 1910s, they were not involved in collective bargaining until the 1960s, and the ball didn’t really get rolling until more public employees gained bargaining rights in the 1970s.

A bigger reason academic unions are thriving, I suspect, is the corporatization of American universities. As universities came to be run more as big businesses, administrators came increasingly to
see faculty members as employees to be efficiently managed, with predictable results: academic freedom, tenure, faculty governance, and faculty compensation have all gradually eroded. Small wonder, then, that faculty members have increasingly turned to unions – the traditional adversaries of big business – to resist these trends.

But the main reason academic unions continue to grow is the familiar point that people are stronger when they stand together than when they must stand alone. Standing together, unionized faculties have proven singularly effective in defending academic freedom, tenure, professional standards, and compensation. While nonunion faculty bodies can and do weigh in on these issues, they have little power to force administrations to take heed – unless they are backed by a union with the power to bargain over compensation and working conditions. The union’s role isn’t to replace other consultative structures but to supplement and strengthen them.

In Connecticut, after public employees gained the right to bargain collectively in 1975, the UConn faculty voted to be represented by the local chapter of AAUP. Ever since, our chapter has strived to secure higher salaries, better working conditions, and more protections for our members, while at the same time promoting academic excellence and state funding for the university. That work, never easy, has lately become considerably more challenging due to the state’s economic weakness and mounting fiscal problems. Last year, with state government yet again facing burgeoning deficits, Governor Malloy asked state employee unions once more to lead the way with negotiated concessions. The good news is that union members again rose to the occasion, helping the state avoid a massive wave of cuts and layoffs that would have had devastating effects on higher ed. We were also able to extend the benefits contract through 2027 and secure a new collective bargaining agreement guaranteeing significant raises in coming years. The bad news is that we must wait another two years for contractual salary increases, and we must deal once again with the insult of furlough days. Though far from ideal, our members evidently recognized that these agreements were far better than the alternative, voting overwhelmingly to ratify. (For details, please see “Negotiations Wrap-up” below.)

Looking ahead, our AAUP chapter has its work cut out for it. We have a new contract to implement and enforce, a fledgling Representatives Assembly to build, and new political realities to confront. More than two months into the biennium and the state still does not have a budget, but it does have looming battles over collective bargaining and higher education. Our members, meanwhile, face problems ranging from administrative overreach to outright threats from political extremists.

As it has for 40 years, UConn-AAUP must take the lead in advancing faculty rights and higher education in Connecticut. But we can only succeed with the support of our members, which is why this year as President I am making it my top priority to increase democratic participation in our union and grow our active membership (more on which in “Membership” below). For despite the differences between faculty and other unions, the bottom line is that we are still stronger when we stand together.

**Negotiations Wrap-Up & Implementation of the New Agreement**

*Michael Bailey, UConn-AAUP Executive Director, Chief Negotiator*

After nearly two years of negotiating, an agreement was reached with the UConn administration in late July 2017 for a new 4-year contract. It was quickly brought to the membership who overwhelmingly ratified the agreement. At the same time, members also ratified the SEBAC (State Employee Bargaining Agent Coalition) agreement, which extended health and pension benefits until 2027. Copies of both agreements are available on the UConn-AAUP website. As in the past, we will be printing a small booklet for easy reference.
Both agreements were sent to the legislature for approval, and after several days of posturing and a tie-breaking vote by Lieutenant Governor Wyman in the Senate, the agreements became official documents.

Implementation of the new terms of the agreements may take some time as the Comptroller’s Office is responsible for providing forms and documents for some of the choices available to you. For example:

- Tier 4 for new employees is not set up yet;
- Employees are able to take a “loan” from the 3% retiree health insurance payment to offset the 2% increase in the SERS pension contribution. A form to apply for the loan will be available from the Comptroller’s Office within the month of September.

I encourage you to read your contract and seek answers to questions you may have. UConn-AAUP will be enforcing the changes that we negotiated into the contract and the administration will be enforcing the changes they negotiated.

**Highlights in Collective Bargaining Agreement**

**Professional Development Funds**

Each year of the contract, UConn-AAUP partners with the Office of the Vice President for Research to provide funds for professional development. The OVPR provides funds for “active participation” in domestic or international meetings of professional societies, whereas UConn-AAUP provides funds without the requirement of “active participation”. There are other requirements of the funds that should be investigated by visiting the OVPR website.

UConn-AAUP negotiates the total amount that will be provided to members, and the amounts for the 4 years of the contract start at $760,000 and grow to $910,000 in the 4th year.

Changes to the distribution of the fund include access of up to $2,000 annually for each eligible full-time member for academic-related expenses (airfare, lodging, conference registration fees, per diems, etc.). There was also an agreement reached whereby 30% of the funds each year will be set-aside for members of the bargaining unit whose terminal degrees were earned within the past 7 years. Any of these junior faculty funds that have not been expended by February 1st shall be reverted to the general Professional Development Fund.

Please apply early, as funds will be allocated early. Visit the OVPR website for an application to the funds.

**Child Care**

A pool of $160,000 is established each year of the contract to reimburse bargaining unit members for childcare expenses incurred at licensed day care facilities. Please watch for an announcement from UConn-AAUP for access to the pool.

**Promotional In Rank**

The negotiating team was able to address several issue with promotion in rank in the recent negotiations. First, a substantial increase to the amounts awarded for promotions was achieved. (See the chart below) Second, the University shall allocate $50,000 annually for promotional increases with the balance of the increases funded from the merit pool. Third, in years where there is no merit, promotional increases will nevertheless be paid, meaning the University will fund the entire cost of promotions for the year. And finally, faculty that were promoted prior to this new agreement and dollar amount, may apply to the Provost Fund for an equity adjustment.

- Promotional Increases
<table>
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<th>Rank</th>
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<tr>
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**SEBAC Agreement Information**

**ARP Pension Change:**
To achieve employer savings for the Alternative Retirement Plan (ARP), the negotiated plan is to reduce the employer contribution from 8.0% to 7.25% on 7/1/17 and another .25% reduction to 7.0% on 7/1/19.

The original ARP plan was to automatically increase the employee contribution by the same .75% and .25% to offset the reduced employer contribution. Employees were to have been given the option to “opt-out” of this increased contribution if they choose. After review by the law firm of Shipman and Goodwin, it was decided that this was probably not going to pass IRS scrutiny. **Therefore, an agreement was reached to remove the automatic employee increase and make it an “opt-in” option for employees to increase their own contributions, if they so choose.**

**Furlough Days:**
Although furlough days were negotiated with the Governor’s Office as a way to reach the $1.5B in concessions, implementation of the days was to be negotiated with individual agencies. In 2009, there were no such negotiations and the UConn administration determined which days were going to account for the furlough days.

During this round of negotiations, your negotiating team intended to give faculty as much flexibility as possible in determining which days would count. The language in the contract is clear:

“Employees may schedule their furlough days as they choose, before June 30, 2018, balancing competing responsibilities of teaching, service, and research, subject to the approval of their supervisors in accordance with University business needs and staffing requirements.”

There is some reference from Labor Relations that faculty should not be cancelling classes without a “compelling reason”. Although this may weigh in on a department head’s decision to approve the requested dates, it was not part of the language discussed at the table. Some faculty have already had their furlough days approved, and in fact, have taken those days. Please inform your department head of your intentions with accounting for these days at your convenience.

Please note that adjunct faculty are not required to take furlough days.

**Health Care Preservation and Enhancement of Current Plans:**
As soon as administratively feasible, there will be changes to the current health plans to save money and improve health for active employees and future retirees (not current retirees) after October 2, 2017.” To avoid any of these changes during your retirement, you must retire prior to October 2, 2017. Those changes are the following:

a. Implement the CVS/Caremark standard formulary. The member’s doctor is final appeal step if the doctor certifies the non-formulary drug is medically necessary.

b. Non-HEP drugs co-pays shall go to $5/10/25/40. First two tiers are clinically equivalent generics, with the first to incent choosing lower priced generics. The next two tiers are preferred and non-preferred brand names. The co-pays for drugs prescribed to treat conditions under the HEP Chronic Disease Program shall not be affected by this change.
There shall be no change to current physician waiver process.

c. The co-pay for unnecessary emergency room visits increased to $250; current waiver rules shall apply.

d. The Plan’s Physical and Occupational Therapy ("PT/OT") medical necessity standard shall be implemented consistently through a utilization management program.

e. Adopt a Design structure that encourages treatment choice of high quality, high value providers by:
   - Vendor recommended ranking of primary care doctors and specialists to reduce co-pays for high value providers. Current co-pays remain for all other providers.
   - "Smart shopper" provides rebates for numerous procedures based on quality and safety standards and cost of provider. Non smart-shopper providers remain at current cost.
   - "Site of service" continues 100% coverage for all labs, diagnostic, and high cost imaging, for preferred in network labs; institutes higher co-share for non-preferred and non-network labs. Statewide coverage is required for preferred labs.

More information on the SEBAC Agreement changes to health and pension benefits can be found on the UConn-AAUP website.

**Membership, Membership, Membership**

*Christopher Henderson, UConn-AAUP Internal Organizer*

It is very likely that you are not a member of the UConn-AAUP. A common misunderstanding is that just because you see an amount deducted from your bi-weekly paycheck, you are therefore an “active” member of the Chapter. If you are not an “active” member, the UConn-AAUP represents you but you do not have a vote on internal union matters such as the election of officers, By-Law changes, or the Chapter budget. Additionally, you are unable to serve on any UConn-AAUP committee and unable to vote at Chapter membership meetings.

In order to become an active member and have a say on how your dues are spent, you must opt-in by signing a membership application.

**So what’s the incentive for becoming a member?**

- The number of faculty members who are “active” members is a sign of Chapter strength. It is well understood that the Administration looks at the membership numbers as an indicator of how serious they take the UConn-AAUP. If you want to have an impact on the outcomes of bargaining and grievance handling but lack the time to get heavily involved in this Chapter, signing a membership card is the simplest and most effective way to improve representational outcomes.
- There is no additional cost to opting-in. The amount deducted from you paycheck remains the same.

**How do I know if I am an “active” member?**

- Over the next couple of months, your Chapter department representatives will be given a roster of members & non-members in their department. The first step is to ask them.
- If you don’t have a department representative, this may be a good time to consider becoming one, but you can also contact UConn-AAUP office to find out.
- The Chapter will provide many opportunities in the next few months to encourage you to become a member as we embark on a university-wide membership drive.

**How Do I Join?**


• Fill out a green membership application and turn the application into a UConn-AAUP Representative. Department/Unit Representatives may have membership applications in their office for members to fill out. Otherwise contact Internal Organizer, Chris Henderson at chenderson@uconnaaup.org
• Complete the application online at http://www.uconnaaup.org/member-info/national-application/

More information on membership and a special issue focusing on membership will be forthcoming.

Know Your New UConn-AAUP Contract
David Amdur, UConn-AAUP Associate Director

Please note this is the first in a series of “quick hits” on new contract language. Please read the contract and contact the UConn-AAUP at 860-487-0450 with questions.

Article 13: Members of the Unit Not in a Tenure Track

Despite many efforts by the Administration during the two and a half year of contract negotiations, including up to the last days, the just cause language for the non-renewal of a multi-year appointment (Art 13.7) remains intact.

Article 13 now covers all UConn-AAUP members with the titles “Clinical” and “Facilities Scientist” (Art. 13.1). This means after one (1) year of probationary service and receiving five (5) one-year appointments Clinical Faculty and Facilities Scientists are now eligible to receive a multi-year appointment of between 3 and 5 years. All subsequent appointments must be multi-year. If a Clinical Faculty member or Facilities Scientist with a multi-year appointment is not renewed then the union can file a grievance that could go to arbitration and the University Administration will have to provide just cause for its action (Art.13.2).

There is new language (Art. 13.2) on the notice the University Administration has to provide bargaining unit members who are not renewed:
• Probationary employees (1st year): fourteen (14) calendar days notice;
• After one (1) year of non- probationary employment: sixty (60) calendar days notice;
• After continuous non-probationary employment of three (3) or more years: one hundred twenty (120) calendar days’ notice;
• After receiving a multi-year contact: three hundred (300) calendar days’ notice.

There is new language (Art. 13.5) on the notice the University Administration has to provide bargaining unit members who are terminated because of a non-continuation of their program or bona fide fiscal constraints claimed by the University Administration. Members are entitled to the notice of termination or salary and benefits for which they are entitled:
• Probationary employees shall receive thirty (30) calendar days’ notice;
• After one (1) year of non-probationary employment: ninety (90) calendar days’ notice
• After continuous non-probationary employment of between two (2) and five (5) years: one hundred and eighty (180) calendar days’ notice;
• After receiving a multi-year contract: three hundred (300) calendar days’ notice

Academic Assistants and Facilities Scientists will now receive 15 days of sick leave for bona fide personal illness per year on the date of their appointment and each anniversary date thereafter. (Art. 13.6)
If Contacted by Office of Institutional Equity/Office of Audit, Compliance and Ethics, Talk to the UConn-AAUP First

The Office of Institutional Equity (OIE) is responsible for ensuring compliance with the University's non-discrimination and anti-harassment policies and investigates complaints of non-compliance. The Office of Audit, Compliance and Ethics (OACE) investigates the effectiveness of the University’s financial accountability systems and operational performance, identifies compliance risks and how to manage those risks, and monitor compliance of the University’s Ethic’s policy and Code of Conduct.

Bargaining unit members may be contacted by investigators from either of these offices and may be asked to meet and be interviewed for various reasons. Members are usually told that they may have union representation accompany them to these interviews. UConn-AAUP encourages any member who has been contacted by either office to consult with UConn-AAUP staff prior to meeting with the OIE or OACE investigators. If an OIE or OACE investigator contacts you, it would be best to keep your conversation to a minimum.

Mark Your Calendars

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<thead>
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<th>UConn-AAUP Membership Meeting/Luncheon</th>
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<tr>
<td><strong>When:</strong> Wednesday, October 25, 2017</td>
</tr>
<tr>
<td><strong>Time:</strong> 12:00pm</td>
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<th>UConn-AAUP Childcare Reimbursement</th>
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<tr>
<td><strong>Deadline to Submit for Reimbursement:</strong> November 10, 2017</td>
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