

**MEMORANDUM OF AGREEMENT
CSU-AAUP AND CSUS-BOT**

Subject to CSUS Board of Trustees and AAUP Membership Ratification

Except as modified herein, the Collective Bargaining Agreement between the Connecticut State University American Association of University Professors and the Board of Trustees for the Connecticut State University System effective August 25, 2007 through August 25, 2011, will continue in full force and effect.

This agreement is made and entered into this **16th** day of **April 2009**, by and between the Connecticut State University American Association of University Professors, Inc. (AAUP), an employee association within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for the Connecticut State University System (EMPLOYER), an employer within the meaning of said statutory sections. This agreement is a result of the joint efforts of the parties to respond to the fiscal conditions of the State of Connecticut and is made pursuant to discussions held between the State of Connecticut and the State Employees Bargaining Coalition (SEBAC).

The existing Collective Bargaining Agreement shall be modified as follows:

1. Article 25.1: The term of the Agreement is extended to August 23, 2012.
2. Article 12
 - (A) 2009-2010 academic year: There shall be no adjustments in salary or special funds, with the exception of adjustments due to promotions.
 - (B) 2010-2011 academic year: The salary and special fund adjustments originally scheduled to go into effect for the 2009-2010 academic year will be implemented.
 - (C) 2011-2012 academic year: The salary and special fund adjustments originally scheduled to go into effect for the 2010-2011 academic year will be implemented.

3. Job Security

Between the date of this Agreement and June 30, 2011, there will be no loss of employment, including loss of employment due to programmatic changes, subject to the following conditions:

- Applicable only to those hired prior to July 1, 2009;

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- Applicable only through June 30, 2011;
 - Protection from loss of employment is for permanent employees and does not apply to:
 - Employees in the initial working test period;
 - Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
 - Expiration of a temporary, durational, or special appointment;
 - 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;
 - Termination of grant or other outside funding specified for a particular position; and,
 - Part-time employee who are not eligible for health insurance benefits.
4. The parties agree that there shall be mandatory furloughs for all members of the bargaining unit that will take place prior to June 1, 2009 (1 day), June 1, 2010 (3 days), and June 1, 2011 (3 days). The value of a furlough day shall be one-tenth of the biweekly pay for a faculty member on a 26-pay schedule. The furloughs shall be processed as follows:
- The furlough day for teaching faculty, counselors, and coaches shall be May 15, 2009 for FY09. The furlough day for library faculty shall be May 26, 2009 for FY09. The pay check for the pay period that includes May 15, 2009 or May 26, 2009 respectively shall be reduced by one-tenth to accommodate the day (daily rate of pay). In exchange for the reduction in pay, teaching, counseling, and coaching faculty are not required to work on May 15, 2009. Library faculty are not required to work on May 26, 2009.
 - The furlough days for teaching, counseling, and coaching faculty in FY10 and FY11 shall be a reading day at the end of the Fall 2009 and 2010 semesters respectively; a reading day at the end of the Spring 2010 and 2011 semesters respectively; and one floating day without pay in the 2009-10 and 2010-11 academic years respectively. The specific reading days for each of the four impacted semesters will be determined upon release of the academic calendar for 2009-10 and 2010-11 respectively

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and communicated to AAUP under separate cover. The furlough days for library faculty for FY10 and FY11 shall be December 24, 2009, June 1, 2010, December 27, 2010, May 31, 2011, and a floating day in both FY 10 and FY11. The floating day may be utilized similar to the use of a sick or personal leave day during either the Fall or Spring semester of the applicable academic year. The floating day may not be taken on a day when the member has classes or regular office hours. If a member fails to take the floating furlough day, he/she may not seek nor receive payment for such day.

- For the furlough days in FY10 and FY11, the Employer will calculate the value of three (3) days each year at the start of said year based on the daily rate of pay for each member as noted above. The Employer will reduce each biweekly pay check throughout the fiscal year for the members by a pro-rata share of the total value of the three (3) furlough days that fall within said fiscal year.

5. This agreement is subject to approval of the Legislature pursuant to Connecticut General Statutes Section 5-278.

In witness whereof, the parties have affixed their signature as duly authorized collective bargaining agents.

For CSUS Board of Trustees:

For CSU AAUP:
