

The Union Rag

AAUP American Association of University Professors
Eastern Connecticut State University



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Have a question about our
collective bargaining agreement?
Contact **Contract Administrator Niti Pandey**
pandeyn@easternct.edu or 860-465-5048

Have a question about a *grievance*?
Contact **Grievance Officer Darrell Koza**
kozad@easternct.edu or 860-465-5346



President's Corner

by Luis Cordón

Hello, everyone.

I'm back from my medical leave and feeling stronger than ever, so thanks to my colleagues for the many cards, visits, meals, etc., and a special thanks to my vice president, Darrell Koza, and the rest of the executive council for quite ably running things in my absence. It's been a busy semester, as I have fielded many phone calls and attended many meetings, in the service of interpreting the contract and defending the rights of my fellow bargaining unit members. I can't talk about much of it, but know that there has been a lot of work going on behind the scenes. I find that I've actually missed it, so I'm very glad to be back. Contract negotiations are continuing, with some actual progress being made. Keep an eye out for the next Table Talk for details.



End-of-Semester Gathering

Join us for our end-of-semester gathering on Tuesday, December 13 from 4:30 – 6:30 PM at 750 Main in downtown Willimantic!



Labor Law and Labor Arbitration Conference

Niti Pandey

I attended a day-long labor law and arbitration conference organized by the Labor Arbitration Institute on October 14 in Boston. The aim of the conference was to disseminate the latest developments in the field to a broad audience. There were two types of sessions – legal update sessions, in which the latest changes in labor law and labor issues were presented, and arbitration panels, in which five experienced arbitrators listened to examples of arbitration cases (provided in a workbook to all conference attendees) and gave their rulings (management or union) as well as explanations for why they decided what they did. This was an invaluable experience – a window into the mind of labor arbitrators!



The information sessions covered the following topics – a) Grievants, Supervisors, and Other Witnesses: in this session arbitrator Walt De Treux gave tips on how to collect evidence in preparation for a grievance; b) Due Process – in this session arbitrator Roberta Golick discussed the doctrine of due process, including such issues such as fair investigations, disparate treatment, and evidence acquired after a disciplinary/discharge letter has been issued; c) Marijuana and Drug Testing – in this session arbitrator Joan Dolan discussed the distinction between state and federal marijuana use laws and the new and untested grievances arising from drug testing and disciplinary/discharge cases involving marijuana use; d) Contract Interpretation and Past Practice – in this session arbitrator Howard Edelman discussed the principles of contract interpretation, specifically focusing on the issue of past practice; and e) FMLA – in this session famous arbitrator George Roumell discussed recent court decisions and arbitration awards in FMLA cases and the issues that are considered settled by courts.

The panel sessions covered the following topics: a) Evidentiary Issues; b) Discipline and Discharge Cases from 2016; and c) Contract Interpretation Cases. These sessions provided a glimpse into what arbitrators focus on when hearing cases, and consequently how labor advocates should prepare in order to best present grievances. The decisions taken by the five-member panel were almost never unanimous across the several cases discussed, thus illustrating that arbitrators have significant sway over grievance outcomes. A big takeaway from this conference was that unions need to do careful due diligence when representing their members in grievances. This was by far the most valuable labor conference I have attended. The Labor Arbitration Institute holds these annually in several cities around the country for members interested in learning more about these extremely practical issues.



Statement of Solidarity at Eastern Connecticut State University¹

Since last Tuesday's presidential election, there have been incidents on college campuses across the country of students being the targets of verbal and physical violence because of their race, ethnicity, religion, gender, sexual orientation, immigration status, and intersections of these identities and experiences. Eastern Connecticut State University's campus has not been immune to these moments of harm. There are members of our community, including some of the undersigned, who are deeply concerned about what the future holds, and are offering reassurance that Eastern values and protects all those in our community who are impacted. No one at Eastern Connecticut State University should have to feel such fear.

As the state's only public liberal arts university, Eastern Connecticut State University has pledged to uphold certain core values, including respect for the safety, dignity, and rights of each member of our community. We value diverse intellectual and cultural perspectives and acknowledge in the BOR/CSCU Student Code of Conduct that acts of intolerance, of hatred or violence based on race, religion, sexual orientation or expression, disability, gender, age, or ethnic background are antithetical to our fundamental principles and values. As a university community, our mission is to raise students' aspirations and cultivate engagement, inquiry, integrity and social responsibility.

We state publicly and unequivocally our support for all students, faculty, and staff who feel vulnerable in light of Tuesday's election results. This includes, but is not limited to: Black, Native American, Latin, Asian, and all people of color, Muslims, Jews, those of minority reli-

¹ With thanks to St. Norbert College, and other colleges and universities around the country, whose statements of solidarity served as models for this one.



gious traditions as well as the non-religious, LGBTQ+ individuals, women and all gender minorities-- especially survivors of sexual harassment and assault, those with disabilities or who are neurodiverse, immigrants--documented or not--and people from poor and working class backgrounds, among other impacted communities.

We, the undersigned, include individuals in one or more of the intersecting communities mentioned above who viscerally feel the fear of our current socio-political and economic context. Among us there are also empathetic allies who stand in solidarity with all those impacted in our community, and commit to leveraging our privileges and access to resources in the service of the most marginalized and oppressed.

We offer our offices and classrooms as safe spaces for you to learn, work, and give voice to your thoughts and concerns. We pledge to stand by you in the face of hateful, racist, sexist, homophobic, transphobic, xenophobic, and nationalist rhetoric. We promise to be your advocates and protectors on this campus. Please let us know what might be done to support you. We commit to working every day to make Eastern Connecticut State University a place which always strives to more fully practice the ideals of pluralism, mutual respect, and civility.

Signed,

Cara Bergstrom-Lynch, Sociology
 Maureen McDonnell, English & Women's and Gender Studies
 Elizabeth Cowles, Biology
 Elena Tapia, English
 Rita Malenczyk, English, Writing Program and Writing Center
 Catherine Carlson, Environmental Earth Science
 Nicole Krassas, Political Science
 Kathryn D'Antonio, English & Women's and Gender Studies
 Kim Dugan, Sociology
 Theresa Bouley, Education
 Kristen Morgan, Theatre & New Media Studies
 James Diller, Psychology

Jennifer Leszczynski, Psychology
 Melissa-Sue John, Psychology
 Alita Cousins, Psychology
 Mary Lorena Kenny, Anthropology
 Luis A. Cordón, Psychology
 Wendi Everton, Psychology
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 Joan Meznar, History
 Sarah Baires, Anthropology
 Stefan Kamola, History
 Hunter Parker, Performing Arts
 Barbara Little Liu, English & Liberal Studies
 Hope-Marie Cook, Library
 Darcy Bruce, Performing Arts
 Kristalyn Salters-Pedneault, Psychology
 Jian Lin, Computer Science
 Lisa Rowe Fraustino, English
 Caitlin Carenen, History
 Scott Moore, History
 Miriam Chirico, English
 Martin Mendoza-Botelho, Political Science
 Terri Toles Patkin, Communication
 Britt C.L. Rothauser, English and Office of Continuing Studies & Enhanced Learning
 Melanie Keyes, Psychology
 Joanne Cordón, English & Women's and Gender Studies
 Courtney Broschious, Political Science
 Pamela Chiang, Social Work
 Mark Gerard McKee, Adjunct Professor of Art, Dept. of Art and Art History
 June Dunn, Office of Continuing Studies & Enhanced Learning
 Karl A. Stocker, Philosophy
 Reginald Flood, English
 Anna Kirchmann, History
 Madeleine Fugere, Psychology
 Daniel Donaghy, English
 Michele Bacholle-Boskovic, World Languages and Cultures
 Karen Bartone, Visual Art
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 Janice Wilson, Library
 Mitzi Horowitz, Sociology
 Erica E. Watson, Biology



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 Mary Curran, Geography
 Bradley Davis, History
 Vijaykumar Veerappan, Biology
 Theresa A. Severance, Sociology and Criminology
 Kenneth McNeil, English
 Nanette Tummers, Kinesiology and Physical Education
 Mary Lou Smith, Adjunct, Environmental Earth Science
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 Dennis Breslin, Sociology
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 Brendan Cunningham, Economics
 Dickson Cunningham, Environmental Earth Sciences
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 Terry Lennox, Digital Art & Design
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 Jordan Youngblood, English
 David Pellegrini, Performing Arts & First Year Program
 Marcello Kilani, Philosophy
 David Cox, Physical Sciences
 Okon Hwang, Music/Performing Arts
 Dennis Canterbury, Sociology
 James Todd, Philosophy
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 Benjamin Pauley, English
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 Kin Chan, World Languages & Cultures
 Darren Robert, Kinesiology & Physical Education
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 Teresa Balough, Performing Arts

Want to write for the *Union Rag*?
 Email [Lyndsey Lanagan-Leitzel](mailto:lyndsey.lanagan-leitzel@ecsu.edu)
 (Editor)

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ECSU-AAUP Staff

Please direct questions to Secretary

ECSU-AAUP Office

Science Building 165

83 Windham Street

Willimantic, CT 06226

Phone: 860-465-5153

E-mail: *Direct questions to Secretary*

Web: <http://www.ecsuaaup.org>