



STATE OF CONNECTICUT
BOARD OF TRUSTEES
FOR THE STATE COLLEGES

P. O. Box 2008 NEW BRITAIN, CONNECTICUT 06050
TEL. NEW BRITAIN: 203-229-1607 TEL. HARTFORD: 203-566-7373

RESOLUTION

concerning


DESIGNATION OF MANAGEMENT PERSONNEL
FOR THE PURPOSES OF UNIT DETERMINATION
IN
COLLECTIVE BARGAINING

November 7, 1975

WHEREAS, The Board of Trustees for the Connecticut State Colleges in the management of the four Connecticut State Colleges, is entirely dependent upon the Executive staff and confidential employees of the four State Colleges inclusive of the President, the Deans, the Associate Deans, Administrative Division Directors, Academic Division Directors, Administrative Department Heads, Academic Department Chairmen and certain other employees who direct, evaluate or perform other supervisory functions, therefore be it

RESOLVED, That the Board of Trustees authorizes the Chairman of the Collective Bargaining Committee and the Executive Secretary to use the concept in unit determination that management in the State College system is inclusive of all personnel assigned to the administrative unit in the Board's Central Office and the following classes of campus personnel: Executive officers; Administrator I, II, III, IV, and V; Instructional faculty serving as Chairmen of Academic Departments or Directors of Instructional Divisions; confidential employees and any and all other individual employees who direct, evaluate or perform other supervisory functions and who may be designated as a supervisory employee for purposes of unit determination.

A Certified True Copy:


James A. Frost
Executive Secretary



STATE OF CONNECTICUT

LABOR DEPARTMENT

200 FOLLY BROOK BOULEVARD

WETHERSFIELD, CONNECTICUT 06109

Original copy 22
AAUP

BOARD OF LABOR RELATIONS

566-4398

May 25, 1976

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MAY 26 1976

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

Dr. Clinton Ritchie, Executive Officer
Board of Trustees for State Colleges
Box 2008
New Britain, Connecticut 06050

Re: Cases Nos. SE-3271; SE-3272; SE-3334;
Motions to Intervene

Dear Sir:

Enclosed is the Decision and Certification of Representative in the above-mentioned cases rendered by the Connecticut State Board of Labor Relations.

With the issuance of this document, we are marking the cases closed on our records.

Very truly yours,

CONNECTICUT STATE BOARD OF LABOR RELATIONS

John W. Kingston, Agent
msk
Enc.

cc: Edward Bograd, Esq.
Sandra Biloan, Deputy Comm.
David Newton, AAUP
Steven Ney, Esq.
CSEA
Michael Sucoll, Esq.
Timothy O'Keefe, CSFT, AFT
Robert Jensen, CSFT, AFT
Thomas Mondani, CEA
Ron Erickson, CEA

STATE OF CONNECTICUT
LABOR DEPARTMENT

CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN the matter of :
BOARD OF TRUSTEES FOR STATE COLLEGES :
- and - :
THE CONNECTICUT STATE COLLEGE AMERICAN : Case No. SE-3271
ASSOCIATION OF UNIVERSITY PROFESSORS :
- and - :
STATE COLLEGE COUNCIL CONNECTICUT :
STATE FEDERATION OF TEACHERS, AMERICAN : Case No. SE-3272
FEDERATION OF TEACHERS, AFL-CIO :
- and - :
CONNECTICUT STATE EMPLOYEES ASSOCIATION : Motions to Intervene
- and - :
STATE COLLEGE FACULTY COUNCIL :
CONNECTICUT EDUCATION NATIONAL : Case No. SE-3334
EDUCATION ASSOCIATION :
A P P E A R A N C E S : Decision No. 1399
Issued: May 25, 1976

Dr. Clinton Ritchie, Executive Officer,
Edward Bograd, Esq.,
for the State Employer

David C. Newton,
for the A.A.U.P.

Robert Jensen,
for the CSFT, AFT, AFL-CIO

Michael Succoll, Esq.,
for C.S.E.A.

Ronald A. Erickson,
for CEA/NEA

DECISION
and
CERTIFICATION OF REPRESENTATIVE

On October 3, 1975, The Connecticut State College American Association of University Professors, hereinafter called the Petitioner, filed with the Connecticut State Board of Labor Relations, hereinafter called the Board, a notification and petition concerning the representation of Teaching Faculty (at least half time), librarians, counsellors, nurses that teach from time to time, and department chairpersons, employed by the Board of Trustees for State Colleges, hereinafter called the State Employer. The notification and petition requested the Board to investigate any issues or allegations and certify to the parties the name of the representative that has been designated or selected by said employees for collective bargaining purposes, pursuant to Section 5(a)(1) of the Collective Bargaining Act for State Employees, hereinafter called the Act.

Subsequently, the State College Council Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO; Connecticut State Employees Association; and the State College Faculty Council, Connecticut Education, National Education Association, filed as intervenors requesting a unit substantially the same as or overlapping the unit requested by the Petitioner.

On December 9, 1975, the Board Agent informed the Board of Trustees for the State Colleges that each of the above-named organizations had established a sufficient showing of interest to be included as a party.

On January 13, 1976, a conference was held at Central Connecticut State College in New Britain, as a consequence of which the parties executed a written agreement providing in part, that

The following group of employees constitute a unit appropriate for the purposes of collective bargaining:

- (A) All instructional faculty including Department Chairpersons and Academic Division Directors, excluding all other employees.
- (B) There will be a separate secret ballot election to determine, by a majority of those voting, whether Librarians, as a group, and Counselors, as a group, desire to be included in either the instructional faculty bargaining unit or the administrative non-instructional faculty unit; which election is to be held on Thursday, February 5, 1976, and Friday, February 6, 1976, from 1:30 p.m. until 2:30 p.m. and from 4:00 p.m. until 5:00 p.m. in the Library at each College. The certification of the units described will be amended to reflect the electoral results described above. not done

The employees within the described unit who were in the employ of the State Employer on November 13, 1975, and who are employees at the time of the election, shall be eligible to vote in the election hereinafter agreed upon.

An election by secret ballot be conducted under the supervision of the Board among the eligible employees on Monday, February 23, 1976 and Tuesday, February 24, 1976, from 9:00 a.m. until 4:00 p.m.; and

If a majority of the eligible persons voting in said elections shall indicate their desire to be represented by any one of the employee organizations for the purposes of collective bargaining the Board may certify that such employee organization has been duly designated by the majority of the employees within the said unit as their representative for the purposes of collective bargaining, and is the exclusive representative of all of the employees in the said unit.

In accordance with paragraph (B) of the Agreement for Consent Election, a preliminary election was conducted at the four State Colleges and a majority of the Librarians and Counselors, voting as separate groups, voted to be included in the instructional faculty unit.

Also in accordance with the Agreement for Consent Election, an election was held on February 23 and 24, 1976, at the four State Colleges. The result of the election was as follows:

Number of Ballots Cast	1054
Number of Votes IN FAVOR of	
The Connecticut State College American Association of University Professors	368
State College Council, Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO.	495
Connecticut State Employees Association	134
State College Faculty Council, Connecticut Education National Education Association	27
No Union	15
Number of Void Ballots	1
Number of Challenged Votes	14

The tally of ballots indicated that none of the employee organizations received a majority of the valid ballots cast in the election. Pursuant to Section 5(a)(3) of the State Employee Relations Act, a run-off election by secret ballot was conducted at the four State Colleges between the Connecticut State College American Association of University Professors and State College Council, Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO, on March 15, 16, and 22, 1976. The result of the election was as follows:

Number of Ballots Cast	1099
Number of Votes IN FAVOR of	
The Connecticut State College American Association of University Professors	567
State College Council, Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO	500
Number of Blank Ballots	1
Number of Void Ballots	9
Number of Challenged Votes	22

Copies of Report Upon Secret Ballot were served on all of the parties at the close of the election. No exceptions to the report have been filed with the Board.

Inasmuch as the challenged ballots do not affect the majority designation of the Petitioner, no determination will be made with respect to them.

Since the parties have agreed that the unit is appropriate, the Board's approval of the action herein is not to be taken as a precedent as to what unit it would find appropriate in the absence of such an agreement.

CERTIFICATION OF REPRESENTATIVE

By virtue of and pursuant to the power vested in the Connecticut State Board of Labor Relations by the Collective Bargaining Act for State Employees, it is hereby

CERTIFIED that the Connecticut State College American Association of University Professors has been designated as the representative for the purposes of collective bargaining by the majority of all instructional faculty including Department Chairpersons and Academic Division Directors, excluding all other employees, employed by the Board of Trustees for State Colleges, and that said Petitioner is the exclusive representative of all said employees for the purposes of collective bargaining with respect to wages, hours and other conditions of employment.

CONNECTICUT STATE BOARD OF LABOR RELATIONS

was not amended as to reflect election results of Counselors and Librarians

BY Fleming James, Jr.
Fleming James, Jr., Chairman

Patrick F. Bosse
Patrick F. Bosse

Kenneth A. Stroble
Kenneth A. Stroble

TO:

Dr. Clinton Ritchie
Executive Officer, Board of
Trustees for State Colleges
Box 2008
New Britain, Connecticut 06050

CERTIFIED (RRR)

Edward Bograd, Esq.
Holtz & Drachman
185 Devonshire Street
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Ms. Sandra Biloon,
Deputy Commissioner
Department of Personnel
State Office Building
Hartford, Connecticut

David Newton, Chairperson
State College American Association
of University Professors
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Timothy J. O'Keefe, Chairman
State College Council, CSFT, AFT
Southern Connecticut State College
New Haven, Connecticut 06515

CERTIFIED (RRR)

Robert Jensen, CSFT, AFT
630 Oakwood Avenue
West Hartford, Connecticut

Thomas P. Mondani, Executive Secretary
State College Faculty Council, CEA/NEA
21 Oak Street
Hartford, Connecticut 06106

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21 Oak Street
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LABOR DEPARTMENT
200 FOLLY BROOK BOULEVARD
WETHERSFIELD, CONNECTICUT 06109

14
AFSCME

BOARD OF LABOR RELATIONS

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MAY 26 1976

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

May 25, 1976

Dr. Clinton Ritchie, Executive Officer
Board of Trustees for State Colleges
Box 2008
New Britain, Connecticut 06050

Re: Cases Nos. SE-3354; SE-3373; SE-3272
SE-3334; Motions to Intervene

Dear Sir:

Enclosed is the Decision and Certification of Representative
in the above-mentioned cases rendered by the Connecticut State
Board of Labor Relations.

With the issuance of this document, we are marking the cases
closed on our records.

Very truly yours,

CONNECTICUT STATE BOARD OF LABOR RELATIONS

John W. Kingston, Agent
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- cc: Edward Bograd, Esq.
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- CSEA
- Michael Sucoll, Esq.
- Timothy O'Keefe, CSFT, AFT
- Robert Jensen, CSFT, AFT
- Thomas Mondani, CEA
- Ron Erickson, CEA
- Michael Ferrucci, Council 16
- Don Pogue, Council 16

STATE OF CONNECTICUT
LABOR DEPARTMENT

CONNECTICUT STATE BOARD OF LABOR RELATIONS

In the matter of

BOARD OF TRUSTEES FOR STATE COLLEGES

- and -

AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, CONNECTICUT
COUNCIL 16, AFL-CIO

Case No. SE-3354

- and -

CONNECTICUT STATE COLLEGE AMERICAN
ASSOCIATION OF UNIVERSITY PROFESSORS

Case No. SE-3373

- and -

STATE COLLEGE COUNCIL, CONNECTICUT
STATE FEDERATION OF TEACHERS, AMERICAN
FEDERATION OF TEACHERS, AFL-CIO

Case No. SE-3272

- and -

CONNECTICUT STATE EMPLOYEES ASSOCIATION

Motion to Intervene

- and -

STATE COLLEGE FACULTY COUNCIL
CONNECTICUT EDUCATION, NATIONAL
EDUCATION ASSOCIATION

Case No. SE-3334

Decision No. 1398

Issued: May 25, 1976

A P P E A R A N C E S:

Dr. Clinton Ritchie, Executive Officer,
Edward Bograd, Esq.,
for the State Employer

Donald Pogue, Esq.,
for AFSCME, Conn. Council 16, AFL-CIO

David C. Newton,
for the A.A.U.P.

Robert Jensen,
for the CSFT, AFT, AFL-CIO

Michael Succoll, Esq.,
for C.S.E.A.

Ronald A. Erickson,
for CEA/NEA

DECISION
and
CERTIFICATION OF REPRESENTATIVE

On November 18, 1975, the American Federation of State, County and Municipal Employees, Connecticut Council 15, AFL-CIO, hereinafter called the Petitioner, filed with the Connecticut State Board of Labor Relations, hereinafter called the Board, a notification and petition concerning the representation of Administrative Faculty (non-teaching professionals), including Administrators 1-5, Deans, Librarians, and Counselors, employed by the Board of Trustees for the State Colleges, hereinafter called the State Employer. The notification and petition requested the Board to

investigate any issues or allegations and certify to the parties the name of the representative that has been designated or selected by said employees for collective bargaining purposes, pursuant to Section 5(a)(1) of the Collective Bargaining Act for State Employees, hereinafter called the Act.

Subsequently, the Connecticut State College American Association of University Professors; State College Council, Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO; Connecticut State Employees Association; and State College Faculty Council, Connecticut Education, National Education Association, also filed petitions or motions to intervene requesting a unit substantially the same as or overlapping the unit requested by the Petitioner.

On December 9, 1975, the Board Agent informed the Board of Trustees for the State Colleges that each of the above-named organizations had established a sufficient showing of interest to be included as parties.

On January 13, 1976, a conference was held at Central Connecticut State College in New Britain as a consequence of which the parties executed a written agreement providing in part, that

The following group of employees constitute a unit appropriate for the purposes of collective bargaining:

(A) All administrative non-instructional faculty including Administrators 1 through 5; excluding Presidents, Vice Presidents, Deans and statutory exclusions.

(B) There will be a separate ballot election to determine, by a majority of those voting, whether Librarians, as a group, and Counselors, as a group, desire to be included in either the instructional faculty bargaining unit or the administrative non-instructional faculty unit; which election is to be held on Thursday, February 5, 1976, and Friday, February 6, 1976, from 1:30 p.m. until 2:30 p.m. and from 4:00 p.m. until 5:00 p.m. in the Library at each College. The certification of the units described will be amended to reflect the electoral results described above.

The employees within the described unit who were in the employ of the State Employer on November 19, 1975, and who are employees at the time of the election, shall be eligible to vote in the election hereinafter agreed upon.

An election by secret ballot be conducted under the supervision of the Board among the eligible employees on Monday, February 23, 1976 and Tuesday, February 24, 1976, from 9:00 a.m. until 4:00 p.m.; and

If a majority of the eligible persons voting in said elections shall indicate their desire to be represented by any one of the employee organizations for the purposes of collective bargaining the Board may certify that such employee organization has been duly designated by the majority of the employees within the said unit as their representative for the purposes of collective bargaining, and is the exclusive representative of all of the employees in the said unit.

In accordance with paragraph (B) of the Agreement for Consent Election, a preliminary election was conducted at the four State Colleges and a majority of the Librarians and Counselors, voting as separate groups, voted to be included in the instructional faculty unit.

Also in accordance with the Agreement for Consent Election, an election was held on February 23 and 24, 1976, at the four State Colleges. The result of the election was as follows:

Number of Ballots Cast	147
Number of Votes IN FAVOR of	
American Federation of State, County & Municipal Employees, Connecticut Council 16, AFL-CIO	95
Connecticut State College American Association of University Professors	11
State College Council, Connecticut State Federation of Teachers, American Federation of Teachers, AFL-CIO .	15
Connecticut State Employees Association	16
State College Council, Connecticut Education, National Education Association	5
No Union	0
Number of Challenged Votes	5

Copies of the Report Upon Secret Ballot were served on all of the parties at the close of the election. No exceptions to the report have been filed with the Board.

Inasmuch as the challenged ballots do not affect the majority designation of the Petitioner, no determination will be made with regard to them.

Since the parties have agreed that the unit is appropriate, the Board's approval of the action herein is not to be taken as a precedent as to what unit it would find appropriate in the absence of such an agreement.

CERTIFICATION OF REPRESENTATIVE

By virtue of and pursuant to the power vested in the Connecticut State Board of Labor Relations by the Collective Bargaining Act for State Employees, it is hereby

CERTIFIED that the American Federation of State County and Municipal Employees, Connecticut Council 16, AFL-CIO, has been designated as the representative for the purposes of collective bargaining by the majority of all administrative non-instructional faculty including Administrators 1 through 5; excluding Presidents, Vice Presidents, Deans and statutory exclusions, employed by the Board of Trustees for State Colleges, and that said Petitioner is the exclusive representative of all said employees for the purposes of collective bargaining with respect to wages, hours and other conditions of employment.

CONNECTICUT STATE BOARD OF LABOR RELATIONS

By Fleming James, Jr.
Fleming James, Jr., Chairman

Patrick F. Bosse
Patrick F. Bosse

Kenneth A. Stroble
Kenneth A. Stroble

TO:

Dr. Clinton Ritchie
Executive Officer, Board of
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Box 2009
New Britain, Connecticut 06050

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