

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

POLICY ON GRANTING TENURE OR CONTINUING APPOINTMENT to

PERSONNEL FUNDED BY GRANTS OR CONTRACTS

May 5, 1978

- WHEREAS, Unclassified personnel funded by grants or contracts are eligible for continuing appointment or tenure on the same basis as other unclassified personnel under the terms of collective bargaining, and
- WHEREAS, Pre-tenure or pre-continuing appointment contracts for such personnel should not extend beyond the period of clearly visible funding from such grants or contracts, with proper contract notice to individuals so employed of the precarious nature of the position; be it
- RESOLVED, That in all initial and renewal contracts covering unclassified personnel funded outside of the General Fund Budget, specific notice shall be given of the dependency of the appointment upon continuation of the funding, and
- RESOLVED, That in the sixth year of employment determination shall be made as to whether termination or a tenured or continuing appointment is appropriate, and
- RESOLVED, That departments or units in recommending personnel in "soft money" positions for tenure or continuing appointment shall be required to demonstrate their ability to use that person if the outside, "soft money," funds were to cease, and
- RESOLVED, That each College shall not carry more tenured or continuing appointment personnel funded by grants or contracts at any one time than it can reasonably expect to be able to absorb through annual turnover, in the event the source of outside funding for those individuals unexpectedly ceases.

A Certified True Copy:

James A. Frost

Executive Director

~25

AMENDMENT TO AGREEMENT BETWEEN

STATE OF CONNECTICUT

BOARD OF TRUSTEES FOR STATE COLLEGES

AND

ALLAN W. DRACHMAN, P.C. January 24, 1980

The Agreement with Allan W. Drachman, P.C. covering the period July 1, 1979 through June 30, 1980, as approved by the Board of Trustees for State Colleges in Resolution dated June 8, 1979, is amended as follows:

From: Payments are not to exceed ten thousand

dollars (\$10,000)

Payments are not to exceed eighteen thousand To:

dollars (\$18,000)

BOARD OF TRUSTEES FOR STATE COLLEGES

Date February 8, 1980

Frost, Executive Director

ALLAN W. DRACHMAN, P.C.

Date

APPROVED BY:

Allan W. Drachman

APPROVED AS TO FORM:

Secretary, Office of Policy and Management

Attorney General

APR 3

Date: APR 11980

Date:

I, Doris I. Esposito, Clerk of Allan W. Drachman, P.C., a Massachusetts corporation, do hereby certify I am the duly elected Clerk of said corporation and that the following is a true and correct copy of the corporate resolution voted at a meeting of the Board of Directors on April 17, 1977:

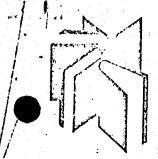
RESOLVED: That Allan W. Drachman, President of the corporation is hereby authorized to sign the Agreement with the Board of Trustees for State Colleges, State of Connecticut.

AND I DO FURTHER CERTIFY that the above resolution has not been in any wise altered, amended or repealed and is now in full force and effect.

Witness my hand and seal this 24th day of January, 1980.

Doris I. Esposito

Lloris & Esposito



THE CONNECTICUT STATE

25' 3131 31 31

FOUNDED 1849

BOARD OF TRUSTINGS FOR THE STATE COLLEGES

34 1979

Office of the Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone: (203) 827-7700

June 14, 1979

Anthony V. Milano, Secretary Office of Policy and Management 80 Washington Street Hartford, CT 06115

Dear Mr. Milano:

The renegotiations of our labor contracts make it necessary to insure the continued assistance of a legally-trained labor consultant. Board Resolution #79-73, dated June 8, 1979, (copy enclosed) gives approval for the employment of Allan W. Drachman, P.C. under the terms stated in the enclosed contract which covers the period July 1, 1979, through June 30, 1980.

I hope we may obtain your approval of the contract at an early date. If you have questions, please call upon Mr. Frederic Rossomando, our Executive Officer for Finance and Management.

Sincerely,

James A. Frost Executive Director

Enc. 6 copies of contract and resolution.



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

AN AGREEMENT BETWEEN
THE BOARD OF TRUSTEES FOR THE CONNECTICUT STATE COLLEGES
and
ALLAN W. DRACHMAN, P.C.

June 8, 1979

WHEREAS,

The Board of Trustees for the Connecticut State Colleges under statutory authority of Section 10-109b of the General Statutes has the responsibility to fix compensation of certain personnel needed to maintain and operate the institutions within its jurisdiction, and

WHEREAS.

The Trustees are mandated under Public Act 75-566 to exercise this responsibility within the collective bargaining process between the State of Connecticut and its employees, and

WHEREAS,

The Trustees require the services of a professional consultant in meeting this responsibility, be it

RESOLVED,

That the Board of Trustees for the Connecticut State Colleges approves and accepts the terms of a document entitled, "Agreement between State of Connecticut Board of Trustees for State Colleges and Allan W. Drachman, P.C." which covers the period July 1, 1979, through June 30, 1980.

A Certified True Copy:

James A. Frost

Executive Director

MAY SO 19/9

AGREEMENT BETWEEN

BOARD OF TRUSTEES FOR THE STATE COLLEGES

STATE OF CONNECTICUT BOARD OF TRUSTEES FOR STATE COLLEGES

AND

ALLAN W. DRACHMAN, P.C.

This agreement, by and between the State of Connecticut, Board of Trustees for State Colleges, hereinafter referred to as the Board, and Allan W. Drachman, P.C., 185 Devonshire Street, Boston, Massachusetts, hereinafter referred to as the consultant, under statutory authority of Section 10-109b of the General Statutes and Public Act 75-566, Witnesseth: The said Board hereby engaged Allan W. Drachman, P.C. as its labor relations consultant to provide the following services, as may be requested:

- -general advice on labor relations;
- -work with the Chief Executive Officer, his staff and management officials at the affiliated colleges to develop a labor relations capability in labor contract administration;
- -advice on strategy and tactics in the negotiation of the successor collective bargaining agreements;
- -advice on grievances, drafting answers, and decisions whether to settle or arbitrate;
- -train and instruct in preparing and presenting arbitration cases to arbitrators, and, where requested, represent the Board in arbitration proceedings;
- -represent the Board in proceedings before the State Labor Relations Board;
- -such other services as may be from time to time required by the Board of Trustees or the Board's staff.

The consultant will provide these services through Allan W. Drachman, Naomi Stonberg or any other firm member acceptable to the Board.

The Board agrees to pay for the services of the consultant in accordance with the following schedule:

- a) Seventy-five dollars (\$75) per hour for Allan W. Drachman or other senior member; and
 - b) Sixty-five dollars (\$65) per hour for Naomi Stonberg or other associate member;
 - c) Reasonable out-of-pocket expenses.

Fees and expenses will be billed monthly detailing expenses: hours, fees, travel time, hours at meetings and on phone.

Incidental service to the Board of Trustees, which shall mean attendance at meetings of the liaison committee and/or consultation with the Secretary of the Office of Policy and Management or his designee concerning fiscal aspects of State College negotiations, shall not be billed to the Board of Trustees.

It is understood that the Attorney General of the State of Connecticut or members of his staff will represent the State in any legal proceeding before any State or Federal Court arising from labor relations activities.

The following mandatory clauses, appended hereto, are an integral part of this agreement, and are hereby incorporated by reference, to wit: Required approvals; non-discrimination (Section 4-114a of the General Statutes); Executive Order number Three; and, Executive Order number Seventeen.

MANDATORY CLAUSES

Required Approvals:

The contractor will not begin performance under the terms of the contract until said contractor is notified by the Board of Trustees for State Colleges that said contract has been approved by the Department of Finance and Control and by the Attorney General of the State of Connecticut.

The State of Connecticut assumes no liability for payment under the terms of this contract until said contractor is notified by the Board of Trustees for State Colleges that said contract has been approved by the Department of Finance and Control and by the Attorney General of the State of Connecticut.

Non-discrimination:

Public Act 76-8. The contractor agrees and warrants that in the performance of this contract he will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, sex or physical disability, including, but not limited to, blindness, unless it is shown by such contractor that such disability prevents performance of the work involved in any manner prohibited by the laws of the United States or of the State of Connecticut, and further agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission concerning the employment practices and procedures of the contractor as relate to the provisions of this section.

Executive Order No. Three:

This contract is subject to the provisions of Executive Order No. Three of Governor Thomas J. Meskill promulgated June 16, 1971 and, as such, this contract may be cancelled, terminated or suspended by the State Labor Commission for violation of or noncompliance with said Executive Order No. Three, or any state or federal law concerning nondiscrimination; notwithstanding that the Labor Commissioner is not a party to this contract. The parties of this contract, as part of the consideration hereof, agree that said Executive Order No. Three is incorporated herein by reference and made a part hereof. The parties agree to abide by said Executive Order and agree that the State Labor Commissioner shall have continuing jurisdiction in respect to contract performance in regard to nondiscrimination, until contract is completed or terminated prior to completion.

The contractor agrees, as part consideration hereof, that this contract is subject to the Guidelines and Rules issued by the State Labor Commissioner to implement Executive Order No. Three, and that he will not discriminate in his employment practices and policies, will file all reports as required, and will fully cooperate with the State of Connecticut and the State Labor Commissioner.

Executive Order No. Seventeen:
This contract is subject to the provisions of Executive Order No. Seventeen of Governor Thomas J. Meskill promulgated February 15, 1973, and as such, this contract may be cancelled, terminated or suspended by the contracting agency or the State Labor Commissioner for violation or noncompliance with said Executive Order No. Seventeen, notwithstanding that the Labor Commissioner may not be a party to this contract. The parties to this contract, as part of the consideration hereof, agree that Executive Order No. Seventeen is incorporated herein by reference and made a part thereof. The parties agree to abide by said Executive Order and agree that the contracting agency and the State Labor Commissioner shall have joint and several continuing jurisdiction in respect to contract performance in regard to listing all employment openings with the State Employment Service.

This contract covers the period July 1, 1979 to June 30, 1980,	
unless terminated sooner by either party upon ten days' written notice.	
Payments are not to exceed ten thousand dollars (\$10,000).	
No member of the consultant firm is a State employee.	
BOARD OF TRUSTEES FOR STATE COLLEGES	
Date MIN 1979 by MINN This Tost, Chief Executive Of:	
	fi
Date from 14, 1979 by S. J. Junting: Chairs	ma
ALLAN W. DRACHMAN, P.C.	
Date Jun 7, 1979 by Allan W. Drachman	-
APPROVED BY CONTROLL APPROVED AS TO PROVE AS TO PROV	
Deputy Secretary, Osput Attorney General Office of Policy and Management	

AUG 1 6 1979

JUL 2 8 1878

Date

The Communicalth of Massachusetts

PAUL GUZZI

FEDERAL IDENTIFICAT

Secretary of the Commonwealth • ONE ASHBURTON PLACE, BOSTON, MASS, 02108

NO. 04-2599575

ARTICLES OF AMENDMENT

Professional Corporation, pursuant to General Laws, Chapter 1568, Section 72

This certificate must be submitted to the Secretary of the Commonwealth within sixty days after the date of the vote of stockholders adopting the amendment. The fee for filing this certificate is prescribed by General Laws, Chapter 156B, Section 114. Make check payable to the Commonwealth of Massachusetts.

We, Allan W. Drachman Michael C. Gilman

FORM CU-72-11,500-5-71-0405 12-

President/火光光光光光成成的, and Clerk/光光光光光光光光光光光光光光光光光光光光光光光光光光 of

					•
Holtz & Drac	hman, P	.c.			•
:		·· (Name of C	orporbtion)	***********************	
located at185 Dev	onshire	Street, Bo	oston, MA	*****************	***************************************
do hereby certify that the adopted at a meeting hel					corporation was duly
1,000 sha	ores of	CORMON (Class of Stock)	out of	,000	shares outstanding,
she	res of	(Class of Stock)	out of	sh	nares outstanding, and
she	ires of	(Class of Stock)	out of	*****************************	shares outstanding,
. be	ing at least	a majority of ea	sch class outstand	sing and entitle	ed to vote thereon:-1
CROSS OUT		ικοιρκανουπο:	dix elasa xurarenta	१९४१ कार्यक्राक्रमा	to to awaren than ear anak
INAPPLICABLE CLAUSE					xeotor y in which and

that the corporation, effective the 1st of November, 1978, shall be known as "Allan W. Drachman, P.C."

Nor emendments adopted pursuant to Chapter 1565. Section 20

Har emendments adopted pursuant to Chepter 1555 Section 21

NOTE: Amendments for which the space previded above is not sufficient should be set out on continuation should be numbered 24, 28, atc. Continuation should should be an Electrically paper and must have a left hand many n. I linch wide for binding. Only and alde should be used.

RECEIVED

OCT 1 '3 '9

CORPORATION DIVISION SECRETARY'S OFFICE

THE COMMONWEALTH OF MASSACHUSETTS

ARTICLES OF AMENDMENT

(General Laws, Chapter 156B, Section 72)

I hereby approve the within articles of amendment and, the filing fee in the amount of \$ 50.00 having been paid, said articles are deemed to have been filed with me this 2000 day of

TVE: 11-1-78

P. I Duzzi

PAUL GUZZI

Secretory of the Commenwealth

State House, Sciton, Muss.

TO BE FILLED IN BY CORPORATION PHOTO COPY OF AMENDMENT TO BE SENT

To: Daniel D. Levenson, Esq.
Lourie & Cutler

One State Street

Boston, NA 02109

Tolephone (617) 742-6720

I, Michael C. Gilman, Clerk of Allan W. Drachman, P.C., a Massachusetts corporation, do hereby certify I am the duly elected Clerk of said corporation and that the following is a true and correct copy of the corporate resolution voted at a meeting of the Board of Directors on April 17, 1977:

RESOLVED: That Allan W. Drachman, President of the corporation is hereby authorized to sign the Agreement with the Board of Trustees for State Colleges, State of Connecticut.

AND I DO FURTHER CERTIFY that the above resolution has not been in any wise altered, amended or repealed and is now in full force and effect.

Witness my hand and seal this 18th day of May, 1979.

Michael C. Gilman

RECEIVED

MAY 2 9 19/9

AGREEMENT BETWEEN

BOARD OF TRUSTEES FOR THE STATE COLLEGES

STATE OF CONNECTICUT BOARD OF TRUSTEES FOR STATE COLLEGES

AND

ALLAN W. DRACHMAN, P.C.

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- -work with the Chief Executive Officer, his staff and management officials at the affiliated colleges to develop a labor relations capability in labor contract administration;
- -advice on strategy and tactics in the negotiation of the successor collective bargaining agreements;
- -advice on grievances, drafting answers, and decisions whether to settle or arbitrate;
- -train and instruct in preparing and presenting arbitration cases to arbitrators, and, where requested, represent the Board in arbitration proceedings;
- -represent the Board in proceedings before the State Labor Relations Board;
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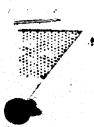
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- b) Sixty-five dollars (\$65) per hour for Naomi Stonberg or other associate member;
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Fees and expenses will be billed monthly detailing expenses: hours, fees, travel time, hours at meetings and on phone.

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It is understood that the Attorney General of the State of Connecticut or members of his staff will represent the State in any legal proceeding before any State or Federal Court arising from labor relations activities.

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to contract performance in regard to listing all employment openings

with the State Employment Service.

This contract covers the per	iod July 1, 1979 to June 30, 1980,
unless terminated sooner by either	r party upon ten days' written notice.
Payments are not to exceed ten	thousand dollars $(\$_{10,000})$.
No member of the consultant	firm is a State employee.
	BOARD OF TRUSTEES FOR STATE COLLEGES
Date Jul 13, 1979	by James A. Frost, Chief Executive Office
Date June 14,1979	by J. J. Chairman
	ALLAN W. DRACHMAN, P.C.
Date	Allan W. Drachman
Deputy Secretary,	APPROVED AS TO FORM: Attorney General
Office of Policy and Management	
DateJUN. 2 9 1879	AUG 1 6 1979

The Commonwealth of Massachusetts

PAUL GUZZI

FEDERAL IDENTIFICATIO

Secretary of the Commonwealth **ONE ASHBURTON PLACE, BOSTON, MASS. 02108**

04-2599575

ARTICLES OF AMENDMENT

Professional Corporation, pursuant to General Laws, Chapter 1568, Section 72

This certificate must be submitted to the Secretary of the Commonwealth within sixty days, after the date of the vote of stockholders adopting the amendment. The fee for filing this certificate is prescribed by General Laws, Chapter 1568, Section 114. Make check payable to the Commonwealth of Massachusetts.

We, Allan W. Drachi Nichael C. Gili					
Holtz & Drachm	an, P.C.				
	(Namesel Corporation)				
located at 185 Devon	shire Street, Boston, MA				
The state of the s	owing amendment to the articles of organization of the corporation was duly on October 12, 19.78, by vote of				
	of CORMON out of 1,000 shares outstanding, (Class of Stock)				
shares	of out of shares outstanding, and (Class of Stock)				
shares	of				
being	at least a majority of each class outstanding and entitled to vote thereon:-				
CROSS OUT	AND A COMMEND AND A COMMEND AND A COMMEND AS A COMMEND AS A COMMEND AND				
INAPPLICABLE CLAUSE	Aprile Albande and Aprile and Apr				
	ration, effective the 1st of November, 1978, shall				

for amendments adopted pursuent to Chapter 1568, Section 70

For emendments edopted pursuant to Chapter 1565, Section 71

etc. Continuation shoets shall be on 8'3" with a 11" high paper and must have a left hand margin I Inch wide for binding. Only and alde should be used.

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RECEIVED

OCT 1 3 19

CORPORATION DIVISION
SECRETARY'S OFFICE

THE COMMONWEALTH OF MASSACHUSETTS

ARTICLES OF AMENDMENT

(General Laws, Chapter 156B, Section 72)

I hereby approve the within articles of amendment and, the filing fee in the amount of \$ 50.00 having been paid, said articles are deemed to have been filed with me this 2000 did day of October 1978.

IVE: 11-1-78

P. I Duzzi

PAUL GUZZI

Secretary of the Commonwealth

State Havre, Caston, Mass.

TO BE FILLED IN BY CORPORATION PHOTO COPY OF AMENDMENT TO BE SENT

To: Daniel D. Levenson, Esq.
Lourie & Cutler
One State Street
Boston, NA 02109
Telephone (617) 742-6720

I, Michael C. Gilman, Clerk of Allan W. Drachman, P.C., a Massachusetts corporation, do hereby certify I am the duly elected Clerk of said corporation and that the following is a true and correct copy of the corporate resolution voted at a meeting of the Board of Directors on April 17, 1977:

RESOLVED: That Allan W. Drachman, President of the corporation is hereby authorized to sign the Agreement with the Board of Trustees for State Colleges, State of Connecticut.

AND I DO FURTHER CERTIFY that the above resolution has not been in any wise altered, amended or repealed and is now in full force and effect.

Witness my hand and seal this 18th day of May, 1979

Michael C. Gilman

AMENDMENT TO AGREEMENT BETWEEN STATE OF CONNECTICUT BOARD OF TRUSTEES FOR STATE COLLEGES AND HOLTZ AND DRACHMAN, P.C.

June 8, 1979

The Agreement with Holtz and Drachman, P.C. covering the period July 1, 1978 through June 30, 1979, as approved by the Board of Trustees for State Colleges in SCR#78-31, and as amended effective October 6, 1978 is further amended as follows:

l. FROM: Payments are not to exceed thirty-five thousand dollars (\$35,000)

TO: Payments are not to exceed forty-five thousand dollars (\$45,000)

By deleting "Holtz and Drachman, P.C." wherever it appears and by substituting therefor the new name of the firm, "Allan W. Drachman, P.C."

BOARD OF TRUSTEES FOR STATE COLLEGE.

A. Frost, Executive Director

ALLAN W. DRACHMAN, P.C.

APPROVED BY:

APPROVED AS TO FORM:

AUG 1 6 1979

Secretary, Office of Policy and Management

Attorney General

6/28/79 Date:

Date:

Motion approved to increase to increase for payment by

BOARD OF TRUSTEES FOR STATE COLLEGES

AMENDMENT TO AGREEMENT BETWEEN STATE OF CONNECTICUT BOARD OF TRUSTEES FOR STATE COLLEGES AND HOLTZ AND DRACHMAN, P.C. May, 1979

The Agreement with Holtz and Drachman, P.C. covering the period July 1, 1978 through June 30, 1979, as approved by the Board of Trustees for State Colleges in SCR#78-31, and as amended effective October 6, 1978 is further amended as follows:

1. FROM: Payments are not to exceed thirty-five thousand dollars (\$35,000)

TO: Payments are not to exceed <u>forty-five</u> thousand dollars (\$45,000)

2. By deleting "Holtz and Drachman, P.C." wherever it appears and by substituting therefor the new name of the firm, "Allan W. Drachman, P.C."

Date:

James A. Frost, Executive Director

L. J. Davidson, Chairman

ALLAN W. DRACHMAN, P.C.

Date:

Allan W. Drachman

APPROVED BY:

APPROVED AS TO FORM:

Attorney General

Date:

Secretary, Office of Policy

and Management

Date: