



**Connecticut  
State  
University**

Central ▪ Eastern ▪ Southern ▪ Western

Chairman  
Board Of Trustees

BR#91-98

P.O. Box 2008, New Britain, Connecticut 06050  
Phone: (203) 827-7700

RESOLUTION  
concerning  
SALARY DEFERRALS FOR  
MANAGEMENT AND CONFIDENTIAL PROFESSIONAL PERSONNEL  
OF CONNECTICUT STATE UNIVERSITY

June 14, 1991

- WHEREAS, On April 5, 1991, the Board of Trustees approved BR#91-27, committing the management and confidential professional personnel of CSU to delayed salary increases not in excess of such arrangements as might be agreed between bargaining units and the Governor, and
- WHEREAS, The Governor and bargaining units reached an agreement concerning delayed pay increases, retirement and certain other matters, now therefore, be it
- RESOLVED, That the Board of Trustees adopts the applicable provisions of the Memorandum of Understanding reached between a coalition of unions and the Governor and applies the same provisions to its management and confidential professional employees as described in the attachment hereto.

A Certified True Copy:

  
L. J. Davidson  
Chairperson



An Equal  
Opportunity  
Employer

Application of the Memorandum of Understanding  
Between Governor Weicker and State Bargaining Unions  
to the Management and Confidential Professional Personnel  
of Connecticut State University

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- 1.0 Current full-time management and confidential professional personnel shall be protected from layoff, except if programmatic changes require position eliminations, every effort shall be made to effect such reductions by attrition, rather than layoff.
- 1.1 Guideline salary pool increases for management and confidential professional personnel of 7.18% shall be calculated for award 8/23/91 but the deferred effective date shall be 8/7/92.  
  
Guideline salary pool increases for management and confidential professional personnel of 7.23% shall be calculated for award 8/21/92 but the deferred effective date shall be 7/9/93.
- 1.2 Promotion increases, or upgradings because of new responsibilities, may result in a base salary increase, following past practice.
- 1.3 Members of the State Employees Retirement System and Teachers Retirement System who retire on and after June 28, 1991, shall be credited, for purposes of retirement calculations, with such wages as they would have otherwise received under the management and confidential professional personnel salary policies of the Board of Trustees. Any accrued, unused sick or vacation days shall be credited at the daily rate computed in the manner applicable to all similarly situated state employees. Members of the Alternate Retirement System shall be treated in the manner applicable to all similarly situated state employees.
- 1.4 New management and confidential professional personnel shall be employed at rates commensurate with the delayed pay rates.



Chairman  
Board Of Trustees

RESOLUTION

concerning

CONNECTICUT STATE UNIVERSITY  
MANAGEMENT AND CONFIDENTIAL PROFESSIONAL PERSONNEL

April 5, 1991

WHEREAS, A substantial majority of the Connecticut State University management and confidential employees, not represented by any bargaining agent, have voluntarily indicated they are prepared to "give back" anticipated salary increase and up to five (5) days of pay in FY 92 and,

WHEREAS, Confidential employees of Connecticut State University earning less than \$40,000 have agreed only to no salary increase for FY 92 and,

WHEREAS, Governor Weicker has agreed to "save harmless" from layoffs Connecticut State University management and confidential professional employees as outlined in Secretary Cibes' memorandum of March 12, 1991, in return for these "give backs", therefore be it


RESOLVED, That the Board of Trustees will not increase salaries for its management and confidential professional employees and, be it further

RESOLVED, That five (5) days of pay during FY 92 for said employees earning \$40,000 or more will be deducted and, be it further

RESOLVED, That these reductions shall not be in excess of such arrangements as may be agreed between bargaining units and the Governor, and be it further

RESOLVED, That the Board of Trustees expresses its admiration of those employees who have demonstrated their willingness to share in the solution of the state's fiscal crisis.

A Certified True Copy:

  
L.J. Davidson, Chairperson



An Equal  
Opportunity  
Employer

Language from the "Memorandum of Understanding"  
Between Governor Weicker and State Bargaining Unions

Corresponding  
Management  
Policy Item:

1.0 As a result of this Agreement, the Governor has rescinded the "Option" layoffs previously ordered.

There shall be no programmatic layoffs beyond those identified in the Governor's proposed budget which result in loss of employment during 1991-92. In the event that further programmatic changes require additional position eliminations, every effort shall be made to effect such reductions by attrition, rather than layoff. If attrition is insufficient, the State and the appropriate union(s) shall cooperate in effecting transfer, reassignment and/or retraining of affected employees so as to avoid layoffs.

1.1 The parties agree that wage increases for all units, for contract years 1991-1992 and 1992-1993 shall be implemented as follows:

<u>From</u>	<u>To</u>
8/23/91	8/7/92
8/21/92	7/9/93

Annual increments and lump sum payments, and/or their equivalents, shall not be paid for the contract year 1991-92. After the 1991-92 year as described herein, all increments, lump sums and/or equivalent payments shall be resumed on their normally scheduled dates.

1.2 Other contractually described payments and allowances, such as but not limited to stipends, shift premiums, reimbursements and meal allowances shall continue in 1991-92 and thereafter, at the rates reflected in the appropriate individual collective bargaining agreements.

1.3 Any employee who retires from state service under the SERS or the TRS during the period from July 1, 1991 through June 30, 1994, and who for the purposes of pension calculation, utilizes any or all of the 1991-92 or 1992-93 contract years for the purpose of calculating his/her final average earnings, shall be entitled to include the wage increase which would have been paid had the provisions of paragraph 1 supra, not been implemented.

1.4 Summarized from the Memorandum: The Memorandum states that bargaining units that do not approve contract changes shall not be protected from layoff. It specifies certain generally agreed provisions relating to medical savings and retirement system financing.



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March 28, 1991

The Honorable Lowell P. Weicker, Jr.  
Governor, State of Connecticut  
State Capitol  
Executive Chambers  
Hartford, Connecticut 06106

Dear Governor Weicker:

As Chairman of the Board of Trustees of Connecticut State University I have received word from President Beal that a majority of CSU management and confidential professional employees, not represented by any bargaining agent, are prepared to "give back" anticipated salary increases and up to five (5) days of pay during FY 92. We would hope confidential employees earning less than \$40,000 would be exempt from the five payless days. Our employees would accept these measures as their contribution to solving the current budget crisis faced by the state, with the understanding that:

Management and confidential professional employees would not be asked by the Board of Trustees to accept days without pay or "give back" of anticipated salary increases in excess of such arrangements as may be agreed by bargaining units and yourself. In the event the March 12, 1991 Memorandum from Secretary Cibes is withdrawn or significantly modified, the Board of Trustees would not impose this plan on its managerial employees.

Employees covered by this letter would be "saved harmless," from any layoffs associated with the proposed schedule of layoffs included in Secretary Cibes' Memorandum of March 12, 1991 in return for the salary "give back" and five (5) days pay.

If this arrangement merits your approval, the Board will consider a resolution at its Meeting of April 5, 1991 along the lines above.

In closing, let me say to you it does not surprise me that our managers and confidential professional personnel have come forward with this proposal. They are a dedicated and responsible group of highly competent people who, characteristically, subordinate their own welfare to the needs of others.

Sincerely yours,

Lawrence J. Davidson  
Chairman

LJD:ba



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