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
May 25, 1976

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,

CONNECOTTICUT STATE BOARD OF LABOR RELATIONS

[Signature]

John W. Kingston, Agent

Enc.

cc: Edward Bograd, Esq.
Sandra Biloon, Deputy Comm.
David Newton, AAUP
Steven Ney, Esq.
CSEA
Michael Sucoll, Esq.
Timothy O'Keeffe, 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
ASSOCIATION OF UNIVERSITY PROFESSORS

- and -

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

- and -

CONNECTICUT STATE EMPLOYEES ASSOCIATION

- and -

STATE COLLEGE FACULTY COUNCIL
CONNECTICUT EDUCATION NATIONAL
EDUCATION ASSOCIATION

Case No. SE-3271

Case No. SE-3272

Motions to Intervene

Case No. SE-3334

Decision No. 1399

Issued: May 25, 1976

APPENDIX

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 Sucoll, Esq.,
for C.S.E.A.

Ronald A. Erickson,
for C.E.A./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 repre­
sentation 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, pur­
suant to Section 5(a)(1) of the Collective Bargaining Act for State
Employees, hereinafter called the Act.

Subsequently, the State College Council Connecticut State Feder­
ation 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 inter­
venors 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.

The employees within the described unit who were in the employ of the State Employer on November 18, 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 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

[Signatures]

Kenneth A. Stroble
TO:

Dr. Clinton Ritchie
Executive Officer, Board of Trustees for State Colleges
Box 2003
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David Newton, Chairperson
State College American Association of University Professors
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Hartford, Connecticut 06106

Ronald Erickson
CEA/NEA
21 Oak Street
Hartford, Connecticut 06106
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

Enc.

cc: Edward Bograd, Esq.
    Sandra Biloon, 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
    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

- and -

CONNECTICUT STATE COLLEGE AMERICAN
ASSOCIATION OF UNIVERSITY PROFESSORS

- and -

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

- and -

CONNECTICUT STATE EMPLOYEES ASSOCIATION

- and -

STATE COLLEGE FACULTY COUNCIL
CONNECTICUT EDUCATION, NATIONAL
EDUCATION ASSOCIATION

APPEARANCES:

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 18, 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, J.P., Chairman

Patrick F. Bosse

Kenneth A. Stroble
TO:

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