



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

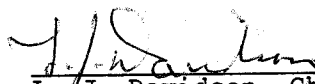
RESOLVED, That the Board of Trustees will not increase salaries for its management and confidential professional employees and, be it further

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





Connecticut
State
University

Central • Eastern • Southern • Western

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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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