



Congress of Connecticut Community Colleges

Service Employee International Union (SEIU) Local 1973 – “Stronger Together!”

STATE OFFICERS

President - Seth Freeman

Vice Presidents -

- **Faculty** - Lisa ‘Elle’ Van Dermark
- **CCPs** - Kevin Skee
- **Part-timers** - Patricia Burke, Michael Spry
- **Private Division** - Ira Rubenzahl

Grievance - Tom Jackson

Secretary - Kimberly Hamilton-Bobrow

Treasurer - Lorraine Li

Membership - Saulo Colon

Diversity - Waynette Arnum

Political Director - Colena Sesanker

Presidential Aide - Lois Aime

4Cs STAFF

Organizers - Shannon Jacovino, Bob Reutenauer

Office / Data Manager - Kimberly Small

Communications Director - Ellen Benson

Staff Support Specialist - Lisa Henry

4Cs Executive Board Meeting

September 3, 2021

Quorum: Yes

Present: Seth Freeman, Mike Spry, Patty Burke, Elle Van Dermark, Lorraine Li, Kevin Skee, Tom Jackson, Ira Rubenzahl, Bob Reutenauer, Ellen Benson, Saulo Colon, Colena Sesanker, Kim Hamilton Bobrow, Lois Aime.

President Seth Freeman called the meeting to order at 12 noon.

1. Motion to approve the agenda. Agenda approved unanimously.
2. Motion to approve the August 19, 2021 Executive Board minutes. Minutes unanimously approved.
3. Review 4Cs Plan to Win: The President asks members to review the 4Cs Plan to Win routinely and consistently in order to gauge progress on key strategies and to assess areas that require further attention and action. The President states that we’ve made steady progress in many of the 4Cs Plan’s key areas: organizing and mobilizing for the August college reopening actions and picketing. 4Cs Officers and member leaders are making progress with reopening. We are moving along with student engagement activities and have plans to step it up with the student scholarship program; at the University of Hartford, 4Cs won the contract. We need to sustain the work at The University of Hartford. In September, invite legislators and retirees to chapter meetings. Legislative campaigns are focused and we are making progress. The 4Cs Plan to Win is

the planning document. Review it regularly, get involved, and make it happen.

4. UHart Contract Ratification – WE WON - and Chapter Updates:

a. The University of Hartford finished the contract and it was ratified with an impressive vote of 70-0 with one abstention.

b. Issues around sex discrimination at the University of Hartford. Women instructors who teach lessons at the Hart Community School earn 6% less on average per hour than the male instructors. Next step: get the women together who are affected and see how that would like to proceed.

VP Private Division highlighted that the women affected should be making the decisions as to how they would like to proceed. For instance, if the 4Cs files a grievance, what's the remedy? The women members affected and directly involved should determine how they would like to handle this issue. They can testify and be involved.

Organizing a membership drive will be intensified at The University of Hartford. Since the University of Hartford is a private institution, 4Cs have the right to strike.

5. Political Director Report (Colena Sesanker)

a. Special Legislative Session is slated to start. No date yet determined.

b. 4Cs Goal for the 2021-2022 Legislative Session: retaining single college accreditation.

c. Community College Taskforce is in the process of being established and will be led by Holly Cheeseman and Rick Lopes. Goal: Oversight generally and, importantly, financial oversight.

The Legislative Taskforce major area of oversight is without the college's individual accreditation, there needs to be oversight that at each campus location services to students and those communities are functional and do not function as satellite campuses.

The 4Cs Political Director will help draft legislation with the Task Force for the 2021-2022 session to ensure such oversight is established.

6. Upcoming Press Conferences/Media: Press Conference next Tuesday, September 7th, to discuss mental health services expansion for community college students. Take a public argument to the public to advocate for the services that the Community Colleges provide.

Tuesday September 14th: Second Tuesday in September Press Event: Understaffing Report another press event that addresses the significant ways in which understaffing impacts students. Focusing on what the colleges need. Tell the story chronic underfunding of the Connecticut Community Colleges.

October/November – Press Conferences at Colleges Around the State
Need Chapter Leaders to help us prepare two-page handout detailing the vacancies unfilled needed positions and effects on students. Dismantling functional areas such as the colleges' Disabilities Office, to name one area. Key area to focus on.

Courant OpEd forthcoming from the 4Cs President.

7. Hire Social Media Marketing Company for the 4Cs Digital Outreach and Actions

Ellen Benson provided the Executive Board with a comprehensive report on the progress made regarding three Social Media Marketing Companies and the distinct services and deliverables that each company can provide the 4Cs union.

One of the companies worked with Recovery for All on its campaign; the second company worked with SEBAC and supported SEBAC through their last digital campaign, and the third is a service provider that can provide a local perspective. Discussion continued.

The goal is to reach the public and the State Legislators, and, importantly, the Legislators constituents. Public opinion is one of the 4Cs' greatest investment, strategy, and

It was reported that there would be no continuing service with any of these three Social Media Marketing services.

This item will move forward to the Delegate Assembly for approval on Saturday September 11, 2021.

8.MOAs/Arbitration

- Faculty timesheet MOA – complete
- COVID Telework Emergency MOA – 5 members got extensions, closed to others
- Advising/GPA Round 2,3 MOA – signed – need to update members
- iTeach grievance / VP Kripp threatening arbitrations – pending

9.Community College Contract Negotiations

a. Moving Process Forward / Finalize Priorities

The President highlighted the ways in which some proposals that have stalled progress in the contract negotiation member meetings were withdrawn in order to move forward and mobilize members around the 4Cs core message: Rally for the Contract, Rally for the College, and Rally for Your Students. Members can rally around that bold message. The President also underscored that the number of proposals have been decreased, which is also key in moving forward collectively.

10.Semester of Solidarity / Week of Action Planning

- a. Goal: Actions on Every College by October 15th
- b. President Cheng has been invited to meet with 4Cs Leadership; his office has been unresponsive.
- c. College Senate Resolutions (telework, understaffing, different treatment than CSU faculty, CEO hiring)

11.COVID/Reopening Concerns

- a. COVID/Safety Steering Committee is forming and a call for the committee's formation is scheduled for early September. Numerous concerns documented and reported concerning the CSCU inconsistent COVID policy implementation.

12.Follow-Up on MCC Racism Investigation and Next Steps

- a. Hire Trained Facilitator and Host Chapter Forum at a Later Point in Semester

13.Delegate Assembly Meeting - 9/11/21

- a. Make a call for members to join committees (Diversity and Inclusion, Finance, Grievance, Membership, Part-Time, and Political Action)

The President offered the following items for items and discussion ensued.

Old Business:

- a. Approved \$500.00 for Connection Citizen Action Group Annual Event table on 9/9/21

New Business

Motion to adjourn. Motion approved unanimously. Meeting adjourned at 2:12 p.m.
September 3, 2021