MINUTES OF 4Cs DELEGATE ASSEMBLY MEETING OF MARCH 3, 2018

MEMBERS PRESENT (Including people who participated via Web-Ex): Michael Amouzou, Sandra Barnes, Bryan Bonina, Patricia Burke, Cindy Casper, Sandra Couture, Renae Edge, Ray Esponda, Bob Fernandez, Bill Foster, Seth Freeman, Angelo Glaviano, tom Jackson, Steve Krevisky, Bob Lavin, Nick Lefakis, Merja Lehtinen, Lorraine Li, John McNamara, Jon Morris, Liz Pisaretz, Bob Reutenauer, Minati Roychoudhuri, Lois Ryan, Tony Scott, Kevin Skee, Carl Stafford, Hyoja Tully, Trent Wright, Greg Jackson, Nicole Esposito, Ellen Benson, Kimberly Small.

1. **4Cs President B. Bonina called the meeting to order at about 10:20 AM. He maintained that we had a quorum, therefore business could be conducted.**
2. **PRESIDENT'S REPORT: B. Bonina first noted that N. Lefakis had to leave early. His report focused on the Janus case, regarding it as an "existential threat." Unions could lose dues revenue, among other potential problems. He thanked the staff for their work on this front, getting folks to be dues payers, which stands at about 80%.**
3. **BUDGET: N. Lefakis and T. Scott: C. Casper asked about sending these e-mails to others. T. Scott reported that on page 3 of the budget, it's all red, regardless of the budget situation and consequent reductions. Page 1 on top shows various scenarios, related to dues and income. It was recommended that chapter officer stipends be reduced to $500 per person. Elected officers and committee chairs could also face stipend reductions as well. The Treasurer's pay could also be cut. Regarding SEIU dues, we pay $12.65 per Full-time member per month, and $5 per Part-Timer per month. We also pay $5 per person in unity dues. Discussion ensued on these matters, including S. Cohen's point that Bryan gets a 60% release, and that this should be cut. B. Bonina was thanked for accepting a pay cut, and others were cut as well. S. Krevisky pointed out that we need social movements, and that SEIU needs to get more involved. We need to be mobilized, and support the West Virginia teachers strike, and stay active, regardless of how Janus comes out.**

Further discussion took place about making various cuts, including per person expenses per campus. N. Lefakis felt that in order to maintain the stability of the union, this proposal was the fairest way to go, and he thanked the Finance Committee for this work. Others commented on doing away with chapter stipends, being frugal, and that the budget needs to be explained to the members. The union does pay for such other things as covering furlough days, and the $900 Professional Development stipend. The budget goes to the chapters, and adjustments and further cuts can be made. It was also pointed out by J. McNamara that consolidation seems to be union busting, which could lead to the loss of jobs. The impact of Janus was discussed at this point, with contingencies needed, as the cuts could be extreme. B. Reutenauer pointed out that we have some control over the number of dues payers, regarding getting people to recommit to the union. R. Esponda said that phone banking and other things regarding getting people on board are working, which can help counter what can happen if Janus passes, as we don't want to dip into our reserves. M. Lehtinen stated that at Asnuntuck, food for lunch comes out of dues, and members feel that food is a bargain, as they then feel seen and heard. B. Fernandez talked about how SEIU is working with us on Janus, and AAUP wants additional actions. The right wing campaign is coming, so we need to know how to talk to our members. We can't continue with business as usual, and there is a need for direct action. S. Couture pointed out the need to talk to people about their issues, which would affect re-commit matters. S. Cohen then raised the point that legal fees and related amounts would have implications for the G. Jackson situation, which would affect our reserves. What should we do about this? We could be torn apart on this issue. B. Bonina replied that he didn't want to bring up a personnel matter. P. Burke also felt that this should not be discussed. M. Lehtinen moved, and R. Lavin seconded a motion to approve the proposal to accept the budget. This passed with 1 no vote, and 1 abstention. S. Krevisky then stated that he agrees with S. Cohen, letting the DA know that G. Jackson's situation was discussed at the Feb. 9 E-Bd meeting, yet the DA is the governing body of the union. B. Bonina claimed that S. Krevisky was out of order, and S. Krevisky

disagreed, saying that he does not support censorship, feeling that S. Cohen is correct about G. Jackson's situation, which will affect the budget.

4. **E. Pisaretz then moved, and M. Lehtinen seconded a motion to approve the minutes with corrections. This passed with 1 no vote, and 1 abstention.**
5. **Upon request from G. Jackson, he noted that he had a concern that B. Bonina repeatedly and obviously would not recognize G. Jackson's desire to ask a question, relative to the budget matter. What G. Jackson wanted to ask was: is it B. Bonina's position, and that of the E-Bd, that the Board is not obligated to share all Congress business with members of the DA? This issue was raised after S. Cohen attempted to inform the DA of the legal liability that the E-Board has assumed in G. Jackson's termination, and the impact of wrongful termination arbitration hearing may have on the fiscal budget of the Congress.**
6. **M. Lehtinen moved, and L. Li seconded a motion to support the CSCU conference on shared governance, and contribute $500. This was passed by the E-Bd on Feb. 9, 2018. The motion passed with 1 no vote, and 1 abstention.**
7. **There is a SEBAC plan to prevent further losses, as part of a fightback campaign, as noted by B. Fernandez. The AFL-CIO and others are working on this. There is a request for a donation of $3,080 to support this endeavor. R. Lavin moved, and E. Pisaretz seconded a motion to support this. It passed with 2 abstentions. Next, E. Pisaretz moved, and M. Lehtinen seconded a motion to support an additional $3,000 of support for the DUE Justice campaign, where DUE means Democracy, Unity, Equity. B. Fernandez mentioned that labor coalitions can plot their political strategy for future elections, and unite local advocates. Further discussion took place, regarding the value of this, re what unions do, and this effort can counter the race to the bottom. The motion passed with 1 abstention.**
8. **S. Freeman raised the matter of what do we do if, under consolidation, department chairs are removed? B. Bonina responded by saying that this will impact the bargaining discussions. This is not a done deal, and NEASC and the legislature will be involved. A question also arose, regarding who**

does program self-studies? Discussion took place on this, with a sense that our members need to be protected.

9. **At this point, B. Fernandez requested that we suspend our agenda to meet Rep. Michael D'Agostino from Hamden, who is running for Attorney General. He talked about how he supports state employees, and understands how much we have given. He said that he defended SEBAC, and thanked us, in spite of how much we have been under attack. He stated that he supports collective bargaining, and realized how the state didn't save for pensions over 40 years. People seem to respond positively when he explains this. He talked about the need for a candidate who will defend us, as "Wisconsin" could still be coming. There was discussion of his background, with 20 years of public service, and he is an attorney. He feels he could use the AG office to protect issues that we care about, and that his position, if elected, could play a vital role at the state level. Discussion ensued, and S. Krevisky raised the matter of why we need peace, with the impending April 15 rally in NY, and why we should support the West Virginia Teachers strike. Also, the rich and corporations pay little or no taxes.**
10. **We then resumed the regular agenda, with E. Pisaretz reporting for the MEMBERSHIP COMMITTEE. The committee has worked on break- out sessions for the April 28 Membership conference, with key note speaker to be determined. They had discussed various sessions, with a member survey re-sent to people. We will share those findings at the conference. The rooms at the Mystic Hilton are at a discounted rate of $159 per night. We will do a walk-about there on April 21, and info will be sent to the campuses. There will also be a follow-up meeting on conference planning on March 16, at 1 PM.**
11. **PART-TIMERS COMMITTEE: Work on the campuses is ongoing, so as to get folks to be dues payers. The PTers will be part of the Membership conference. This will include a power point presentation. A. Glaviano spoke to the point of letting part-timers know about the union, why the union can help, and have accountability of part-timer delegates. Part-timers are affected by social service issues, which is a financial issue. R. Edge talked about Professional development for part-timers, as info is**

still needed for this year. B. Bonina said that he would discuss this with Weinberger. R. Edge had a concern that we've heard this before.

12. **M. Lehtinen moved, and E. Pisaretz seconded a motion to ADJOURN, which we did at about 12:30 PM.**

Minutes respectfully submitted by S. Krevisky, 4Cs Secretary.