

MINUTES OF 4Cs FEB. 3, 2018 DELEGATE ASSEMBLY MEETING

MEMEBRS PRESENT: Kofi Asare Adomako-Ayisi, Michael Amouzou, Sandra Barnes, Bryan Bonina, Ben Boutaugh, Patty Burke, Cindy Casper, Maureen Chalmers, Sandra Couture, Victoria Dancy, Renae Edge, Ray Esponda, Bob Fernandez, Bill Foster, Seth Freeman, Angelo Glaviano, Tom Jackson, Greg Jackson, Steve Krevisky, Kevin Lamkins, Bob Lavin, Nick Lefakis, Merja Lehtinen, Lorraine Li, John McNamara, Catherine Milton, Liz Pisaretz, Bob Reutnauer, Lois Ryan, Tony Scott, Kevin Skee, Carl Stafford, Trent Wright, Steve Cohen, Ellen Benson

1. 4Cs President B. Bonina called the meeting to order at about 10:20 and welcomed everyone. Introductions then took place.
2. G. Jackson, who was part of the meeting via Web-ex, wanted to record the meeting. Members objected, so this did not happen.
3. B. Bonina did not have a formal President's report. He was able to inform us that he met with the BOR, and the contract is 99% complete. Another meeting is coming to finalize the MOA's, salary grids, etc. There is the intention to get out the contract soon. The E-BD will work on Professional Development, so as to make it more uniform. Discussion ensued on this topic, with different campuses reporting on where they were at in the PD process. There was a concern that the union needed to get a letter out, and make sure that PD funds were getting out to the members. B. Bonina needs to talk to Weinberger on this. HR folks need to know what is going on with this matter. Part-timer funds remain a matter of concern.
4. E. Pisaretz moved, and R. Esponda seconded a motion to approve the minutes of the last DA meeting. A few corrections were made to the minutes. Discussion ensued about the role of management's role on contract committees. People then asked about the need for detail in the minutes. People seem to want the detail, and have the right to know what has transpired. After further discussion, the motion passed with 4 abstentions.
5. JANUS CASE; R. Reutenauer: We acted on our summer goals to get members to recommit to the union, and convert fees payers to dues payers.

We did the best of all locals on this matter! We are 90% towards our goal of recommits. We started with about 1,000 fee payers, and are now down to 600 fee payers, of which only 15 are FT. We need to work on PTers and EA's. We will start to hear from the other side, such as the Yankee Institute, saying things like "Give yourself a raise." We need to prepare for this. Fee payers are already paying the 1%, so we want them to join. We are being attacked by extremist groups, so we need to have a good rap, regarding the strength of the union. Follow-ups with adjuncts have definitely paid off. On Feb. 26, oral arguments will take place in the Supreme Court, so that will be a national day of rallies, meetings, and so forth. It's a good day to have a chapter meeting on this matter. We expect a ruling on the Janus case by June. We need various types of actions and get people involved. This includes working with adjuncts, who might not know much about the union. This should include lists of new adjuncts from HR. We need to get codes for fees payers and dues payers from the payroll office as well. Concerns were also raised about when adjuncts get paid.

6. REQUESTS FOR SUPPORT:

- A) Lilly Ledbetter national speaker: request for \$500 to support this. It's related to a pay equity and family leave bill. M. Chalmers moved, and E. Pisaretz seconded a motion to support this, which passed unanimously.
- B) NCSCBHEP: \$250 cost for quarter page ad. J. McNamara moved, and E. Pisaretz seconded a motion to approve this, which passed unanimously.

7. COMMITTEE REPORTS:

- A) Membership Committee: E. Pisaretz, who talked about the upcoming Membership Conference. Discussion ensued about using Capital CC vs. the Mystic Hilton, with budget up to \$15 K. The committee recommends the Mystic Hilton, which is cheaper than Capital. M. Lehtinen moved, and M. Chalmers seconded a motion to support the Mystic Hilton for the 4/28 membership conference. They are evidently union there, and we hope for about 150 people to attend. We hope to have a tentative program by the next meeting, and a membership survey will go out on this. There will be a variety of sessions, with length of 1 hour to 1 hour, 15 minutes. The motion passed unanimously. Discussion then ensued on the Membership survey, which will be similar to previous surveys. We want this to be a workshop topic. M. Lehtinen moved, and P. Burke

- seconded a motion to send out the membership survey at the express wish of the Membership committee. One member expressed the concern that he wants to see what he is voting on, though he does trust the committee. The motion passed with 2 abstentions.
- B) FINANCE COMMITTEE: N. Lefakis AND T. Scott: There was a workshop, regarding our contract with SEIU. Discussion occurred about the budget sheet. Next year's budget will be presented at the March DA meeting. T. Scott commented on our budget situation, and thinks we are in good shape. Bids are needed for auditors and insurance. We need more expertise in some areas. Dues are down, due to lower enrollments, and therefore fewer sections. It was raised that we need to respond broadly, regarding PR, work with legislature, the state, and SEIU's involvement. We also need transparency, and be together internally. We should be concerned regarding the money that the BOR took from us. M. Lehtinen moved, and E. Pisaretz seconded a motion to accept the finance committee report. This passed with 2 abstentions.
- C) PT COMMITTEE: M. Lehtinen reported that phone banking is ongoing. There was a question regarding movement on waivers on tuition and fees. This is still being discussed. We wanted to know when the written contract will come out, which will supposedly be finalized soon. The University of Hartford negotiations are ongoing, hopefully with a Feb. 9 resolution.
8. R. Esponda moved to adjourn, and E. Pisaretz seconded this. Before we did so, there was follow-up, re when the written contracts will be ready, and this is supposed to happen at the end of the month. Some further discussion took place on this. And we then adjourned at about 12 noon.

MINUTES RESPECTFULLY SUBMITTED BY STEVE KREVISKY, 4Cs SECRETARY