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 17, 2021

Quorum: Yes

Present: Seth Freeman, Mike Spry, Patty Burke, Elle Van Dermark, Nicles Lefakis, Kevin Skee, Tom Jackson, Ira Rubenzahl, Saulo Colon, Colena Sesanker, Kim Hamilton Bobrow, Lois Aime.

Absent w/ Notification: Lorraine Li, Waynette Arnum

VP for Faculty, Elle Van Dermark, called the meeting to order at 12:06 p.m.

1.Motion to approve the September 17th agenda. Motion approved unanimously.

2.Motion to approve the September 3rd minutes with grammatical errors corrected. Motion approved unanimously.

3.CC Contract Negotiations

- telework MOA: no response from the Board to date (9.17.2021); the 4Cs is filing a grievance regarding the disparity between the Board policy for telework when it serves its needs and CT CCC employees' needs.
- contract extension request: the 4Cs submitted a contract extension request on Friday September 10, 2021. The 4Cs has received no response from the Board as of Friday September 17, 2021.

- information request: 18 information requests were made in July 2021; the response to the information requests was incomplete. Out of 18 information requests, approximately four were engaged. A Labor Board complaint was filed.
- There has been discussion about the higher education bargaining units meeting on a regular basis in order to develop strategy and work as a coalition.
- The President attended SEIU State Council meeting on 9/17/2021 -- all state unions are in a similar position to the 4Cs regarding contract negotiations. In 2022, approximately 25% -- 30% of the state workforce will be retiring, resulting in a massive reduction in the state workforce. The reduction in the state workforce is a racial justice issue because public sector, union jobs are foundational to brown and black families in having job security and building wealth.
- Update on MOA Faculty Timesheets: The 4Cs argues that the 35 hours are not reflective of faculty work and the Board agreed; however, the Board pushed back and stated that they wanted to track faculty union release time on a 35 hour timesheet. Faculty release time is not hours worked on a timesheet. The 35 hours is not intended to track a seven hour workday, but to track accrued time – personal leave and sick time.

4.Delegate Assemby Meetings:

The 4Cs Executive Board would like to hold a meeting regarding the compensation for the Executive Board and those individuals on the 4Cs payroll. The 4Cs Executive Board seeks to intend to articulate the principles that inform decision making surrounding stipends and course releases as well as 4Cs past practices regarding stipends and course releases. The 4Cs Executive Board seeks to ensure that the budget is made transparent to the Assembly. The 4Cs Executive Board recognizes that a transparent conversation regarding the 4Cs finances is important and necessary. This meeting can be a first for more and deeper dialogue at non-voting meetings to discuss a specific topic of interest.

5.UHart chapter updates: VP (Private Division) has previously reported on successful contract negotiations and unfair compensation practices based on gender at the University of Hartford. Efforts to increase membership are underway.

6. President Cheng's Welcome Tour: President Cheng will be visiting the colleges.

7.PT Committee updates/plans: Meetings are planned system wide as the 4Cs move through the contract negotiation process.

8.Finance Committee updates/plans: The 4Cs Finance Committee contacted its financial advisor regarding ESG funds and ESG investing — financial strategies that take a company's environmental, social and governance factors into consideration. The 4Cs Finance Committee is currently exploring this option at the direction of the 4Cs membership and will bring options back to the membership and the Delegate Assembly.

9. Summary of Current Stipends/Releases/Payments for the current year will be finalized with the help of the office staff and the Treasurer.

10.Diversity Committee updates/plans: Two movies are planned for Hispanic heritage month. One film focuses on the life and activism of Cesar Chavez and the second film focuses on Dolores Clara Fernandez Huerta, Co-founder of the United Farm Workers Association. Huerta is one of the most influential labor activists of the 20th century and a leader of the Chicano civil rights movement. These events will be held virtually.

11. Student Organizing Work – no update at this time.

12. Grievance Committee updates/plans: Is in the process of being formed and is an important committee that intends cross-college representation.

13.Membership Committee updates: 4Cs Membership Officer has expanded an understanding of the Membership Committee various roles and its outreach. The committee can function as an organizing space and is in the process of continuing to coordinate its efforts with those of chapter chairs at the twelve colleges.

14.The COVID Committee update/plan: The COVID committee seeks cross-college representation. Members have expressed interest in serving on this committee to VP CCP.

15.Old Business: No items.

16. New Business: The 4Cs Membership Officer is working with the 4Cs office staff to organize a shared calendar for 4Cs chapter meetings so that chapters can be updated with information and news in a timely manner.

September 29th March – targeted outreach to members who live in the greater New Haven area along with the colleges that are in the greater New Haven.

President Cheng's College Visits are complementary to the September 29th march in New Haven.

Motion to adjourn. Meeting adjourned 2:07 p.m.