



Congress of Connecticut Community Colleges

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

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Communications Director - Ellen Benson

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Special Session of the 4Cs Delegate Assembly Saturday December 11, 2021

President Seth Freeman thanks everyone for attending this special session of the 4Cs Delegate Assembly and called the Assembly to order at 9 a.m. Saturday, December 11, 2021. He welcomed 4Cs Attorney Eric Chester to the Assembly.

Attorney Chester reports to the Assembly that we have not made a lot of progress regarding negotiations. At the last negotiation meeting, we did declare an impasse. Part of the rationale for declaring an impasse, reports Attorney Chester, was to apply pressure to the Board the Regents regarding promotion.

We are operating under an expired contract and the Board was using that to take the position that the existing contract is expired, therefore, we have no process for promotion until we finalize a contract. The 4Cs declared an impasse and the next day, the Board moved forward with promotions.

Procedurally, now that an impasse has been declared several items need to occur:

- 1) The 4Cs will notify State Board of Mediation and Arbitration that the 4Cs has declared an impasse
- 2) Begin the process of selecting the Arbitrator
- 3) Finalizing the proposals: We need to finalize the proposals that will go to arbitration.

Next Steps Regarding Arbitration: We submit a list of outstanding issues to the Arbitrator and the Board does the same. The party that proposes a change to a specific provision carries the burden of proof. For example, the 4Cs has made changes to the contract's provisions regarding workload. If the union proposes to change a specific provision regarding workload, the union carries the burden of proof to show why the change is necessary. We provide witness testimony, documents, and exhibits in order to support and explain why our change to the provision regarding workload is necessary.

Arbitration takes time. This is a fact that the Delegate Assembly needs to think through.

The 4Cs wants to get an agreement or arbitration award before the state legislature adjourns in early May so that the legislature can approve it, and the 4Cs can have a contract by the end of the spring 2022 legislative session.

Eric Chester continued.

Attorney Chester has heard from members what are the risks of going to arbitration. The greatest risk is when both parties are proposing a change to a provision. If we are proposing a change to AR and the Board is proposing a change to AR, one party will win and one will lose. Arbitrator, statutorily, is required to select one proposal or the other.

When rendering an award: The Arbitrator will consider the history of negotiations between the parties; the CSCU system's ability to pay for a specific proposal, which is a statutory criteria; the arbitrator compares to 4Cs employees in the labor market as well as in higher education, and the cost of living, another statutory criteria. Legally, the arbitrator legally does not keep a scorecard. That is, say, there are 30 proposals total. Legally, the arbitrator should not keep track of how many proposals has been awarded to each party.

Attorney Chester opened the floor for questions from the Delegate Assembly.

A question and answer period ensued.

Discussion ensued.

The Secretary stopped recording at 10:30 a.m. because of previously scheduled Super Saturday Enrollment Services event at MCC.

The Special Session of the Delegate Assembly adjourned at 10:40 a.m.