



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 - Bob Reutenauer, Michael Crotty

Office / Data Manager - Kimberly Small

Communications Director - Ellen Benson

Staff Support Specialist - Lisa Henry

4Cs Executive Board Meeting

November 12, 2021

Quorum: Yes

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

Absent with notification: Patty Burke

The President called the meeting to order at 11 a.m.

1. Motion to approve the November 12, 2021 agenda. Motion approved unanimously.

2. Motion to approve the October 29, 2021 minutes. Motion approved unanimously with the following corrections:

Lorraine Li clarified two items pertaining to #5: SEIU 20% Plan in October 29, 2021 minutes.

#5 paragraph 2, in 2020 membership dues collected from all part time employees/4Cs union members, including adjunct faculty, were 22% of all dues.

#5 paragraph 4, The 4Cs pays \$5/month for each part-timer toward the SEIU Unity Fund.

3. New Organizer Search: A new 4Cs search committee is in the process of being formed. Several members have expressed interest in serving on the new organizer search. Saulo Colon will serve as Chair of the Search Committee.
4. December 4th Action: The President announced that a high impact action is scheduled for Saturday December 4th. There have been three planning meetings this past week regarding logistics such as group transportation from campuses, parking, rideshares, and coordinating with Recovery for All. Staff organizers plan to reach out to each of the campuses, 4Cs Chapters Chairs and members leaders. Set targets for campus participation. Phone and purple up text updates and outreach to members are also planned.
5. SEIU Offense Grant Update: Motion was made to reallocate the remaining available course release time to Saulo Colon. Motion passes.
6. SEIU 20% Plan Follow-Up: The SEIU has confirmed that no current budget reallocation will be asked of the 4Cs. The SEIU requests that the 4Cs outlines its targets and goals for 2022-2023.
7. Discussion regarding the differences between negotiating with the Board of Trustees and Board of Regents and outreach and communication to members about the stalemate of negotiations.
8. Community College Caucus: The first meeting of the Community College Caucus is scheduled for Monday December 6th @ 11 a.m. The leadership of the Caucus met last with individuals from New Mexico, who demonstrated that multiple colleges coordinate and do course sharing and share back offices services. Written and spoken testimony is planned for 12/6. Recognize organizations outside of the CSU system who can give voice (public outreach influencing public perception) to the kind of issues that the 4Cs is bringing up. For example, there are plans to reach out to Connecticut Voice of Children to talk about the challenges regarding access to developmental education. If we are not providing it, is there some other place that is safe to provide it. Discussion ensued.
9. Understaffing Report: Goal is to have the concept paper published and circulated within the next two weeks and to include the Understaffing Report as part of the social media campaign. Discussion ensued regarding the most effective and strategic ways to optimize messaging regarding the multiple crises in Connecticut's Community Colleges. The goal is to create an intentional and targeted message to the media that may cover the December 4th action. Discussion and planning ensued.
10. [VCCFA Program for Change](#): How can the 4Cs adopt different elements of the VCCFA Program for Change? Discussion ensued. The President asked each member of the Executive Board to read the VCCFA Program for Change and decide if the VCCFA is a vision for the Executive Board and the 4Cs. Is VCCFA an incremental plan for change that Executive Board can agree to.

11. Committee Updates:

Because of time, the President requests that the agenda moves along. If there are no substantial Committee Reports, the President asks that the Committees report out at the next Executive Board meeting in December.

- a. Diversity and Inclusion – No report.
- b. Finance: Updates on ESG Investments.¹ After the presentation by Mike Port, the 4Cs Financial Advisor, the Finance Committee put forward a motion and unanimously approved to convert the 4Cs funds, which are approximately 1.2 million, to fully ESGs investments with the same allocations between fixed income, equity, and alternatives as the 4Cs currently has in place. No fees for conversion. The 4Cs investment firm Morgan Stanley has a thirty year history with ESG investments. ESG have outperformed Standard and Poor's 500 returns. ESG earn an 11.9% on an annual basis and Standard and Poor's are 11.4%. ESGs will continue to grow in the future. Discussion ensued regarding different investment vehicles. It was requested that the Financial Committee send the Executive Board materials to make an informed decision regarding investment vehicles.
- c. Grievance: No report.
- d. Membership: No report.
- e. Negotiations: No report
- f. UHart Chapter Updates: No updates at this time.
- g. Part-Timers: The first part-timer and adjunct meeting took place on Monday November 8, 2021. The meeting was a highly productive and was well attended -- 75 attendees. It used a Q and A format. Mike Spry also reported out that EAs are activating other EAs at the colleges and becoming more involved with the 4Cs.

12. It was suggested and agreed that an informal Delegate Assembly take place at the action on Saturday December 4th.

The President offered the following three items for the agenda; however, because of time constraints, these were not engaged at today's meeting.

- 13. Vaccination Non-Compliance Letters
- 14. Old Business
- 15. New Business

¹ For a working definition of ESG investments, please see:

<https://www.fool.com/investing/stock-market/types-of-stocks/esg-investing/>

https://en.wikipedia.org/wiki/Environmental,_social_and_corporate_governance

