



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

Attendance: Ellen Benson, Joseph Berenguel, Sara Berry, Liz Pisaretz, Seth Freeman, Colena Sesanker, Gail Hughes, Kim Hamilton Bobrow, Waynette Arnum, Michael Crotty, Kimberly Small, Charles Kelly, Lois Aime, bobreutenauer, Kevin Lamkins, Conor Perreault, Shannon Jacovino, Anna C. Cruz, Saulo Colon, Anie Dubosse, Steve Krevisky, Joe Finckel, Bill Meyerson, Ira Rubenzahl, Minati Roychoudhuri, John Thomas, Lisa Calabrese, William Key NCC, Urfi Agoli, Sandra Couture, Hyoja Tully, Thomas Jackson, Cynthia Meo, Trent Wright, Christine Japely, Nicola Ricker, John McNamara, Maura O'Connor, John McNamara, Kofi Adomako-Ayisi

4Cs Delegate Assembly
Saturday October 9, 2021

The President called the meeting to order at 9:07 a.m. There was a slight delay due to the Zoom access link.

Timekeeper: Anna Cruz

Chat Moderator: Anna Cruz

Approval of Agenda

1. Motion to approve the 10/9 agenda
10/9 agenda unanimously approved
2. Approval of September 11, 2021 DA meeting minutes. Motion unanimously approved.

3. President's Update

- a. #Semester of Solidarity – The President thanks all member-leaders across the state for their work on the semester of solidarity. We accomplished many successful actions during the month of September. We are a proud union.
- b. President Cheng visits -- The 4Cs understands President Cheng's visit as an optimal time and opportunity to communicate to him that 1) we are paying attention to the work and teaching conditions in which we are engaging our students and 2) we are negotiating for a fair contract
- c. Fire Jackson Lewis Petition – The petition is in circulation
- d. SEIU Offense Grant – Kim HB, Saulo Colon, and Mike Crotty have worked with 4Cs President Seth Freeman to build out the long term vision and strategic goal of a much more student oriented and community oriented 4Cs union.

Discussion opened on President Cheng's visits to the individual colleges.

4.UHart Update: Ira thanks the 4Cs and Bob R. for all the work that the union and Bob have done to win the University of Hartford contract. The contract is ready to be printed and distributed.

All who voted for the approval of the contract will be contacted and invited to a meeting on October 28th; the issue of gender inequity in the Hart Music School needs to be addressed as well as another issue in the Hart Music School concerning working conditions. Ira encourages the 4Cs to organize other privates in the next two years.

- 5. Political Director Update and Report: Colena Sesanker -- State Legislators joined the informational picket at Capital Community College. Also, held a Roundtable Discussion at CCC. Moving forward, we want to have solid legislation for this year, and a group of champions. A workgroup has been formed; however, a first meeting has not yet been set. We have a caucus. Colena shared a set of four goals that the 4Cs is pushing for the legislators to adopt.

The 4 goals functionally achieve:

- (1)the individual accreditation of the twelve colleges
- (2)shift the finances and funding for curriculum and program development as well as the twelve colleges' Foundation funds away from centralized control
- (3) commit to a healthy ratio of full time tenure track faculty and staff and a commit to a pathway to have those positions, especially as we anticipate the number of retirements in the next year or two
- (4) outline how the consolidation will maintain standards of oversight.

Please reach out to Colena for additional information on the goals. Colena spotlighted that this is the last session to make a difference. Discussion about the issues that the report raised.

Committee Reports/Updates:

- a. COVID Taskforce: Please see the addendum at the end of this report. Discussion.
- b. Diversity and Inclusion Committee: No updates; please refer to previous minutes for the Committee's full year of events and for updates on rescheduling September's events.
- c. Finance Committee: No report/update
- d. Grievance Council: No report/update
- e. Membership Committee: Membership Committee has planned to shift their function to be an organizing space, developing capacity, developing chapters, organizing members, and taking on tasks, forming committees such as the 4Cs COVID Task Force and the 4Cs Grievance Council. Importantly, the 4Cs Membership Committee seeks to be a community facing committee and pursue sustainable relationships with community allies and partners.
- f. Negotiations Committee (Seth Freeman reporting):
 - 4Cs is waiting for the Regents to get back to the 4Cs on the what the 4Cs has called the omnibus proposal, a massive group of proposals, including telework and other issues, in order for the Regents conclude negotiations.
 - 4Cs has given Kripp's team three dates (Thursday October 14th, Monday October 18th, and Thursday October 21st) for the 4Cs Negotiation team to get back to the table. 4Cs strategy throughout month of September has been to build strength and solidarity from within the chapters in anticipation of getting back to the table.
 - The Negotiations Committee has narrowed the number of proposal to about 14 proposals.
 - We learned along the way that having as many proposals as we did was far too many proposals and was not realistic.
 - Big picture: The Negotiations Committee is meeting next Wednesday at 6 p.m. October 13th and get our list priorities down to about five proposals.
 - There is a consensus growing that if we can 1) keep our contract as it is 2) get wage increases, and 3) get 3 or 4 proposals that are important to the 4Cs, it would be a big time win. It is not realistic to think, we'd get more than that.
 - Members are more engaged because of the process. Discussion ensued.

- g. Part-Timers Committee: No report.
- h. Political Action Committee: At 12:15 p.m. today. Josh Elliot, Co-Chair of the Higher Education Commission, will meet with 4Cs PAC members. At this afternoon's meeting, PAC will report on its finances. PAC seeks new members. If you are interested, please join. Please consider making a regular donation to PAC. There is about 100 4Cs members, who regularly contribute to PAC, and it is strategic to have the monies to contribute when we need to. PAC contributions are in perpetuity. Discussion ensued.

6. Student Organizing Scholar Program Updates (reporting President Seth Freeman)

- Member-Leader, Josiah Ricardo and President Seth Freeman have been in weekly communication regarding the strategic vision and implementation plan for the program and the course, which is one cornerstone of the SEIU Offense Grant
- As most of the DA is aware, Josiah Ricardo, Professor of Sociology & Human Services and Pre-Social Work Studies Program at Capital Community College, is the Faculty Lead for the Student Scholar Community Organizer Program.
- Community Partnering Initiative: Part of Leadership and the 4Cs strategic planning is to establish community partnerships. One aspect of the Offense Grant, which Saulo Colon convincingly articulated at the second round of the SEIU Offense grant interview moves from the 4Cs Plan to Win and involves forming sustainable partnerships with community organizations in Hartford, New Haven, and Bridgeport. This is a deep strategy of building 21st unionism. CCP Understaffing Report.

7. CCP Understaffing Report (reporting Ellen Benson)

- The understaffing of our CCPs has adversely affected the services that our students receive. The System Office's plan was one of attrition lacking any strategy to staff vacant positions. This plan has resulted in a significant number of CCPs are working 70 hour weeks.
- The average work week for the many of the CCPs surveyed is 45 hours. The response rate to the 4Cs survey was well over 40%. From the 4Cs data, which is backed up by NECHE data.
- NECHE data has shown that staffing, especially in the part-time ranks, has decreased. In particular, CCPs who had worked 9 hours whose positions have been eliminated
- Stories/letters: There is a Registrar who is eager to tell her story of being an office of one and its impacts on her working conditions and the impacts on students.
- President Freeman seeks other CCPs to participate in a press conference where these stories will be shared in order to inform the public and others of the understaffing at our Colleges.

8. Old Business --

- President Freeman shared a Excel sheet that summarizes that the Executive Board, Chapter Chairs, and Committee Chairs' compensation. The Excel sheet is intended to clear the compensation and what type of compensation – course releases or a stipend – these positions have.
- The 4Cs also has an IT specialist who receives a nine-credit stipend per year.
- Committee Chairs also receive a two credit stipend for the year. Not all Committee Chair positions have been filled.
- The Executive Board proposed that Mike Spry, VP Part-Time Statewide, receives a second three credit stipend (six-credit stipend total) and an additional stipend for Patty Burke. Patty would like to put on hold her stipend regarding additional work. President Freeman asks that the previous motion regarding Patty Burke's additional stipend is tabled.
- Motion to approve an additional, three credit stipend for Mike Spry to work on the 4Cs blog.
- Motion seconded.
- Discussion. Ira spoke to the challenges of organizing part-time faculty and believes Mike Spry can organize CT Community College faculty. Kim HB is interested in learning how Mike's blog will coordinate with the Social Media Company which the DA voted to approve up to 40K to contract its services.
- Motion passes
- Abstention: 3 abstentions

President Freeman offered the following item for the agenda and no actions were taken.

9. New Business

10. Motion to adjourn. The motion to adjourn unanimously approved. Meeting adjourn at 12:05 p.m.

Addendum to the October 9, 2021 4Cs DA minutes: **4Cs COVID Task Force**

Please note: If you are interested in joining the 4Cs COVID Task Force, please contact Kevin Skee.

- Telework – For 4Cs members to have the opportunity to do it as well as there being fair and consistent implementation
 - o E.g. Other state unions that have some members at the Community Colleges are able to take easy advantage of telework opportunities
- For the CSCU/Colleges to be consistent with messaging and policies derived from the CDC and CT DPH
 - o E.g. Unvaccinated must wear masks and wear them properly indoors (uneven enforcement and implementation across the colleges)

- o E.g. HR says you can't ask people their vaccination status and makes great threats over if you do ask but there is no law preventing this simple request of information
- 4Cs to have an online form on the 4Cs website to collect information from membership/campus leaders and display weekly statistics from the colleges as to compliance with Return-to-Work policies and to easily record issues for action
- Meetings of COVID coordinators from the colleges to be announced and opportunity for workers to attend to see and even opportunity to participate
- Those with a medical waiver from being vaccinated should submit to weekly testing just as those with non-medical waiver are tested as they may be a vector of campus infection and should be monitored
- What kind of testing is being done weekly for students and for staff/faculty who are not vaccinated? (PCR or rapid antigen? Mixture?)
- Who does the weekly testing? Can a person's test results from an outside provider be used to satisfy?
- o E.g. Some colleges (MCC is one) are saying only tests done at that college will satisfy the weekly testing
- o E.g. Adjuncts, EAs, and students may have regular testing done as part of an outside job, do they really have to be tested twice?
- o E.g. What of students/staff/faculty that go to classes or work at multiple community colleges in the system (or CSU in addition to a community college), do they really have to be tested at each of those colleges weekly?
- 4Cs needs to talk to colleges to make sure that the HVAC systems are improved to protect against spreading the COVID virus
- o E.g. What kinds of filters are being used for HVAC? Are HEPA filters installed in all HVAC systems across all the buildings in the System? Mixture?
- (See: <https://www.epa.gov/coronavirus/air-cleaners-hvac-filters-and-coronavirus-covid-19>)
- (See: https://www.globalspec.com/learnmore/manufacturing_process_equipment/filtration_separation_products/hepa_filters_ulpa_filters)
- o E.g. What classification of HEPA filters are being used, if used at all? (As there are different efficiencies)
- o E.g. Are UV sterilizers being installed at key points in ductwork to further disinfect/protect?
- (See: <https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/uv-lights-and-lamps-ultraviolet-c-radiation-disinfection-and-coronavirus>)
- How many students and how many staff/faculty are being tested weekly for COVID at the community colleges? How many are testing positive?
- How many students and how many faculty/staff have not attested to COVID vaccination status nor have sought any waiver for vaccination at the community colleges?
- How many students and how many faculty/staff have not done their weekly COVID testing each week at the community colleges?
- Has any staff/faculty been terminated or placed on unpaid leave for not submitting to or skipping weekly testing as they have been required to do?
- It would be helpful to have a timeline of major events/MOAs/edicts on matters relating to COVID at the Community colleges so members and chapter leaders can be better informed:
- o Vaccinations and policies
- o Return-to-Work
- o Telework

- Why do the CSUs have a stronger policy regarding immunizations than the Community Colleges?

Next steps:

- Kimberly Hamilton-Bobrow volunteered to work on recruiting members from the 3 colleges not represented on the taskforce (QVCC, TRCC, TXCC).
- Kimberly Hamilton-Bobrow volunteered to work on the timeline of major events/MOAs/edicts on matters relating to COVID at the Community colleges
- We are working toward scheduling our next meeting sometime in the week of October 16 – 22 to check in and to see if there are some results with our presented list of action items/questions (above).