

4Cs Delegate Assembly Draft Meeting Minutes – 1/24/2026

Meeting started: 11:06 am

Present: Seth Freeman, Alec Banning, Anie Dubosse, Chris Japely, John Jagtiani, Karyn Smith, Charles Kelly, Lois Aime, Linda Stango, Marjorie Ross, Samuel Sequiera, Saulo Colon, Sonali Ghosh, Stacey Musulin, Sue Lounsbury, Tim Towler, Stan Marcinczyk, Sandra Couture, Bill Meyerson, Ira Rubenzahl, Waynette Arnum, Merja Helen Lehtinen, Phil Lemieux, Anna Syta, Rob Lavin, Stephania Davis, Debbie Herman, Mary Mattheis, Miguel Garcia, Sara Berry, Kevin Skee, Bonnie Goulet, Jennifer Rivera, Benjamin Stachkunas, Athalie Cayo, Lorraine Li, John Thomas, Lisa Calabrese, Kofi Adomako-Ayisi, Umesh Vig, Ruth MacDonald.

4Cs Staff: Ellen Benson, Farallon Broughton, Michael Crotty, Bob R.

1. Approval of Agenda:
 - a. The agenda was amended.
 - b. Bonnie G. motioned to approve the amended agenda.
 - i. Ira seconded the motion.
 1. The DA voted on the motion:
 - a. All in favor - 28
 - b. Opposed - 0
 - c. Abstain - 0
 - i. The motion passed; the amended agenda was approved.
2. Approval of 12/11/25 meeting minutes:
 - a. The DA reviewed the 12/11/25 meeting minutes.
 - b. The 12/11/25 meeting minutes were amended.
 - c. Lisa motioned to approve the amended 12/11/25 meeting minutes.
 - i. Bonnie G. seconded the motion.
 1. The DA voted on the motion:
 - a. All in favor - 29
 - b. Opposed - 1
 - c. Abstain - 8
 - i. The motion passed; the amended meeting minutes were approved.
3. UHart Updates:
 - a. Ira reported on efforts to get more adjuncts at UHart involved in the union, though he noted that many adjuncts have also reported being happy with the union.
 - b. Ira also shared that there are some concerns about academic freedom owing to courses using the same books.
4. COSC Updates:

- a. Ruth shared that the chapter has declared impasse in their negotiation with the BOR after BOR negotiators offered a raise of just \$2, among other offenses.
 - b. Ruth also shared that the chapter has an op-ed ready to deploy that will hopefully put pressure on the BOR.
 - c. Finally, Ruth shared plans for an upcoming press conference between the chapter and Senators Slap, Kushner, and Rep. Haddad at the state capitol.
- 5. Internal Complaint – N. Garcia:
 - a. Umesh gave a summary report about the Special DA meeting that was convened to hear the internal complaint from N. Garcia.
 - b. The DA discussed the complaint.
 - c. Following discussion, Lorraine L. motioned to dismiss the complaint.
 - i. Lisa C. seconded the motion.
 - 1. The DA discussed the “remedy” requested in the complaint.
 - 2. After discussion, the DA voted on the motion:
 - a. All in favor – 27
 - b. Opposed – 4
 - c. Abstain – 8
 - i. The motion passed; the complaint was dismissed.
- 6. CT State Bargaining Updates:
 - a. SEBAC/Coalition Updates -
 - i. Seth shared that a second SEBAC unit (NP-3) had reached a tentative agreement on a 4-year wage package with the governor.
 - ii. Seth also shared that in lieu of a grand bargain, which the governor is no longer interested in, the parties were negotiating a “mini-grand bargain” that would establish a wage framework and some healthcare win-wins.
 - iii. The DA discussed the wage framework and reopener.
 - iv. Seth noted that the higher-ed units are also looking to work more closely together to ensure all of higher ed wage increases are fully funded.
 - b. CT State Bargaining Committee Updates -
 - i. Seth provided a bargaining update and stated that absent of significant progress by the end of February, our bargaining committee may need to declare impasse.
 - c. Upcoming Events -
 - i. N/A
- 7. Bylaws and Constitution Committee:
 - a. Kofi gave an update on the work of the committee.
- 8. Old Business:
 - a. N/A
- 9. New Business:
 - a. Bill shared concerns about ICE and stated that the 4Cs needed to come up with a plan to protect our students and communities against ICE.
 - b. The DA discussed the matter.

- c. Seth proposed the creation of a working group to address the concerns raised by Bill and stated that he would put out a call to the membership for participation in this working group.

10. Adjourn:

- a. Lisa motioned to adjourn the meeting at 12:18 pm.