



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

August 5th, 2021

Quorum: Yes

President Seth Freeman called the meeting to order at 9:02 a.m.

1. Motion to approve the agenda. Agenda approved unanimously.
2. Motion to approve the July 22, 2021 Executive Board minutes. Minutes approved unanimously.
3. Fall/Spring EBoard and DA meeting schedule
 - next DA meeting: 9/11, 10/16, 11/13, 12/11
 - next EBoard meetings: 8/19, 9/2, 9/16

The President offered the following list of items for discussion and no actions were taken.

4. Update: Organizer Search Update
5. Discussion: SEBAC / Recovery4All Upcoming Actions

6. 4Cs contract negotiations

- Update: Semester of Solidarity / Week of Action Planning

7. Political Director Update

8. University of Hartford Contract Negotiations Update

9. The President introduced the following two items:

- Union Release Time for FT faculty leaders.
- Additional Stipends for PT leaders

The following proposal includes proposed release time requests and Additional Stipends for 4Cs PT VPs for 2021-2022 academic year. In 2021-2022 academic year, 24 credits of release time are available for FT faculty. Six credits have been allocated already to Colena Sesanker. Release time requests must be approved by the Executive Board.

The President made the motion to approve the following release time for the following members of the 4Cs Executive Board:

Person	Project	Release Time
Kim Hamilton Bobrow	Research and Coordinate Efforts to Secure Labor Grants <ul style="list-style-type: none">• Coordinate and lead efforts to secure labor union grants to support our student and community oriented initiatives• Research grant opportunities• Solicit ideas and participation from leaders across our colleges• Prepare grant applications in coordination with 4Cs President and staff	3 credits release time Fall semester
Saulo Colon	Lead Member Organizing Initiative <ul style="list-style-type: none">• Lead a team of chapter chairs and leaders in member organizing• Work closely with 4C organizers in charting chapters• Develop member leader model• Track metrics and progress in member engagement and leadership development	3 credits Fall semester, 3 credits Spring semester
Josiah Ricardo	Lead Student Organizing Scholar Initiative <ul style="list-style-type: none">• Build and coordinate student organizing scholar program across multiple campuses	3 credits Fall semester

	<ul style="list-style-type: none"> • Lead team of chapter leaders in recruiting and supporting student scholars 	
Elle Vandermark	<p>Lead Contract Negotiations/Coordinate AR/Labor Mgmt. Committees</p> <ul style="list-style-type: none"> • Lead contract negotiations committee and coordinate activities related to contract negotiations and possibly arbitration • Coordinate AR Steering Committee to support AR committees across college campuses • Support chapter leaders in creating Labor Management Committees in colleges who seek to initiate them 	3 credits Fall semester, 3 credits Spring semester

Motion approved unanimously.

The President proposed additional stipends for PT VPs in recognition of important leadership activities undertaken by PT leaders. The lack of an equivalent release time mechanism for PT members in the 4Cs contract, therefore, require a stipend.

Person	Project	Additional Stipend
Patty Burke	<p>Lead initiative and develop resources to support 4Cs PT faculty seeking FT employment</p> <ul style="list-style-type: none"> • Create a staff and faculty team that has experience with CC hiring processes and expectations. • Leverage existing staff and faculty knowledge among active 4cs members and leaders. • Create a document as an overview, in addition with step-by-step process for creating positive relationships within the CCCs. • Create a Resource Kit for individuals to use as a guide to available opportunities for help from other employees. • Consider a Training for individuals who would like to increase their skills in interviewing, tailored to the CCCs. 	3 credit stipend over the academic year
Mike Spry	<p>Serve as 4Cs Blog Editor and Social Media Content Contributor.</p> <ul style="list-style-type: none"> • Develop and serve as lead editor of the new 4Cs blog. • Support 4Cs members and leaders who contribute to our blog. • Support 4Cs Communications Director to generate SM content to promote union issues and fights. 	3 credit stipend over the academic year

As the 4Cs budget has been approved for 2021-2022, the additional stipends for 4Cs PT VPs for the academic year 2021-2022 it must be amended and approved by both the 4Cs Executive Board and the 4Cs Delegate Assembly. No further action was taken during this meeting of the 4Cs Executive Board (8/5/2021).

10. Grievance Council Proposal: Elle Vandermark has drafted a proposal for a union driven, intercampus Grievance Council. The Council's purpose is to help ensure that when a grievance is warranted, it is framed in context of contract violations. The Council will offer proposed solutions that are both desirable and winnable. When a grievance isn't warranted, the Council will propose other solutions.

The President offered the following list of items for discussion; however, time prevented the Executive Board from discussing these items on Thursday August 5, 2021. Please contact the President for additional details or with member concerns.

11. Office of Equal Employment Opportunity, CT State Colleges and Universities:
Investigation Manchester Community College outcomes and impacts
12. Vaccination policy / Reopening Concerns
13. UHart Vaccination Policy
14. Old Business
15. New Business

Meeting adjourned at 10:46 a.m. August 5, 2021