

From: The 4C's [info@the4cs.org]
 Sent: Tuesday, May 20, 2008 11:34 AM
 To: mary@the4cs.org
 Subject: Agreement on Promotion Funding and More!



CONGRESS OF CONNECTICUT COMMUNITY COLLEGES

Stronger Together



SEIU Local 1973

Representing Faculty and Professional Staff at Connecticut's Community Colleges

4C's MONTHLY UPDATE: May 2008

Tentative Agreement on Promotion Funding

We've reached a tentative agreement to deal with this year's promotion funding issue, **guaranteeing raises to all those who are promoted this year**. The agreement calls for:

1. Using the promotion dollars available July 1st, in combination with the existing promotion dollars, to fund all promotions this year, exactly as was done last year;
2. Transferring some of the unused rolling dollars in our Grievance Account to the Promotion Account;
3. Negotiating additional funding for the promotion of members covered by our Nursing/Allied Health and Program Coordinator/Department Chair reopeners.

The above measures may not completely solve the promotion funding problem through 2010, but they will give us time to work on the problem.

Distance Learning Committee Considers Management Proposal

4C's members met on April 25 to consider management's proposal to give greater workload weight to courses taught online. According to the proposal, faculty would use Additional Responsibilities hours for the time required to develop and teach a DL course for the first time.

After a course has been taught once by any faculty member at the college, subsequent offerings would be weighted at 133% for computing workload. For example, a 3 credit course would be counted as 4 contact/credit hours of workload. This new weighting would apply only to credit courses taught by full-time faculty via fully online instruction. Our AFT colleagues won similar language in an arbitrated award.

The 4C's is currently negotiating this language. We expect to bring a proposal to members for a ratification vote this spring.

Members Lobby State Legislators



Upcoming Events May

Thu., May 1
TRCC Social Event
4 PM, Olympic Pizza

Wed., May 7
CCC Chapter Meeting
12:30,
Community Rm

Sat., May 10
Delegate Assembly
10:30-12:30,
4C's Office

Fri., May 16
Chapter Chairs Lunch
1 PM, 4C's Office

Tue., May 20
HCC Chapter Lunch
Noon, Rm A101

Thu. May 22
TXCC Chapter Meeting
2:30 PM

Mon, May 26
Memorial Day

Friday, June 6
Membership Celebration
Anthony's Ocean View
New Haven
For other events, check the calendar on

Will ARP Disability Funding Remain in State Budget?

the
4C's website.



Members and students from QVCC had a chance to meet with Majority Leader Chris Donovan (left) while at the Capitol on April 30. Members from other chapters have lobbied at the Capitol throughout the session.

While the Appropriations Committee's proposed Budget includes additional funding to pay for ARP disability insurance and for additional full-time faculty positions, legislative leaders are concerned about dwindling state funds. What happens

during the coming week will be critical, as legislators and the Governor negotiate the details of a final budget. The Legislative Session ends on May 7.

Management Proposes "Academic Coordinator" Position

As part of the Program Coordinators/Department Chairs Reopener, management has proposed an additional job title to be called "Academic Coordinator." Their job description for Academic Coordinator, as well as for Department Chair and Program Coordinator will be posted on the 4C's website.

It is management's right to create new positions and to delineate the job responsibilities. The union does not have the power to approve or veto the creation of new positions. We do, however, have the right to negotiate compensation. We are doing this as part of the PC/DC reopener.

FREE Computer Peripherals

The 4C's has some computer equipment that it no longer uses, including internal CD drives, monitors, and printers. A list of items available is on the 4C's website in the [Member2Member](#) section. If you have a use for it, it's yours...FREE!

"The EssenTials" to Entertain at Membership Celebration



Mild mannered Psychology Professor by day, super drummer at night, **HCC's John Sopchak** is bringing his dance band "The EssenTials" to perform at the 4C's Membership Celebration on June 6. Members may request up to 2 free tickets to the celebration which includes dinner and entertainment. Seating is limited, so mail your reply card quickly if you want to attend.

MxCC Chapter Contacts the Chancellor

Middlesex Chapter leaders, frustrated by local management's actions, have detailed their complaints in a letter to the Chancellor. The chapter charges that management has retaliated against active union members, has failed to engage in meaningful shared governance, and has violated the collective bargaining agreement.

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