

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • February 2006



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Congress Chronicles



Congress of Connecticut-Community Colleges
SEIU LOCAL 1973

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ActionCalendar

Delegate Assembly

Sat., February 11, 10 am to 12:30 pm
4C's Office, Hartford

4C's Delegate Assemblies, held three times per semester during the academic year, are open to all 4C's members. Join us for discussions of current issues affecting members, our profession, and our system. Spring Delegate Assemblies are also scheduled for March 4 and April 8.

Negotiating Committee

Fri., February 10, 10 am to 12:30 pm
4C's Office, Hartford

The Contract Negotiating Committee for our full contract that expires June 30, 2007 will hold its first meeting. Members will begin the process of gathering information, seeking input, and discussing priorities. Every campus should have representative on the Negotiating Committee. If you are willing to serve, contact your Chapter Chair or Robert Homa in the 4C's Office.

Membership Conference

Saturday, May 6, 2006
Pond House Cafe, West Hartford

Save the date for our bi-annual Membership Conference. For more information, see article on page 5.



Lipshires Prize for Social Activism

In the spring, the 4C's will award a \$500 cash prize to a community college student in recognition of his/her social or student activism. Each 4C's chapter may nominate one student.

Visit the 4C's web site for more information and an application: www.the4cs.org.

Challenges Ahead this Spring

It is difficult to watch the news these days without feeling very insecure. The wars in Iraq and Afghanistan continue, and a new crisis in Iran seems inevitable. Gas and home heating oil prices are through the roof, threatening to erase Connecticut's tentative surplus. Everywhere we read about pension and healthcare benefits being under attack. Closer to home, though the State of Connecticut projects budget surpluses in fiscal 06 and 07, the forecasts for fiscal 08 and 09 represent a return to big budget deficits.

It is against this background that we are beginning two sets of negotiations. First, the wage reopener which will determine our July 2006 wage increase. Second, full contract negotiations which will determine our wages and the contract we work under effective July 1, 2007. Whereas the first set of negotiations is currently going on, our preparations for the second set will start February 10. We expect that the full contract negotiations will begin in October 2006.

To complicate things even further, we are currently negotiating with the BOT on the issues of Distance Learning and Chairs/Coordinators. In this regard the good news is that there is very likely to be an agreement on Distance Learning. The bad news is that Chairs/Coordinator negotiations will likely have to be rolled over into the new full contract negotiations. Finally, we must be at the Legislature in order to see to it that our contract is approved and that the progress made in recent years is not reversed.

Thus it will be an extremely busy spring semester for the 4C's. We need each and every one of us to be informed and involved. We need to stand together and after due deliberate democratic discussions, speak strongly with one voice. The time for pettiness and personal attack is over and, quite frankly, those who would continue that process are consciously working directly against the interests of the membership. Solidarity, as always, is the answer. We have done great things together and by staying together we will continue to do great things.

Let me summarize some of the issues and events that you should pay close attention to this semester:

- **Wage reopener agreement.** When it comes, it must be ratified by the membership and approved by the Legislature. Please vote and help when we ask you to lobby the Legislature.
- **Distance Learning Agreement.** It must also be ratified by the membership. Please stay informed on this important issue.
- **Full contract negotiations.** Come to the meeting on February 10 and make your opinions known on the issues in the contract.
- **Help us in the Legislature** to continue our advocacy and support for strong and adequately staffed and funded community colleges.
- **Membership Meeting.** Finally, come to the membership meeting on May 6 at the Pond House in Hartford. Make sure that the candidates for governor know our issues and how committed we are to our students.

Thank you all for your support and hard work. As always, stay informed by consulting the web site, and please feel free to contact me or any of the other officers if you have any questions. Have a good semester!



Robert Homa

Preparation for Full Contract Negotiations Begins February 10

On Friday, February 10, the 4C's Negotiating Committee will meet for the first time to begin preparations for full contract negotiations. Our Contract expires June 30, 2007. All Contract language, plus economic issues, will be on the table.

All members are welcome to serve on the Committee. Committee members are expected to seek input from colleagues on their campus as well as to help formulate proposals and priorities. Those who volunteer should have the time to participate in the entire process which will likely involve monthly meetings throughout the Spring semester.

A smaller set of members will be selected to serve as the union's Negotiating Team to sit at the table when negotiations with the Board of Trustees begins next Fall. The larger Negotiating Committee, however, will still meet to serve in an advisory capacity to the Negotiating Team and as liaisons to rank and file members.

After February 10, the list of those serving on the Negotiating Committee will be available on the 4C's web site, www.the4cs.org.

The agenda for the February 10 meeting includes a discussion of a time line, training, a membership survey and other means of getting input from members.

The union will be offering training to members of the Negotiating Committee in Interest Based Bargaining (IBB). The premise behind interest-based bargaining is that both sides adopt a collaborative, as opposed to an adversarial, approach to reaching an agreement.

"We have found Interest Based Bargaining to be effective at the start of negotiations in getting issues on the table. Many issues can be resolved using this technique," said 4C's President Robert Homa. "Our experience shows that, in order for IBB to work effectively, all sides have to be familiar with the process."

Negotiations Underway for Wage Reopener

As we go to press, the 4C's and AFSCME are in negotiations with the Community College Board of Trustees for wages in the final year of our Contract.

Issues under discussion include the amount of a General Wage Increase (GWI), step increases, pay for those at the top of the grid, and pay increases for part-time faculty.

Negotiators also need to agree on how to handle other funds, such as those designated for promotion, sabbaticals, and professional development.

"I am optimistic that negotiations will result in a tentative agreement which would be brought to the members for ratification and then to the General Assembly," said 4C's President Robert Homa.

These negotiations are only dealing with wages and wage-like funds. A Negotiating Committee is being formed to negotiate our full Contract which expires on June 30, 2007. (See article this page.)

How State Employee Contracts Are Approved



For state employees, a Contract can be decided in one of two ways, either through negotiation or, if this fails to resolve all issues, through arbitration.

All contracts must be approved by the General Assembly. Different rules apply depending upon whether the contract was negotiated or arbitrated.

An agreement reached through negotiation must be submitted to the legislature within ten days. The General Assembly may approve or reject the agreement as a whole by a *majority vote of the House and the Senate*. If either chamber fails to vote on the agreement within thirty days after its filing, the agreement is deemed to be approved.

A settlement reached through arbitration must be submitted to the legislature within ten days. The General Assembly may reject any award as a whole by a *two-thirds vote of either house*. If the legislature fails to vote on the award within thirty days after filing, it is deemed to be approved.

Biennial Membership Conference Set for May 6

Provocative Speakers, Camaraderie, Great Food

The 4C's Membership Conference, held every other year, is scheduled for Saturday, May 6th. All members are invited to attend this exciting event.

We are extremely pleased to feature Dr.

Elaine Bernard, Executive Director of the Labor and Worklife Program at Harvard Law School. A dynamic and exciting speaker, Dr. Bernard is the author of numerous books and articles on labor and the role of

unions in promoting civil society and democracy.

Dr. Bernard offers thoughtful analysis on "why unions matter" and the importance of putting the "movement" back into the "labor movement."



Dr. Elaine Bernard

The 4C's has invited Governor Jodi Rell to attend, as well as both Democratic candidates for Governor, New Haven Mayor John DeStefano and Stamford Mayor Dan Malloy. As we go to press, we are awaiting confirmation

of attendance from all three candidates.

At the conclusion of the event, we will conduct a 'straw poll' and participants will be asked for their input on an endorsement in the governor's race.

Additional speakers, workshops and other presentations are being planned.

The Conference will be held at the Pond House Cafe, located in West Hartford's beautiful Elizabeth Park. The Pond House is known for its fabulous food.

The event is free for 4C's members, but registration will be required. Registration information along with more information on the conference will be available on the campuses and at the 4C's web site (www.the4cs.org) in late March.



The Pond House Cafe is in a lovely park and features fabulous food.

Union Recognizes Duo for Special Efforts

At its December Executive Board Meeting, the 4C's honored two individuals, Bobbie Richards, a faculty member from Housatonic and Roberta Willis, a State Representative from Lakeville and Chair of the Higher Education Committee.

The left photo shows Bobbie receiving a plaque from 4C's Political Action Chair Bette Marafino. Bobbie was a key leader in last year's effort to win In-State Tuition for certain



undocumented students. The bill narrowly failed to pass. Bobbie's organizing and communication skills were indispensable to the immigrant rights campaign.

4C's President Robert Homa presents a plaque to Rep. Roberta Willis, in the right photo. As a State

Representative, Roberta has been a fan and an advocate of the community colleges. As Chair of the Higher Education Committee, she championed the recent efforts to win additional faculty positions for the community colleges.

PoliticalAction

2006 Legislative Session Convenes on February 8

Labor to Focus on Health Care, State Contracting

February 8 marks the beginning of the 2006 Legislative Session. The so-called "short session" lasts three months.

In an effort to make real gains, labor lobbyists have agreed to focus on three main priorities. They hope to avoid spreading labor's influence too thin.

"Each union will still have its own issues," said 4C's Political Director Bette Marafino, noting that the 4C's plans to have its wage reopener agreement before the legislature. "But we've agreed to narrow the

number of issues that the labor community as a whole concentrates on."

The three priority issues concern health care, the process for awarding state contracts, and democracy in the workplace.

Fair Share Health Care: A handful of very large, profitable companies pay their employees such low wages that the employees qualify for government programs for the poor. This means that taxpayers are subsidizing companies like Walmart, picking

up the cost of employee health care coverage.

Fair Share Health Care would require large corporations to spend a specified percentage of their payroll to provide health care benefits for their employees or pay the difference into a state Fair Share Health Care Fund.

Clean Contracting: Governor Rell twice vetoed clean contracting bills designed to end corruption when awarding state contracts. Labor will continue to press for legislation that establishes clear standards for how and when the State of Connecticut enters into contracts with private vendors.

Under this legislation, the State would be required to do a cost/benefit analysis to ensure that privatization and contracting out benefits taxpayers. Private companies would need to prove that they can do the work better, faster or cheaper.



Workplace Democracy: Today, employers can force workers to attend meetings to listen to their personal beliefs on politics, religion, and unions -- and fire those who refuse. Intimidation and coercion are often utilized by employers when employees consider unionization.

This legislation would give employees the freedom to walk away from political or religious indoctrination meetings and would bar employers from firing or disciplining workers who choose not to attend.

When the text of these bills becomes available, we will include it on the 4C's web site, www.the4cs.org. We will also let you know when hearings or other actions are taking place and encourage your participation.

Save the Date



SEIU Rally & Lobby Day
Wednesday, March 15
State Capitol

Details available shortly at www.the4cs.org

Barry Williams Awarded Honorary 4C's Membership

One of Labor's "Treasures" Retires

Barry Williams, the 4C's lobbyist for more than 15 years, retired at the end of 2005. Highly regarded by legislators on both sides of the aisle, Barry was an outstanding advocate for higher education and for the community colleges in particular.

In appreciation for his many years of work, the 4C's Executive Board awarded him an Honorary Membership in the union.

"Barry is truly one of labor's 'treasures'. He's knowledgeable about the issues, savvy about how campaigns will play at the Capitol, and most of all, a genuine and wonderful person," said 4C's President Robert Homa.

Reflecting on his years with the 4C's, Barry said he enjoyed getting to



Barry Williams (left) and Prof. Sam Goldberger at a Capital Community College rally.

know the members who participated in rallies and lobby days. He recalled one of the rallies during a recent budget

battle: "The 4C's turned out in impressive numbers, bringing not just faculty and staff, but also students. The 4C's was leading the charge."

Barry's long history as a labor advocate began when he was an Acquisition Librarian at the University of Connecticut and President of his union. During the 1980's he went on to become Political Action Coordinator for the Connecticut State Federation of Teachers and later the Secretary-Treasurer of the CT AFL-CIO. He began his own lobbying firm in 1990.

"Barry knows everyone at the Capitol and everyone knows him. He is liked and respected by all," comment-



ed Bette Marafino, 4C's Political Action Chair and a faculty member from Tunxis. "He was an excellent representative of the 4C's, always getting our issues

before the right people."

For the current legislative session, the 4C's has a contract with veteran lobbyist Attorney Bob Shea. Before launching his own government relations practice, Attorney Shea was with Gaffney, Bennett & Associates, Connecticut's largest government relations firm.

SEIU Endorses Chris Murphy in the Fifth District

Taking an early stand in the 5th Congressional District, the CT SEIU Council endorsed Democratic candidate Chris Murphy over incumbent Cong. Nancy Johnson.

State Senator Christopher Murphy is currently serving his second term from the district that includes the towns of Waterbury, Southington, Wolcott and Cheshire.

As chair of the Public Health Committee, Sen. Murphy is a leader on health care issues. He authored an impressive array of landmark bills, including the stem cell research funding law and 2003's workplace smoking ban.

Murphy is also acknowledged as a leader on environmental protection issues and juvenile justice reform. In 2005, he passed legisla-



tion establishing the new Office of Child Protection to better serve abused and neglected children.

Prior to being elected to the Senate, Murphy served two terms in the House of Representatives. He is currently employed as an attorney with the firm of Ruben, Johnson, and Morgan in Hartford.

The 4C's supported SEIU's endorsement of Murphy. Since the 4C's does not have a federal PAC, it cannot contribute to the campaign, but the union can encourage its members to support the candidacy.

4C's Picks Genga for Special Election

The 4C's Political Action Committee endorsed Henry Genga to fill an East Hartford House seat vacated by Rep. Melody Currey. The special election is scheduled for January 23.

Genga supports lowering costs and providing affordable transportation to give more students access to a community college education.

OnCampus

NCC to Host N.E. Women's Conference

The New England Women's Studies Association (NEWSA) will hold their annual conference at Norwalk Community College on February 24 and 25. The event features poet, novelist, and activist Marge Piercy, as well as panels and presentations on a wide variety of topics.

Laurel Peterson, NCC English faculty as well as a founder of the Women's Center at NCC, began work a year ago on developing a Women's Studies curriculum. With the encouragement of NCC President, David Levinson, she expanded her network of contacts in the women's studies field. This led to the idea of hosting NEWSA's annual conference at the college.

"The entire conference is open to the public, and we hope to get a really nice turn out for this event," Laurel said.

On Friday February 24, the film "Born into Brothels" will be shown in the evening. The movie, which received an Academy Award for Best Documentary Feature, portrays several children who live in the red light district of Calcutta, where their mothers work as prostitutes. A New York-based photographer gives each of the children a camera and teaches them to look at the world with new eyes. The former director of the Kids with Cameras



New England Women's Studies Association Annual Conference

Norwalk Community College
February 24 and 25

Foundation will speak and answer questions about the film.

The event continues all day Saturday with presentations, workshops, and keynote speaker Marge Piercy. Piercy is the author of seventeen novels, including several New York Times Bestsellers. She has also performed, lectured and taught at hundreds of universities around the world.

Laurel said there is a wonderful committee of people

who have contributed their expertise, input and ideas to putting together the conference, including numerous other 4C's members: NCC professors Carol Randel, Ed Grippe, and Renae Edge and MCC's Kimberly Hamilton-Bobrow, NEWSA's co-chair.

NCC's new women's studies concentration will be offered starting Fall 2006. Women's Studies 101 will be offered for the first time. "We're excited about this class as a way to enrich the curriculum with diversity and global issues. We hope the conference will serve as a terrific kick off for the program," Laurel said.

For more information or to register for the conference, go to the NCC web site: www.ncc.commnet.edu.

College Enrollment Breaks Record for Fourth Year

According to the CT Department of Higher Education, college enrollment in the state has reached a record high for the fourth year in a row, but officials caution that the boom may end soon because the number of high school students is going to shrink.

Fall 2005 headcounts inched upward just 0.9% at Connecticut's 47 colleges and universities. In the public sector, UConn grew 1.8%, The state universities were nearly unchanged, down 0.1%.

The community colleges gained 484 students for a 1.1% increase.

The most startling trend among the community colleges is the growth in full-time enrollment: up 71% since 1997, while part-time enrollment dropped 3% over the same period.

The number of high school graduates is projected to grow only 6% over the next three years and then drop 6% between 2008 and 2013.

“What Happens When Security Threatens Our Security?”

This is the question posed by a Tunxis’ members short film

Spotlight



Hallie and David live in a time when privacy is a luxury. Randomly activated listening devices are in every home. Hallie wants to break away from this suffocating existence for one long weekend.

This is the plot summary of Patrice Hamilton’s recently released short film entitled “The Long Weekend.” Patrice, an English Instructor at Tunxis, wrote and directed the film.

Tunxis Professor Sally Terrell plays the leading lady and Tunxis Department Chair John Timmons is the Director of Photography and Editor. Mike Ritts, who has acted at the Warner Theater and the Thomaston Opera House, plays the male lead.

Several more Tunxis faculty and staff are credited with supporting roles or production and promotion roles: Jim Revilini, Mike Aldi, Nancy Grassilli, Rafael Fierro, Peter McCluskey, Mike Zych, and Ed Cormier.

“If I had a statewide casting call, I couldn’t have selected a better group of actors,” Patrice said. “I was very fortunate to have some great people working with me on the crew,” she continued.

The film’s story takes place about ten

years in the future and follows in the tradition of “1984” and “Fahrenheit 451.”

Patrice states, “I wrote this story because, like most Americans, the possibility of a terrorist attack scares me. But what also disturbs me is the possibility of losing some of our freedoms.

“In times of war, it’s common for people to trade away some of their liberties for a stronger sense of security. But we need to be careful. In this film, I imagine a future that isn’t as grim as the one portrayed in ‘1984,’ but has a similar sense of claustrophobia, surveillance, and paranoia.”

4C’s Vice President Greg Hager saw the film at a showing in West Hartford. “The movie was incredibly timely, especially in light of what we’re now learning about President Bush and the intrusions into the private lives of American citizens.”

“The Long Weekend” was included in the New York International Independent Film and Video Festival. It is scheduled to be shown at the 4C’s Delegate Assembly on Feb. 11. Chapters or members that are interested in watching the 16-minute film can borrow a copy from the 4C’s office.

Building on her success, Patrice is currently adapting a novel which she wrote into a feature film script entitled “Sycamore Lane.”



Photo by JRick Hamilton

Patrice Hamilton



Photo by John Timmons

Sally Terrell and Mike Ritts star as Hallie and David in “The Long Weekend.”

4CsMembers

Cheers to Naugatuck Valley's Peter Cisek

Naugatuck Valley professor Peter Cisek was named "Connecticut Wine Person of the Year" by Amenti del Vino, the oldest wine society in New England.

A professor of business computer applications, Peter created a wine curriculum at NVCC in 1998. That same year, he and his students planted an experimental vineyard on campus that has been producing wine since 1999.

Cisek decided to propose the wine courses after students heard he was making wine in his garage at home and asked to learn how it was done. NVCC now has three wine courses that are part of its hospitality management program.

Peter is also the founder and organizer of the annual Connecticut Wine Symposium. He has been a judge for Winemaker magazine's international wine competition and has spoken nationwide on wine and food.

"Peter's work at the college has been outstanding,"



Peter Cisek

said the president of Amenti del Vino. "He's shown a lot of leadership and initiative. As it stands now, NVCC is the only educational institution in Connecticut that offers its students the opportunity learn more about wine, how it's made and its relationship to food."

"One of the greatest joys an educator can feel is to nurture an appreciation of your subject matter in your students and one day turn around and see that this appreciation has blossomed into a passion," Peter said. A number of Cisek's students have gone on to win wine competitions and plant their own at-home vineyards.

Governor Taps MCC Member to Chair Advocacy Board

Dr. Eileen Furey, Coordinator of MCC's Disability Specialist Program, has been appointed by Governor Rell to Chair the Advocacy Board of the Office of Protection and Advocacy for Persons with Disabilities.

Eileen has been a member of the Advocacy Board since 1996. Her appointment as Chair began in January.

The Office of Protection and Advocacy for Persons with Disabilities is an independent State agency created to safeguard and advance the civil and human rights of people with disabilities in Connecticut.

The agency provides information, pursues legal and administrative remedies on behalf of people with disabilities who experience disability-related discrimination; selectively investigates complaints into allegations of abuse and neglect with respect to adults who have mental retardation, and for people in psychiatric facilities; and, provides education and training on disability issues.



ACC Member Honored for Professional Development Work

Asnuntuck's Bill Searle (center) received a NC-SPOD Individual Merit Award at the organization's annual conference. The National Council for Staff, Program and Organizational Development recognized Bill for his outstanding contributions to professional development.

In the above photo, Bill is surrounded by his 4Cs supporters at NCSPOD's Montreal conference held in November: (from left) Christine Gotowka, Bette Marafino, Elaine Folkers, Donna Jones-Searle, Bill Searle, Patricia Cook, Patricia Pallis, Kim MacDonald, and Trent Wright.

We're Looking for News



If you've done or are doing something special that you would like to share with your colleagues, please let the 4C's know. We'll try to include it in the *Congress Chronicles*.

Perhaps you've written a play, won an award, started a new program, or are doing something different with an old program. We're interested! Contact the *Chronicles* editor at mary@the4cs.org.

Two Houtasonic Members Author Books

Most of us won't be able to read **Qiming Han's** book as it's written in Chinese. Han is a systems librarian at Housatonic.

"Building America: Economic, social changes in the United States during the Industrial Revolution" [translated title] is being sold in China, where Han hopes it will help the Chinese people.

"I wrote (the book) so Chinese people can learn from the American experience to be a better country. We can build a better economy," Han said to a New Haven Register reporter.

The book shows "how Americans built this place almost from scratch into the greatest country in the world" he continued.

Barbara Oleynick, an adjunct professor at Housatonic, had her new novel published: *"The Time has Come: The Book of Grace."*



Barbara Oleynick

This is the first book of a mystical trilogy that begins with the birth of Grace in Bridgeport, Connecticut. Grace is the last of those chosen by the "Creator" to fulfill a divine plan. In the novel, Grace leads humanity through tumultuous and frightening changes on earth into an era of peace.

"I believe that human beings have the capacity for peace," Oleynick said, "but it has been mutated by the path humanity has taken, deviating from the course set out by the Creator for all."

According to Oleynick, the Creator is a benevolent force embodying all of the positive traits that organized religions point to.



Photo by Colleen Richard

The Tunxis chapter held a gathering in December.

Several area legislators and political friends, such as Majority Leader Chris Donovan, attended.



Pasta for a Cause. Chef Trenton Wright, MxCC Chapter Co-Chair and 4C's Governance Chair, serves homemade "Italian" spaghetti to 4C's adjunct faculty member Deb Kleckowski (expecting twins!) at the Nov. 18, 2005 fundraiser for the United Way State Employee Campaign at Middlesex Community College.



2006 Dates of Note

OFFICIAL STATE HOLIDAYS*

New Year's Day: January 2

Martin L King Day: January 16

Lincoln's Birthday: February 13

Washington's Birthday: Feb. 20

Good Friday: April 14

Memorial Day: May 29

Independence Day: July 4

Labor Day: September 4

Columbus Day: October 9

Veterans' Day: November 10

Thanksgiving Day : November 23

Christmas Day: December 25

**ACLs required to work on a holiday are granted equivalent time off. The 4C's office is closed on most state holidays.*

SPRING BREAK

Week of March 13:

ACC, CCC, NWCC, NCC, QVCC

Week of March 20:

GWCC, HCC, MCC, MXCC, NVCC, TRCC, TXCC

COMMENCEMENT

May 18: NCC

May 21: TRCC

May 24: TXCC

May 25: GWCC, MCC, NVCC

May 26: NWCC

June 1: CCC, HCC, MXCC, QVCC

June 2: ACC

POLITICAL DATES

Legislative Session: February 8 to May 3

Primary Day: August 8

Election Day: November 7



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SEIU Scholarships Help Families Fulfill Dreams

Unions help working families fulfill their dreams in many different ways. At SEIU, this includes yearly college scholarship opportunities.

Through five different scholarship programs, SEIU awards 53 scholarships that enable SEIU members and their children to pursue their educational goals at accredited colleges, universities, and technical schools. The deadline for all 2006-2007 applications is March 1, 2006.

SEIU's scholarships are open to those who have been SEIU members for at least 3 years or their children. The 4C's is SEIU local 1973. All awards must be used in the academic year(s) awarded. Graduate students are not eligible.

SEIU Scholarship: Forty-eight \$1,000 and \$1,500 scholarships. Applicants must read about SEIU



and then correctly answer the questions on the application form in order to qualify for a lottery drawing selection process.

Moe Foner Scholarship For Visual and Performing Arts: The \$5,000 scholarship is awarded annually to SEIU members and their children who are pursuing a degree or training in the visual or performing arts.

Jesse Jackson Scholarship: The \$5,000 scholarship is awarded to a student whose work and aspirations for

economic and social justice reflect the values and accomplishments of the Rev. Jackson.

Nora Piore Scholarship: The Piore Scholarship award is renewable and is currently set at \$4,375. The financial need of the applicants is considered during the selection process.

John Geagan Scholarships: Two scholarships for members, their children, or local union staff who want to pursue a degree in labor studies. The scholarships are for \$5,000 each to be expended over a 24-month period.

For more information and applications, contact the 4C's office at (860) 296-5172 or on the web: www.seiu.org/mbe/scholarships.