

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • September 2009

Billionaires for Budget Cuts
arrived in limos at the State Capitol where they offered a champagne toast honoring Governor Rell. The billionaires thanked the Governor for not asking them to make any 'shared sacrifice' in this economic crisis.

more page 12



Colleges Gear Up to Prepare Students for Green Collar Jobs

page 6

Who Do You Turn to on Campus?
Your Chapter Officers!

page 8



The unusual, the strange, the obscure ...
Mysteries Abound

page 3

Farewell to Members Who Retired this Spring

page 10



Congress Chronicles



**Congress of Connecticut
Community Colleges**

SEIU LOCAL 1973

907 Wethersfield Ave., Hartford, CT 06114
phone: (860) 296-5172 • fax: (860) 296-6219
e-mail: info@the4cs.org • web: the4cs.org

Editor: Mary Van Buren

OFFICERS

Steven E. Cohen
President

Marianne Generali
Secretary

Tom Jackson
Vice President from Teaching Faculty

Maureen Chalmers
Vice President from ACL's

Martin Piccirillo
Vice President from Part-Timers

Cindy Meo
Professional Affairs Officer

Bryan Bonina
Organizational Affairs Officer

Jesse Davis
Diversity Officer

Tony Scott
Comptroller

To Be Appointed:

(By Executive Board and Delegate Assembly)
Legislative Director, Grievance Officer, and
Presidential Aide

Standing Committee Chairs:

(Elected by Committees in the Fall)
Equal Opportunity, Finance, Legislative Action,
Organizing, Professional Affairs, Part-time,
and Political Action

CONGRESS STAFF

Organizing: **Dave Bosco, Bob Reutenauer**
Communications: **Mary Van Buren**
Administration: **Kit Collette**

ActionCalendar

Statewide Committee Meetings

Saturday, October 3, 9:30-11:00 am

4C's Office, Hartford

Be a part of the action by joining a 4C's Committee! Six standing committees will meet on Oct. 3 to elect chairs and discuss goals for the coming year. All members are welcome.

Committees:

- Equal Opportunity
- Legislative Action
- Organizing
- Professional Affairs
- Part-time
- Political Action

Delegate Assembly

Saturday, October 3, 11:00 am to 1:00 pm

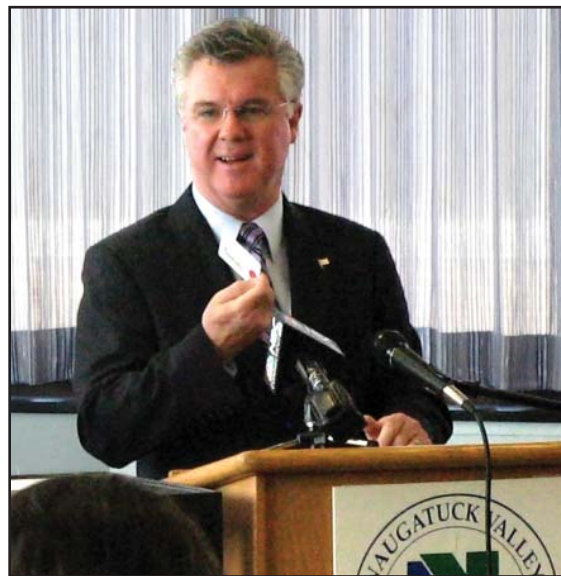
4C's Office, Hartford

Delegate Assemblies are open to all 4C's members. Join us for discussions of issues affecting members, our profession, and our system. Additional fall Delegate Assemblies are scheduled for November 7 and December 5.

Chapter Officer Lunch & Orientation

October (date/time to be announced)

An opportunity for Chapter Officers, new and experienced, to get together and to exchange ideas. Speakers on the Contract and on Grievance Handling will answer questions.



Speaking Up for Libraries is Speaker of the House, **Rep. Chris Donovan** (D-Meriden). Donovan proudly shows his library card, while criticizing the Governor's budget cuts aimed at library services. The event, held in NVCC's library, was hosted by NVCC librarian **Alison Wang**.



Mysteries Abound

As I write this, the state still has no budget. Negotiations between the Governor and legislative leaders continue...and continue...and continue. One rumor suggests there may be a deal struck between Governor Rell and the legislature's Democratic majority by September 1st. At the other end of the spectrum, another rumor suggests monthly Executive Orders will continue to provide funding until the Legislature returns to session in February. It is all very *mysterious*.

In a related vein, there is a rumor that Governor Rell will resign prior to the end of her term, and exist stage left, err...stage right, ala Governor Palin. This would give Lt. Governor Fedele the mantle of incumbent for the next election. It is all very *mysterious*.

In our system, I hear the System Office is hoarding funds while the individual colleges feel the pain, though increased enrollments are mitigating this to various degrees. And exactly what value do those dozens of System Office managers bring to our system? It is all very *mysterious*.

This past spring, I spoke at nine of our twelve campuses in six days in order to explain our concession agreement. I discussed the changes in our prescription drug coverage as part of my remarks. Now, we all learn that what I was told, and what I consequently told you, isn't quite what the final agreement stipulates. How did this happen? It is all very *mysterious*.

Is nothing certain?

Actually, one thing is mostly certain.

Though we wish them well, it is certain we are all diminished by the departure of our recently retired colleagues. The wisdom they gained through their years of experience, their institutional memory, and their talents and abilities have been lost. Further, when and if their positions will be refilled is unclear. (Yes, this piece is very mysterious too.)

Finally, one thing is absolutely certain.

Our members, along with our AFT and AFSCME colleagues, perform the essential work of the system. We will continue to do so despite budgetary restrictions, concessions, and other interfering variables (e.g. bad managers), just as we always do. Our dedication, skills, talents, compassion, and concern for our students and each other will, as always, allow us to overcome the obstacles before us. The system marches on because we do. There is no mystery here.

I wish you all a pleasant fall semester, and may all of our mysteries be resolved.

UnionUpdates

Prescription Drug Plan Changes:

If you need a brand name drug instead of its generic equivalent, make sure your doctor informs Caremark of a medical necessity



The current health benefits program has two prescription drug plans. Both are administered by Caremark.

The first is the plan for **active employees and for future retirees**. Under that plan, employees pay \$5 for a generic drug; \$10 for a brand name drug; and \$25 for what Caremark labels a non-preferred brand name drug. The \$25 co-pay does not begin until October 1, 2009, to give time for employees and doctors to transition to the new system.

The second is the plan for **current retirees**, including the most recent wave of retirees under the Retirement Incentive Plan. Under that plan, employees pay \$3 for a generic drug or \$6 for any brand name drug whether labeled as a brand name drug or a non-preferred drug by Caremark.

In all cases and under both plans, the rule continues to be that if there is a clinically equivalent generic drug available,

the generic drug will automatically be substituted for any prescription written for a brand name drug. If the employee/retiree insists on the brand name (preferred or otherwise), they would have to pay the generic co-pay (either \$5 or \$3) plus the difference in the cost between the generic drug and the cost of the brand name unless they get an exception from their doctor.

The only change is the process by which the exception is granted. The doctor simply writing "DAW" (dispense as written) on the prescription will no longer be considered sufficient. Instead, an employee/retiree can receive a brand name drug or a non-preferred brand name drug if his or her physician informs Caremark that use of the generic drug is inappropriate for the particular patient.

Therefore, under both plans, employees who are prescribed a drug by their doctor can always receive a brand name drug if their doctor informs Caremark of a medical necessity for that brand name drug.

If there is no medical reason supplied, the generic will be dispensed, or the employee/retiree would have to pay the cost difference to get the brand name.



Unions Join Coalition for a Safe & Healthy Connecticut

"We are swimming in a sea of chemicals at work and at home, most of them not fully tested and, practically speaking, unregulated. Promoting safer alternatives is an urgent and essential public health measure," says Tim Morse, Associate Professor at UConn's Occupational and Environmental Health Center.

Unions are partnering with the Coalition for a Safe and Healthy Connecticut (CSHC) to promote safer alternatives to toxic chemicals in the workplace. The SEIU CT State Council (the 4C's is a member) joined the coalition in August. The 4C's independently may decide to join when the Delegate Assembly convenes in the fall.

Bill Burton, Chief Steward of SEIU Local 511 which represents custodians at many state agencies, explains, "By becoming active with the CSHC, this Union is looking to improve and enhance our members' health and overall welfare by utilizing green products in custodial work, in dining halls, in the Department of Transportation and other work locations."

The Coalition for a Safe & Healthy Connecticut is a partnership of organizations and individuals working together to reduce toxic chemicals that threaten human health and the environment.

CSHC is leading statewide and local campaigns to reduce and eliminate toxic chemical exposures in our everyday lives – in buildings, schools and workplaces, air, water and food, and in consumer products. Its goal is to replace hazardous toxic substances with proven, safer alternatives.

For more information, visit www.safehealthyct.org.



Sixty MXCC members enjoyed good food and friendship at a post-graduation party organized by the 4C's Middlesex Chapter Chairs. "Our best turnout ever!" said Co-chair Trent Wright.

Oil Co-op Now Offers Savings on Electricity



Citizen's Oil Co-op, Inc. has partnered with Public Power & Utility, Inc. to provide electrical power for less to

residents in Connecticut. The rate is guaranteed to be 5% to 20% lower than CL & P and UI. This is another way that Citizen's Oil Co-op is helping union members save on the high cost of utilities.

Enrollment in the electricity program is free. CL & P will handle billing and service; you get a lower price per kilowatt.

Citizen's Oil Co-op, Inc., was founded to help consumers battle the high price of home heating oil. The Co-op has been saving thousands of consumers hundreds of dollars each year.

Citizen's Oil Co-op, Inc. provides members with full service heating oil at a fair price, usually saving 20-25 cents per gallon compared to the state average. The Co-op also now offers propane and biofuel. Check their website for towns served.

To find out more about Citizen's Oil Co-op or to sign up, visit www.oilco-op.com or call 860-561-6011.

Parts of Distance Learning Agreement are being Implemented

We are close to a final ruling in our Distance Learning Arbitration.

Prospective Additional Responsibilities credit is no longer an issue. Those scheduled to teach online courses should modify their Additional Responsibilities proposals to include credit for their online teaching.

For this fall semester and into the future, at the discretion of the Academic Dean, credit toward Additional Responsibilities may be given for the development, initial offering, and subsequent teaching of an online course.

There are still two sticking points in



reaching a final Arbitration Award that can be presented to the Legislature for approval.

The first concerns retroactive AR credit and the other concerns how to address ACLs who teach DL courses as part of their workload.

For the retroactive piece, the parties agree that each qualifying course taught between Fall 2007 and Spring 2009 will be given credit against future Additional Responsibilities assignments. The discrepancy is over which courses qualify.

The union proposes that any subsequent offering of a fully online course taught during the time period qualifies, while management proposes limiting it to courses taught for the second through fourth time.

As for ACLs who teach online as part of their workload (i.e. not for cash compensation), the union proposes they be allowed four days of compensatory time to develop, implement, and teach online courses.

Because of scheduling problems, these issues have not yet been resolved. Once an agreement has been reached, it must be filed with the General Assembly for legislative approval.

Connecticut Supreme Court Says SEBAC Can Sue Rowland Administration for Illegal Firings

The Connecticut Supreme Court unanimously ruled that Connecticut's state employee unions (SEBAC) are entitled to a trial of their claims that former Governor John M. Rowland illegally fired 2,800 state employees seven years ago. Rowland had requested immunity from charges that he abused the power of his office to silence the voices of his critics when he fired thousands of union members beginning in November of 2002.

The State employee unions contend that Governor Rowland targeted union employees for termination for refusing to give up their contract rights, for op-

posing his Administration's policies, and for supporting his opponent in the 2002 gubernatorial elections. The Supreme Court decision expressly noted that under state law, the unions cannot be forced to give up their contract rights.

David S. Golub, counsel for SEBAC and the terminated union members, stated, "the State has admitted that it targeted unionized employees to try to compel their unions to give up their contract rights.

"That's illegal. The First Amendment guarantees that individuals can belong to

unions and engage in union activity and can't be penalized for doing so."

Golub stressed that the terminations had no relationship to budgetary savings. "This case isn't about laying off employees to save money; these terminations were ordered based on calculations of how many unionized employees had to be terminated in order to inflict enough pain on the unions to make them give up protected rights."

The case now returns to State Superior Court in Hartford for trial. A related case is also pending in Hartford federal court.

Bridgeport's Mayor Finch Helping His City to B-Green

Mayor Finch says that Bridgeport can become the cleanest, greenest city in our state; one that attracts new jobs and residents who want a more sustainable, thriving community.

He has created B-Green 2020, a sustainability planning process, to help lead the city down that path. The Mayor views HCC as an integral partner in achieving his vision of the future.



Mayor Bill Finch, city of Bridgeport

One component of the plan calls for a B-Green Team, a force of sixty young employees who will go door to door teaching residents ways to save money by reducing energy costs. Residents will receive a coupon for a free energy audit. The city weatherization office will then provide services to families up to 250% of poverty level.

All of this will create a massive demand for services, which will create a huge number of new jobs. HCC is where students will be trained for those jobs--energy auditors, installers, weatherization experts, etc.

Bridgeport has signed the U.S. Mayors Climate Protection Agreement, with the goal of reducing its annual greenhouse gas emissions.

The city is already at work on several early action items, including remediation of Brownfields sites, improving the energy efficiency of municipal properties, using advanced waste management solutions, and more.

"Bridgeport's program will be the most comprehensive process in the state and its action program will both save money and improve the quality of our lives," Mayor Finch pledged.



Photo by Anson Smith

Leigh Roberts is developing weatherization and energy audit programs at HCC. Here, she installs an energy-saving compact fluorescent light bulb in her desk lamp at the college.

Green Courses are Sprouting Up at Community Colleges

"Green" programming is taking root at Connecticut's Community Colleges. Nurtured with government funding and a growing demand for trained workers, green courses are sprouting up all over.

Shelly Jewell, an MCC member who is the Project Director for the SOAR (Sustainable Operations: Alternative and Renewable) Energy Initiative, has compiled a list of 43 green programs and 51 green courses, many of them offered at multiple colleges throughout the system.

Certificate or degree programs range from Alternative Fuel Vehicles to Sustainable Buildings to Biotechnology to Environmental Science. Green

courses, most of which are noncredit, cover topics such as creating a rain garden, greening your business, low cost ways to reduce energy, and solar energy applications.

Weatherization Programs

At a statewide level, the Community Colleges are working with the Department of Social Services to develop training programs for workers to weatherize homes, conduct energy audits, and inspect buildings. While the System Office is working to secure funding and to develop a curriculum which can be offered statewide, Housatonic and Norwalk Community Colleges have programs scheduled to go.

HCC Workforce Development Coordinator **Leigh Roberts** is developing a Weatherization Auditor course that will train people to go into homes to identify steps that can be taken to make the house more energy efficient, and a Weatherization Technician course that will train students to implement the recommendations of the auditor.

She hopes the Weatherization Tech program will begin this fall with up to 15 students. The four-week 40-hour hands-on training program will also cover additional skills such as money management, job hunting, and computer use.

“We want to do everything we can to make sure our students succeed,” she said. It is estimated that the new program will create some 1,500 new

jobs in the Bridgeport area over the next ten years.

“It’s truly a win-win program,” Leigh said. “It provides jobs and careers for people who need them, while making buildings more energy efficient, saving both money and the environment.”

Norwalk Community College has developed two Weatherization Training courses, covering common residential construction methodologies, blower door technology, air sealing, insulation, and more. Both are five-day 40-hour courses that include field work.

To prepare students for additional green collar jobs, NCC is also offering training in lead abatement, hazardous waste management, energy auditing, and indoor air quality.

SOAR-ing to a Brighter Future

With funding from the U.S. Department of Labor, the Community College System has launched the SOAR (Sustainable Operations: Alternative and Renewable) Energy Initiative, which will create 8 Sustainable Operations Certificate credit programs.

According to SOAR Director Shelly Jewell, students in the one-year credit programs will earn an industry-recognized CCCS Sustainable Operations Certificate and qualify for employment in a high-growth, high-demand alternative energy career.

SOAR programs will first be offered at Gateway, Manchester, Naugatuck Valley, Norwalk, and Three Rivers, but once approved by the Trustees, other colleges can offer the programs.

Community Colleges Get Ready to SOAR

The SOAR Energy Initiative will create eight Sustainable Operations Certificate credit programs. The following is a summary of the programs to be offered.

Gateway:

Alternative Energy Transportation Certificate

Students will learn the entry-level mechanical skills required for jobs in alternative energy transportation, with an emphasis on hybrid, compressed natural gas, electric, and bio-diesel.

Solar Energy Technologies Certificate

The program will focus on photovoltaic, solar thermal, and passive solar equipment. Students will learn about safety, site analysis, market applications, system components sizing and pricing, installation techniques, and more.

Clean Water Treatment Plant Certificate

Gain the skills required by higher level water pollution control facility operators. Topics include environmental regulations, industrial-waste treatment, and waste-water collection systems.



Manchester:

Certificate in Sustainable Energy

Focus on major energy sources, including wind, solar, hydroelectric, biofuels, and fossil fuels. Students will learn to determine building energy performance and to recommend energy efficiency strategies.



Naugatuck Valley:

Alternative Energy Systems Technology Certificate

Course work includes fuel cell technology, alternative energy systems, electronics, welding technology, alternative fuel vehicles, and photovoltaics.

Norwalk:

Sustainable Building Efficiency Certificate

Based upon the college’s existing Construction Management Technology Program, the program includes blueprint reading, environmental science, ecology, alternative and renewable energy, building efficiency, and sustainable energy.

Three Rivers:

Certificate in Sustainable Facilities Management

Learn the entry-level skills to fill technician jobs in the areas of sustainable design and planning, and sustainable facilities operations. Course work covers building design, construction methods, green practices and sustainable practices.

Sustainable Landscape Ecology & Conservation Technician

Focus on green alternatives to manage storm water, improve air quality, and reduce the urban heat island effect. Students will learn the skills to fill jobs in the areas of sustainable landscape design, planning, and conservation.

Chapter Officers: the Union's Front Line

Last spring, 4C's members amended the union's Constitution. One change calls for a new chapter leadership structure.

Each chapter may now have three Chapter Officers -- one for faculty, one for ACLs, and one for Part-timers. Chapters may choose to designate a Grievance Officer or to have Chapter Officers handle grievances. Officers serve for two-year terms.

As many chapters are looking for members to step up and fill these positions, let's look at what it means to be a Chapter Officer.

What is a Chapter Officer?

- **An Organizer:** Scheduling meetings and events, signing up new employees, encouraging participation in local and statewide union activities.
- **A Problem Solver:** Helping to resolve issues both big and small, from finding answers to questions to working with Organizers on grievances.
- **A Communicator:** Sharing information with your campus about negotiations, union events, campaigns, and so forth, and also bringing members' views and concerns from your campus to the statewide union leadership.
- **A Leader:** Speaking up and speaking out when needed.

Meet some of the folks who are Chapter Officers and find out their views on the position.



QVCC's Lisa Loveday Views Her Role as an Organizer

Lisa Loveday, QVCC Director of Career Services, has led her chapter for the past six years. She views her role mainly as an organizer.

"We usually have two meetings a semester and providing lunch guarantees a wonderful turnout!" Lisa said. About half the bargaining unit will show up for chapter meetings.

Lisa stays in touch with the 4C's office and makes sure she passes on important information. She seeks out new hires, gives them a copy of the Contract, a jar of 4C's honey, makes sure they know the 4C's web address, and let's them know to contact her if they have any questions.

Lisa has always been a strong advocate of unions, dating back to her days as a member of the International Association of Machinists. She was

a rare female on the shop floor of an aerospace manufacturer.

"When the QVCC Chapter Chair retired in 2003, I knew the role needed to be filled. It's important work. I think the presence of a union keeps the balance in a workplace," Lisa opined.

Keeping in touch with QVCC members is a challenge because they are split between two campuses. Fortunately, 4C's Political Director **Bob Fernandez** is located at the Wilimantic campus and is the union's point person there.

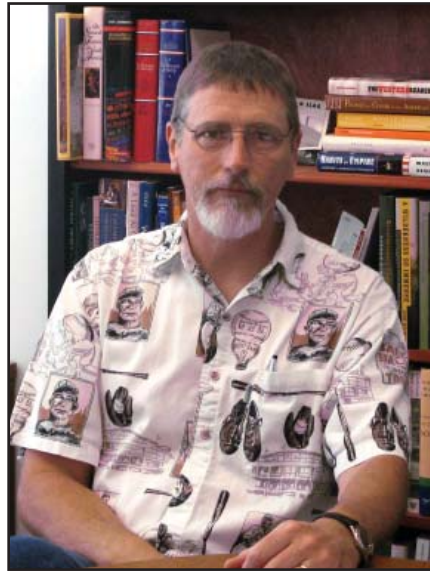
Nan Hirst recently resigned as the Faculty Co-chair, so the chapter will be looking for a Faculty Officer and a Part-time Officer, when they hold elections in the fall.

TRCC's Terry Delaney Says Helping Others is Rewarding

TRCC History Professor **Terry Delaney** said that helping others is the most rewarding part of being a chapter leader. Terry has led the Three Rivers Chapter with co-chair **Jon Brammer** for the past two years.

Although Terry is a faculty member and Jon an ACL, they seldom divide responsibilities along those lines. "We're a small enough place that everyone knows each other and we get along great."

"One of the first things we did was to plan a joint social event with our colleagues in the AFT," Terry said.



"As a merged campus, it has been very helpful to sit down with the AFT chapter chair and discuss union issues and grievances. We make sure the chapters are working together."

Terry said the campus is becoming

more active due to a few hot issues. "Everyone wanted to know what was going on during the concession negotiations, and there was a grievance over a tenure denial that united chapter members." This summer they are working to resolve a grievance over the non-renewal of a contract.

Attendance at chapter meetings has doubled from 15-20 people to 40 members. Meetings are usually held three times a semester, with one in the fall semester being a social event.

"I just finished being a Department Chair. I look at being a chapter officer in the same way -- supporting people, helping them advance in their careers, and getting people together socially."

TRCC hopes to find a part-timer willing to fill the new Part-time Officer position.

Better Communication with Part-timers is the Goal for TXCC's Robyn Brooks

For TXCC adjunct **Robyn Brooks**, getting involved with the union happened by surprise. "I had never been to a union meeting, but last spring,



I decided to attend a meeting and to learn about the Concession Agreement." A month later, Robyn was nominated and subsequently elected to the new position of Part-time Officer.

Despite the fact that she didn't know much about the union, Robyn agreed to be an officer because she feels that more effort needs to be made to inform adjuncts about the union and their contractual rights.

Robyn, who owns a marketing and design firm and teaches Graphic Arts at Tunxis, volunteered to re-design the booklet which is distributed to part-time employees and summarizes union benefits, including the Part-time Lecturers Seniority Pool.

A problem-solver by nature, Robyn is

willing to step up and do what needs to be done. She instinctively knows that getting more part-timers involved in the union will equal better representation and more clout.

Robyn hopes to find additional ways to get information into the hands of adjuncts and EAs.

"With regard to faculty evaluations, for example, adjuncts don't know what to do if they disagree with something in their evaluation," she explained. "And, we don't know that we should be aware of what's in our professional files."

Robyn joins the dynamic Tunxis leadership team of ACL Officer **Bryan Bonina** and Faculty Officer **Laura Gambino**. The trio will work well together to lead their Tunxis chapter.

Happy Trails to You!

This past spring one hundred one 4C's members retired. Each one is a valued union member who will be greatly missed by the 4C's, by their colleagues, by their students, by the System. We invite all to stay connected to the union and their colleagues by joining the 4C's Retirees Chapter (contact Aldo Sicuso at sicuso@sbcglobal.net).

And, stay tuned for information about an event honoring our retirees later in the fall. Our best wishes to all for whatever the future holds.

Manchester

Patricia Cook, Professor Business Technology
Donna Demarco, Assoc. Professor, Business Technology
Michael Hiza, Professor Hospitality/Science
Joanne Lachowits, Professor, Computer Info Systems
Glenn Lemaire, Professor, Social Science
Eileen Stern, Director of Business and Industry
Kathleen Sullivan, Academic Associate

Northwestern

Greg Banks, Professor, Developmental Math
Barbara Berger, Professor, Allied Health
Dariel Connors, Instructional Specialist
Charles Dmytriw, Professor, Art
Thomas Donahue, EA Counselor
Edward Dore, Media Specialist/ASC Facilit.
Greg Hager, Professor, Geography
Paulette Jacques, Professor, Reading
Katherine Kinane, Director of Student Development
Mary Muller, Interpreter/Tutor
Anna Maria Rinaldi, Asst. Professor, Deaf Studies/Interpreting



Greg Hager



Al Buatti

Middlesex

Albert Buatti, Professor, Information Systems
Alice Burstein, Professor, Math
Jean Insinga, Professor, Information Systems
Deborah Jeffers, Program Dir., Meriden Center
Linda Musco, Professor, Math
Randeane Tetu, Coord. Writing/Reading Lab

Norwalk

Marlene Adelman, Professor, Psychology
Deborah Allen, Director of Counseling
Richard Anastasio, Professor, Math
Barbara Baken, Librarian
Kathryn Clark, Asst. Director, Data Center



Connie Carter

Capital

Dae Bugl, Professor Nursing
Nancy Caddigan, ESL Program Director
Connie Carter, Professor, English
Emma Colon, Counselor
Alicia Goshdigian, Professor, Modern Languages
John Jascot, Professor, Economics
Renee Wilder, Counselor
Clement Williams, Workforce Development
Peter Wursthorn, Professor, Math

Three Rivers

Linda Crootof, Professor, English
Kathryn Gundersen, Professor, Math
Eva Holland, Assistant Registrar
Gayla Holmes, Director of Counseling
Raquel Nasser, Professor, Languages
Kristin Scarlata, Lecturer, Nursing

Quinebaug Valley

David Hopcroft, Professor, Communications/Theater

Naugatuck Valley

Felipe Flores, Professor, Math
Robert Henderson, Graphics Specialist
Dorothy Libron-Green, Professor, Math
Louise Myers, Professor, Learning Disabilities
Edward Nolan, Media Specialist
Justin Pagano, Professor, Math
Anthony Pruchnicki, Professor, Math



Felipe Flores



Rob Henderson

Bonnie Simon, Academic Division Director
Estelle Simpson, Professor, English
Donna Skurat, Professor, Nursing

Mary Sullivan, Professor, Nursing
John Wick, Counselor
Leonard Yannielli, Professor, Biological Science
James Zagroba, Counselor



Jerry Pagano

Housatonic

Ronald Abbe, Professor, Art
Sheila Anderson, Professor, Developmental Math
Paul DePietro, Professor Accounting
Patricia Dicks, Counselor
Barbara Dolyak, Professor, Biology/Microbiology
Phyllis Gutowski, Program Director
John Karolus, Parttime Lecturer
Glenn Kindilien, Professor, English
John Kongsvold, Assoc. Professor, Computer Science
Jacqueline Leo, Professor, English
Eileen O'Donnell, Instructor, Early Childhood Ed
Patricia Pifko, Professor, Math
Antonio Senes, Assoc. Professor, Foreign Language
Michael Simon, Professor, Math
John Tibor, Professor, Accounting & Business
Peter Ulisse, Professor, English

Tunxis

Arthur Adolfsen, Professor, Computer Science
Theresa Caporale, Library Associate
John Colgan, Assoc. Professor, Business Administration
Lucille Cusano, Professor, Business Office Technology
Martha Dean, Professor, Pre-English Comp
Lori-Ann Fuller, Assoc. Professor, Math
Elaine Kuzmeskus, Parttime Lecturer
Judith Markiewicz, Director of Library Services
Leonard Messina, Parttime Lecturer
Kenneth Mikulski, Professor Sociology/Anthropology
Louis Rossi, Lecturer, Business Office Technology
Louise St. Hilaire, Library Associate



Martha Dean



Art Corda

Gateway

Arthur Corda, Director of Facilities
Frank Gallagher, Professor Computer Science Technology
Marsha Janik, Professor, Business Office Technology
Donald Mei, Professor, Accounting, Pol Sci
Robert Miles, Director of Career Services
Cheryl Pegues, Dir. Student Development



Bob Bergquist

Asnuntuck

Robert Bergquist, Professor, English
Anthony Cirone, Professor, Art
Donald Cronan, Professor, Electrical Engineering
Joseph Gervasio, Professor, Accounting
Elinor Lowell, Professor, Biology
William Searle, Professor, Business Administration
Donna Shaw, Director of Admissions
Kathleen Wright, Professor, Business Administration



Bill Searle

**Join the 4C's Retirees Chapter
 CSEA Council 400, Chapter 418/4Cs**



Why Join? CSEA, Council 400 is the "watch-dog" for our health and pension benefits. We work together to keep the good benefits that we enjoy as Connecticut state retirees.

For just \$4 a month, Connecticut Community College retirees can continue to stay in touch with colleagues and with the 4C's.

Further, by Joining Council 400, you will have access to valuable information, plus be able to enjoy many social benefits, travel opportunities, and a wide variety of discounts. Members and spouses are welcome, even if you have moved out of state.

For information contact Aldo Sicuso at (860) 346-3550 or e-mail sicuso@sbcglobal.net

Application for Membership and Pension Deduction Authorization

I hereby authorize the State of Connecticut to deduct from each pension check the amount of four dollars (\$4.00), or such amounts as may from time to time be voted by CSEA/SEIU Local 2001 as Association (and Council/Chapter) dues. The amount so deducted shall be forwarded to the office of CSEA/SEIU Local 2001 for my credit.

I have been informed that I may cancel this authorization upon thirty (30) days' written notice.

418/4C's
Chapter Number

Name (please print) _____

Home Address _____ City _____ State _____ Zip Code _____

Home Phone _____ E-mail Address _____

State Employee Number	Signature	Date Joined	Sponsor
Optional Information	Home Phone	Senate District #	House District # Congressional District #

800-52008

Mail to: CSEA/SEIU Local 2001 Council 400, 760 Capitol Ave., Hartford, CT 06106



**Congress of Connecticut
Community Colleges, SEIU 1973**
907 Wethersfield Avenue
Hartford, CT 06114
(860) 296-5172 • www.the4cs.org

Non-Profit Org.
U.S. Postage
PAID
Hartford, CT
Permit #2907

BILLIONAIRES for Budget Cuts



Bearing a humorous, but pointed message, **Billionaires for Budget Cuts** (a SEBAC campaign) set out this summer to draw attention to Governor Rell's refusal to ask the wealthy to contribute during this severe economic crisis.

Gov. Rell has taken thousands of dollars from the pockets of state employees. She has curbed many services from healthcare for the elderly to early childhood education to public safety programs, while refusing to ask the wealthy to pay a small tax increase. Under the Democrats' proposal, those earning \$600,000 would pay an extra \$20 a week.



Photos:
Billionaires arrive at the State Capitol. The SEBAC actors amused the crowd, which included Secretary of State Susan Bysiewicz (far right).