

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • Dec. 2010



The Joy of Giving
The MCC Chapter organized a group of members to volunteer for FoodShare, the food bank for greater Hartford. The MCC team processed 10,067 pounds of produce!



**Justice at Three Rivers:
Member Wins Job
with Back Pay**

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than Exercise at MCC**

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**Workload Concerns and
Ability Based Education at
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**Huge Successes in the Fall
Elections; See Results**

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Congress Chronicles



**Congress of Connecticut
Community Colleges**
SEIU LOCAL 1973

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ActionCalendar

Delegate Assembly Meetings

Saturday, February 5th

4C's Office, Hartford

Committee Meetings: 10 AM to 11 AM

Delegate Assembly: 11 AM to 1:00 PM

Committee and Delegate Assembly meetings are open to all 4C's members. Join us for discussions of current issues affecting members, our profession, and our system. Additional Spring semester meetings will be held on March 5, April 2, and May 7.

2011 Legislative Session

Opening Day: Wednesday, January 5

The 2011 session of the General Assembly runs from January 5 to June 8. Watch for the Governor's budget address, which is usually given in early February. Be ready to join us in advocating for our profession and our system.



2011 SEIU Scholarship Programs

SEIU has a long history of helping union members pursue their dreams through higher education. 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.

SEIU's scholarships are open to SEIU members or their children. To be eligible to apply for any SEIU scholarship, membership must be for three continuous years as of September 1, 2011. Scholarship awards are limited to one per household.

For more information go to www.seiu.org/members and click on "Scholarships" or contact the 4C's office.



'Tis the Season for Celebration, But...

As I write this, the Thanksgiving holiday has just passed and the winter holidays approach. In addition to the time we have spent and the times we will be spending with family and friends, we in the 4C's have much to be thankful for and to celebrate.

Our ARP participants have the option to move to SERS and the further option to buy back their previous service time.

We won a tremendous, and indeed essential, arbitration victory in the Minati Roychoudhuri case from Three Rivers. (You can read more about this victory elsewhere in this edition of the Chronicles.)

Our part-timers saw a raise at the beginning of the academic year, and our full-timers will see a raise in a few weeks.

All of our endorsed political candidates for constitutional office were victorious in October, and many of our endorsed legislative candidates were as well.

Unfortunately, a bleak budgetary winter also approaches.

The state faces a biennial budget deficit of roughly \$7 billion, and with limited prospects for additional borrowing or federal stimulus funds to help offset this deficit, tax increases and spending cuts are inevitable. Both will affect us.

SEBAC will again be asked to make concessions in the realms of our pensions and our healthcare. The way state services are delivered may truly be reviewed and reorganized for the first time in more than a generation—and this reorganization will be undertaken with the clear goal of reducing the cost of state government.

In short, we face some tough times, and we may be faced with some tough choices.

However, I have faith that we will continue to do what we do best: serve the citizens of Connecticut diligently and expertly.

Together, we will face the tough times, and together, we will persevere.

I wish all of you a joyous and healthy holiday season and a Happy New Year.



UnionUpdates

Union Officer Elections Slated for Spring

In the spring, 4C's members will elect the union leadership team for the next two years. Any 4C's member has the right to seek nomination.

On February 5, the Delegate Assembly will select an Elections Committee. The Committee's first task is to solicit nominations for each office. Individuals or

chapters may forward names for consideration to the Elections Committee.

On March 5, Officer candidates will be nominated at the Delegate Assembly meeting. At this meeting, the Elections Committee will present its nominations. Further nominations may be made from the floor of the Delegate Assembly. Nominations will be closed at the conclusion of the Delegate Assembly.

The Elections Committee will design a ballot for use in the April elections and will establish election procedures. The Committee is guided by U.S. Department of Labor standards for electing union officials.

More information will be distributed as the election process moves forward. Members are encouraged to consider running for office and should feel free to contact current leaders or staff with questions about what is involved in serving in a leadership position.

Officer Positions to be Elected in April, 2011

There are 8 Officer positions up for election in the spring:

- President
- Secretary
- Vice President from Teaching Faculty
- Vice President from ACLs
- Vice President from Part-timers
- Professional Affairs Officer
- Organizational Affairs Officer
- Diversity Officer

New Information Expected for ARP to SERS Transfer

Members in the Alternate Retirement Plan (ARP) considering a transfer to the State Employees Retirement System (SERS) continue to wait for answers from the IRS, as well as for forms and procedures from the State Comptroller's Office.

According to SEBAC Attorney Dan Livingston, members can expect a new Q & A document in the near future that will answer some of these questions.

Further, the State is compiling a new actuarial table to more accurately reflect the individual's costs of purchasing past service credits. The actuarial table currently available on union websites is a preliminary document for reference only.

All information is posted to the 4C's website as soon as it is available, www.the4cs.org.

International Union Sets High Ethical Standards; 4C's Leadership Participates in SEIU Ethics Training

SEIU believes an ethical culture is an essential part of SEIU's identity and its mission of justice for all. In June 2009, SEIU's International Executive Board adopted a wide range of ethics policies and practices to strengthen its commitment to the highest ethical standards. SEIU policies serve as an ethics benchmark for organized labor everywhere.

As part of its commitment, the International Union has been conducting ongoing training for local leaders and staff on the SEIU Code of Ethical Practices and Conflict of Interest Policy,

Key points of the policy include:

- Prohibitions on conflicts of interest, including dealings with entities in which officers and managers have financial interests and establishing clear guidelines regarding nepotism and self-dealing;
- Prohibitions on gifts or payments from restricted

sources;

- Strict standards on the use of union property for personal/other uses to avoid any self-dealing;
- Limits on officer and manager compensation from funds established for the provision of health, welfare, or retirement benefits; and
- Restrictions against those previously convicted of serious abuses from serving in officer or managerial roles.

4C's Officers, Executive Board Members, and staff all participated in online training concerning the ethics policy. The 4C's President, Comptroller, and Finance Chair attended multi-day ethics training sessions sponsored by SEIU. And, the 4C's appointed Maureen Chalmers to serve as Ethics Liaison for our union.



At a D.C. Ethics Workshop are: SEIU Secretary-Treasurer, Eliseo Medina, 4C's Finance Chair, Lorraine Li (GWCC), SEIU President, Mary Kay Henry, and 4C's President, Steve Cohen (NCC).

New Chairs Elected for Part-Timers Committee and Organizing Committees

In October, the statewide committees selected their leaders for the coming year. Two committees selected new Chairs, who also will become new members of the 4C's Executive Board.



Robyn Brooks

The Part-timers Committee chose **Robyn Brooks**, a Lecturer in Graphic Design at Tunxis, to head up this committee. Robyn has been an active member of the Part-Timers group. She is also a Delegate and a Chapter Officer at Tunxis.

"One major committee goal is to increase the number of part-time members at all the colleges, and particularly at Capital, Gateway, Manchester, Norwalk and Three Rivers. These five have the lowest percentage of part-timers signed up as members," Robyn explained.

"We need to enlist the help of full-timers to make this a success. My guess is that

most part-timers would like to become members, they just need to be asked," she continued.

The Organizing Committee, which is charged with finding ways to boost membership participation in union activities, tapped **Liz Pisaretz**, a Library Associate from Norwalk, to chair the committee.

According to Liz, the committee is looking at several projects, one of which is a survey to determine what members expect from the 4C's leadership at both the chapter and state levels, as well as what might motivate members to become more involved.



Liz Pisaretz

The committee is also considering a social event for next spring and is discussing ideas for a family-oriented, casual outing.

In other committee news, **Trent Wright** (MXCC), chair of the Political Action

Committee, said the 4C's endorsed more than 100 candidates in the fall elections. (see page 7) **Theresa Jeffries** (GWCC) reported that the Labor/Management Minority Fellows Committee is redesigning how fellows and mentors are selected. **Lorraine Li** (GWCC), chair of the Finance Committee says the union's investments are doing well.

All committees welcome new members. If you are interested in joining a committee, contact the 4C's Office or check the website for meeting times.

Ideas Welcome!

The Part-Timers Committee is looking for suggestions on ways to increase the number of part-time members. If you have ideas or are willing to help, please contact Robyn Brooks at rbrooks@txcc.commmnet.edu.



news IN brief

State to Correct Deductions for 3% For Retiree Health Care

When the State determined which employees were obligated to contribute 3% for Retiree Health Care they did not count semesters of part-time teaching towards the five years of service requirement. Consequently, some individuals have had the 3% deduction taken when they shouldn't have been required to contribute.

This issue has been resolved, and local HR offices will be requesting that mem-

bers self-identify and fill out paperwork to have further deductions cease and to have previous deductions refunded.

Discussions Continue Concerning Merit Awards

The 4C's/AFSCME/AFT coalition mediation/arbitration with the Board of Trustees (BOT) concerning Merit Awards from 2008-09, 2009-10, and 2010-2011 was held on November 4, 2010.

The dispute dates back to November 2009, when the Chancellor announced his intention to cancel Merit awards.

The coalition has agreed, in principle, to a settlement. The BOT representatives are bringing this settlement proposal to the Chancellor for his review.

Adjuncts Reminded about the Seniority Pool

Adjuncts who have recently met the 24/18 credit threshold for the PTL Seniority Pool are reminded to sign up by the December 15 deadline.

The PTL Seniority Pool guarantees qualified part-timers will be offered at least one course in their discipline, at their college, on a seniority basis, subject to course availability.

To be eligible, adjuncts must

- have taught at least 24 credits since 1992, within the Connecticut community college system
- have taught at least 18 of those 24 credits at one community college
- not have a break in service of more than 5 semesters.

Members Work to Elect 4C's-Endorsed Candidates



On the Campaign Trail:

Left: Carl Stafford, Faculty Officer at MCC, campaigns for two Manchester candidates. Senator-elect Steve Cassano was a former MCC professor and 4C's member. *Above:* Bill Tyszka, retired TXCC faculty and treasurer of the 4C's Retirees Chapter, and Mariyln Tyszka, CSEA Retirees VP, take a break from campaigning to pose with U.S. Congressman Chris Murphy.

The 4C's Political Action Committee endorsed more than 100 candidates for elected office this fall, including statewide, congressional, and state legislative candidates.

Dozens of members volunteered their time to help those candidates get elected. SEIU local unions, including the 4C's, engaged our members through a massive get-out-the-vote program that included phone banks, neighborhood leafleting, direct mail, e-mail alerts and more.

When the votes were in, we won nearly 90% of our races!

Retirees Chapter Concerned About Possible Budget Cuts

"We are retired, not dead," said **Bill Searle**, President of the 4C's Retirees Chapter after their November meeting when the key topic of discussion was the election and huge state budget deficit. "It is clear from our meeting and members' emails to me that we will stand with our colleagues and students against the big cuts being demanded by some people."

Member **Felipe Flores** added, "We built our careers in community colleges for a reason – because we believe deeply in them. We still do."

With the State facing a \$3.4 billion deficit, state employees and their benefits have come under attack. Just prior to the elections, for example, Gov. Rell's Post-Employment Benefits Commission suggested reconsidering pension and retiree health care benefit levels, eligibility



Politics was a major discussion at a fall meeting of the 4C's Retirees Chapter. Members enjoyed meeting Kevin Lembo, who was the successful candidate for State Comptroller. *From left:* Bill Searle, Denise Lynch, Lembo campaign staffer, Kevin Lembo, Kathy Bavelas, and Bette Marafino.

guidelines and employee cost-sharing.

The Retirees Chapter has also placed increased emphasis on outreach efforts and has created the new position of college representative. These representatives will be a vital link between retirees and local union leaders and members.

"We are still looking for new retiree

members and college representatives," said **Bette Marafino**, Vice-President. Anyone interested should contact Bill Searle at wsearle@acc.commnet.edu. Retirees not yet members of our retirees chapter can download the membership form on the 4C's website: www.the4cs.org/Join_the_4C_s_Retirees_.aspx.

2010 4C's Political Action Results: Most 4C's-endorsed Candidates Win

The 4C's evaluated candidates based on their record or stance on issues of importance to 4C's members and our families, state employees, students, and the community colleges. A "W" prior to the name indicates a win; a "L" indicates a loss.

STATEWIDE ELECTIONS

W U.S. Senate: Richard Blumenthal (D)

W Governor: Dan Malloy (D)

W Lt. Governor: Nancy Wyman (D)

W Attorney General: George Jepsen (D)

W Sec. of the State: Denise Merrill (D)

W Treasurer: Denise Nappier (D)

W Comptroller: Kevin Lembo (D)

FIRST CONGRESSIONAL DISTRICT

W U.S. Congress: John Larson (D)

STATE SENATOR:

W John Fonfara (D-1) Hartford

W Eric Coleman (D-2) Bloomfield

W Gary LeBeau (D-3) East Hartford

W Steve Cassano (D-4) Manchester

L Tom Colapietro (D-31) Bristol

STATE REPRESENTATIVE:

W Marie Kirkley-Bey (D-5) Hartford

W Doug McCrory (D-7) Hartford

W Goeff Luxemberg (D-12) Manchester

W John Thompson (D-13) Manchester

W David Baram (D-15) Bloomfield

W Andy Fleischmann (D-18) W. Hartford

W Brian Becker (D-19) West Hartford

W David McCluskey (D-20) West Hartford

W Russ Morin (D-28) Wethersfield

L Jim O'Rourke (D-32) Cromwell

W Peggy Sayers (D-60) Windsor Locks

W Zeke Zalaski (D-81) Southington

SECOND CONGRESSIONAL DISTRICT

W U.S. Congress: Joe Courtney (D)

STATE SENATOR:

L Karen Jarmoc (D-7) Enfield

W Andrew Maynard (D-18) Stonington

W Edith Prague (D-19) Columbia

W Andrea Stillman (D-20) Waterford

W Donald Williams (D-29) Brooklyn

W Eileen Daily (D-33) Westbrook

W Tony Guglielmo (R-35) Stafford



STATE REPRESENTATIVE:

L Joan Lewis (D-8) Coventry

W Gail Hamm (D-34) East Hampton

W Ed Jutila (D-37) Niantic

W Betsy Ritter (D-38) Quaker Hill

W Tom Reynolds (D-42) Gales Ferry

W Diana Urban (D-43) No. Stonington

W Steve Mikutel (D-45) Griswold

L Cathy Osten (D-47) Baltic

W Linda Orange (D-48) Colchester

W Susan Johnson (D-49) Willimantic

W Brian Hurlburt (D-53) Tolland

W Greg Haddad (D-54) Mansfield

W Claire Janowski (D-56) Vernon

W David Kiner (D-59) Enfield

W Kevin Ryan (D-139) Oakdale

THIRD CONGRESSIONAL DISTRICT

W U.S. Congress: Rosa DeLauro (D)

STATE SENATOR:

W Toni Harp (D-10) New Haven

W Martin Looney (D-11) New Haven

W Ed Meyer (D-12) Guilford

W Gayle Slossberg (D-14) Milford

W Joe Crisco (D-17) Woodbridge

STATE REPRESENTATIVE:

W Joseph Serra (D-33) Middletown

L Steve Fontana (D-87) North Haven

W Brendan Sharkey (D-88) Hamden

W Vicky Nardello (D-89) Prospect

W Peter Villano (D-91) Hamden

W Pat Dillon (D-92) New Haven

W Toni Walker (D-93) New Haven

W Gary Winfield (D-94) New Haven

W Robert Megna (D-97) New Haven

W Linda Gentile (D-104) Ansonia

W Paul Davis (D-117) Orange

W Matt Lesser (D-100) Middletown

L Theresa Conroy (D-105) Seymour

W Richard Roy (D-119) Milford

FOURTH CONGRESSIONAL DISTRICT

W U.S. Congress: Jim Himes (D)

STATE SENATOR:

W Anthony Musto (D-22) Trumbull

W Ed Gomes (D-23) Bridgeport

W Bob Duff (D-25) Norwalk

W Andrew McDonald (D-27) Stamford

STATE REPRESENTATIVE:

L Michelle Mount (D-112) Monroe

W Don Clemons (D-124) Bridgeport

W Chris Caruso (D-126) Bridgeport

W Jack Hennessy (D-127) Bridgeport

W Andres Ayala (D-128) Bridgeport

W Ezequiel Santiago (D-130) Bridgeport

W Kim Fawcett (D-133) Fairfield

W Chris Perone (D-137) Norwalk

W Gerald Fox (D-146) Stamford

W Carlo Leone (D-148) Stamford

FIFTH CONGRESSIONAL DISTRICT

W U.S. Congress: Chris Murphy (D)

STATE SENATOR:

W Don DeFronzo (D-6) New Britain

W Tom Gaffey (D-13) Meriden

W Joan Hartley (D-15) Waterbury

STATE REPRESENTATIVE:

L Jason Bartlett (D-2) Bethel

W Linda Schofield (D-16) Simsbury

L Mike Demicco (D-21) Farmington

W Tim O'Brien (D-24) New Britain

W John Geragosian (D-25) New Britain

W Peter Tercyak (D-26) New Britain

W Joe Aresimowicz (D-30) New Britain

W Roberta Willis (D-64) Lakeville

W Michelle Cook (D-65) Torrington

W Larry Butler (D-72) Waterbury

W Selim Noujaim (R-74) Waterbury

L Corky Mazurek (D-80) Wolcott

W Chris Donovan (D-84) Meriden

W Joe Taborsak (D-109) Danbury

W Bob Godfrey (D-110) Danbury

QVCC Member Travels to Study Peace Efforts in the Middle East



Jayne Battye at the separation wall between Israel and Palestinian West Bank.

Last summer, **Jayne Battye**, Political Science faculty member at Quinebaug Valley, attended a 10-day conference entitled “Jordan and Jerusalem: Conflict and Cooperation”.

“We began our visit in Amman, Jordan where we spoke to Jordanians who are involved at some level with the issue of peace in the middle-east.

“We learned that all parties have a vested interest in peace

negotiations and all parties must have their voices heard,” Jayne relayed.

Jayne said a highlight of the conference was two nights in Jerusalem. “Here is a place where

religion and political beliefs are on display for all to see. We were given a tour of Christianity’s holy sites, including access to places not normally on the tourist map. For example we borrowed a key from a Greek monastery adjacent to the Holy Sepulchre and went on to the roof of the Sepulchre where we had a birds-eye view of the whole city,” Jayne said.

“Islam, Christianity, and Judaism are on view for all to see in the form of the Western Wall and the Dome of the Rock, and the Holy Sepulchre.

“Ultimately, when one considers conflict and cooperation in the Middle-East, it will be the city of Jerusalem and the claims on it made by these three religions that will be the biggest challenge to overcome,” Jayne concluded.

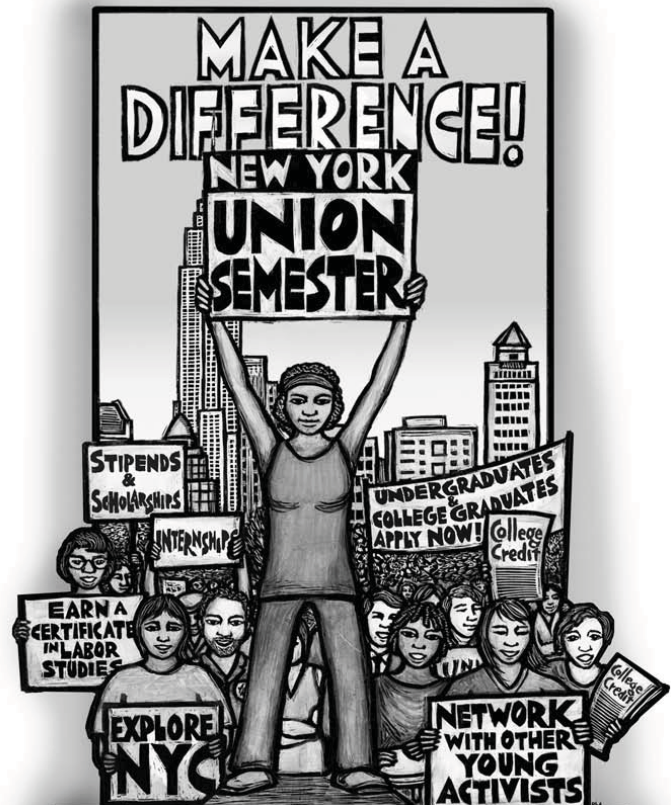
Dancing the Town Pink Brings in the Green!



Kudos to **Mary Campagna**, teacher in NCC’s Child Development Lab School, for organizing a dinner and dance to benefit the Bennett Cancer Center.

The first-time event drew more than 100 guests and raised \$2,000!

“It was a beautiful event!” Mary commented. “Everyone liked the band; we heard great feedback about the food and the location.”



Accepting Applications for Spring 2011 Semester
 Information: 212-642-2075 or www.unionsemester.org

Join the Zumba® Party at MCC!

Zumba®! If you haven't tried it yet, what are you waiting for?

Joanne Britton, Assistant Director of Fitness and Recreation at MCC, brought Zumba to the college about three years ago. Now, the college offers Zumba classes six days a week.

The slogan for this wildly popular Latin dance-based exercise class is "Ditch the Workout, Join the Party!"

Music is the key ingredient to Zumba. Playlists will span a variety of dance rhythms, such as mambo, cha-cha, cumbia, and merengue, with the occasional hip-hop or belly dancing thrown in.

Joanne says the classes not only provide a great cardio workout, but can also be used to break down barriers

between different segments of the MCC community.

For example, Zumba classes were offered in an open area during MCC's new student orientation this year. "When the new students arrived on campus, they were a little shy, a little overwhelmed," said Joanne. "When they heard this outrageous music and saw people dancing and having fun, they joined in. Many have become Zumba regulars."

The MCC classes attract students, athletes, staff, retirees, and community members. Zumba has also formed a unique relationship between the college and Community Enterprises, a human service agency serving clients with learning disabilities.

"I was working with one client

who fell in love with Zumba, and then several more clients followed" said Beth Goodwin, Director of the Supported Education Program.

Joanne worked with the organization on a rate schedule. Now, a typical class might include half a dozen Community Enterprises clients.

"These clients are so much fun, the MCC community loves having them in the class," Joanne said. The clients feel great about themselves for participating in an activity where their



Joanne Britton (center, green pants) at a Zumba fundraiser in the MCC gym to raise funds for the college's intercollegiate athletic programs.

disabilities are not a handicap, while the MCC community is enriched by their presence.

Joanne has numerous stories of individual empowerment and success. One young man with an eating disorder weighed over 350 pounds. Since joining the Zumba class, he's lost 100 pounds and counting.

Another young woman came to the class to write a story for her high school newspaper. She not only signed up for classes, but went on to become a Zumba instructor and now teaches at Southern Connecticut State University.

In addition to Zumba, Joanne oversees several other group exercise classes, the fitness center, as well as intramural and leisure sports. She would love to get together with anyone running similar programs at their college. To find out more, contact jbritton@mcc.commnet.edu.



ChapterNews

TRCC's Decision to Terminate Employee Found to be "Unreasonable and Arbitrary"

Faculty Member Rehired with Full Back Pay

The union won a major victory last month when Arbitrator Richard G. Higgins found that Three Rivers Community College violated the contract by not renewing the appointment of **Minati Roychoudhuri** a faculty member in the English Department. Higgins found that "significant and substantial elements" of the decision by President Jones and Dean Branchini "were unreasonable, and certain aspects of the decision were arbitrary."

Professor Roychoudhuri, who is on the tenure track, had been terminated after completing five standard appointments in Spring 2010. After six full days of hearings with testimony and review of documents, it was clear to the arbitrator that justice could only be served by restoring her to her former position with full back pay.

"It is hard to believe the degree of foul play that this college management tried to get away with," commented 4C's Organizer Bob Reutenauer. "By exposing this perfidy and convincing the arbitrator to turn it back, this is a victory for us all. The fifty-five page written decision by Higgins is a chronicle of the disgrace that was attempted, and defeated."

Consider just few of the most grievous activities of this college administration that the union and ultimately the arbitrator, obligated by statute and decency, stood against:

- No opportunity to discuss evaluation (by the way, it was "Satisfactory, needs improvement")
- Unsigned "notes" not contained in a

recognized "file" used against Minati.

- During the hearing, new "arbitrary" reasons for termination conjured up, that had never been mentioned, ever.
- Two student complaints mentioned as reason for termination; both students testified on Minati's behalf at the hearing.
- Arbitrator examined her whole student evaluation record and saw no connection between what the management found deficient and what the students said.

Further enhancing the union's case was the fact that Minati was promoted by the college President in 2007, and

her additional responsibilities proposals were always accepted by the Dean (most recently containing the notation "thanks for all you do.")

TRCC chapter leaders **Jon Brammer, Art Braza, and Terry Delaney** attended each hearing in support of Minati and the union. Several other members and students offered key testimony in her defense as well.

"This is certainly a proud moment for the union. that will hopefully stop this kind of behavior in the future," remarked 4C's President Steve Cohen.

Note: The arbitrator's award and briefs are available on the union's website.

MCC Chapter Spends a Day Helping Those Less Fortunate

Twenty MCC faculty, staff, adjuncts, EA's, family, and 4C's staff volunteered to sort and repackage produce at FoodShare on Saturday, September 25, 2010. In five and a half hours, the Manchester 4C's team processed 23 pallets of produce weighing a total of 10,067 lbs! They handled tens of thousands of red peppers, along with some zucchini.

The volunteers enjoyed themselves and appreciated the opportunity to serve those less fortunate. The 4C's Chapter is discussing other service opportunities with organizations like Habitat for Humanity and Rebuilding Together, as well as another FoodShare project.

"It was a great event and I was happy everyone worked so well and had fun to boot!" commented Chapter Officer Kevin Skee. The project was organized by Kevin and fellow Chapter Officers Carl Stafford and Josh Kapelner.



MCC members having a good time working for a good cause.

Those who participated were: Deborah Denfeld, Chaitanya Pai, Wanda Reyes-Dawes, Christopher Hamelin, Kimberly Hamilton-Bobrow, Lucy Hurston, Josh Kapelner, Bruce Manning, Susan Meisler, Barbara Paskov, Melissa Rivera, Francine Rosselli-Navarra, Lois Ryan, Kevin Skee, Fatma Salman, Carl Stafford, Donna Waldron, Donna Nicholson, Dakota Nicholson, and Mary Van Buren.



TXCC Members Express Concerns About 'ABE'

More than 70 TXCC members packed a lecture hall for an October union meeting to discuss workload and promotion issues surrounding Ability Based Education (ABE), Digication and ePortfolio.

The meeting was organized by Chapter Officers **Bryan Bonina, Colleen Richard, and Robyn Brooks**. It also included representatives from the 4C's, including President Steve Cohen, and representatives from Tunxis administration, including President Addy.

Over the past several years, Tunxis faculty and staff have been working collectively to identify the abilities that students will need to be successful (ABE). This approach asserts that students need to be able to apply the knowledge they have gained to real world situations. Digication and e-Portfolio provide a web-based assessment management system for evaluating students' learning.

Members have expressed concerns because these new teaching/assessment tools require a great deal of time, both in training and implementation; time that takes away

from other academic priorities.

Here is a brief summary of items clarified at the October meeting:

1. Tunxis is committed to ABE. Full time and part time faculty are required to use ABE to evaluate students for at least one assignment starting this semester.
2. Digication is not required. Faculty can enter ABE scores on paper, as done in prior semesters or may use Digication.
3. Digication training is not required for adjuncts at this point.
4. Faculty are not required to incorporate ePortfolio into their courses or use it in the classroom. It is the student's responsibility to use ePortfolio.

5. There may be a separate data system set up, similar to entering final student grades, that would allow all faculty to enter ABE scores in that manner.

"The Tunxis administration continues to work with 4C's members to adjust the ABE system in ways that will deliver the desired results with minimal additional work for faculty and staff," said Chapter Officer Bryan Bonina.

Chapter Officer Robyn Brooks added that a clarifying message for adjuncts is under discussion, and that detailed expectations and level of participation for adjuncts will be shared prior to the start of Spring 2011 classes.



Tunxis Chapter Officers (from left) **Bryan Bonina, Robyn Brooks, and Colleen Richard** listen attentively as members raise workload concerns about Ability Based Education.



**Congress of Connecticut
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- Secure a Union Plus Mortgage with special cost savings and built-in protections against layoff, strikes and hardship.
- Get Union SAFE grants to help weather economic storms.

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For full details, visit UnionPlus.org

