

Congress Chronicles

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



Photos: Above: Asnuntuck members and students take a break from lobbying to pose with the Capitol dome behind them. Top Left: Participating in a Better Choices for Connecticut rally are Bob Reutenauer, 4C's Staff, Trent Wright and Linda Musco, both from Middlesex. Middle Left: Quinebaug Valley members and students are welcomed in the House chambers. Bottom Left: Northwestern members and students meet with Republican Rep. Craig Miner.

To Legislators: "Don't Cut the Community College Budget!"

This semester, 4C's members, along with students and community supporters, have traveled to the State Capitol, have met with legislators locally, and have signed and delivered thousands of postcards.

The message has been simple: Don't cut the Community College budget; there are better ways to address the address the State's economic problems.

As we go to press, legislators have not yet settled on a budget. Information will be posted on the union's website as it becomes available.



Congress Chronicles



**Congress of Connecticut
Community Colleges**

SEIU LOCAL 1973

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(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.

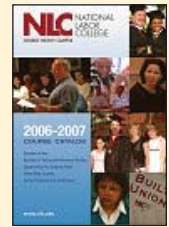
CONGRESS STAFF

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

National Labor College

www.nlc.edu

Perhaps you have time to upgrade your union knowledge this summer. Check out the National Labor College in Silver Springs, Maryland. The College offers a variety of programs from free one-hour online classes to Certificate and Bachelor's Degree Programs. If you find a program that you are interested in, be sure to check with the 4C's. If there is a cost associated with it, training funds may be available from the union.



Here's a brief outline for some of the courses of study:

- Free (1 hour) Online Courses: Several courses are offered ranging from the "Basics of Multimedia" to "Images of Labor in Art."
- Union Skills Courses: One week classes cover topics such as grievance handling, negotiating contracts, and communication skills.
- Certificates: Earn a certificate after taking four online courses (12 credits). The fully online program lasts for 10 weeks. Pick a major, such as Labor Safety and Health or Union Administration. A new certificate program for Green Workplace Representatives is in the works.
- B.A. Degrees: A flexible program where much of the work is done online with one-week of on-campus instruction per semester. Majors include Labor Studies, Labor Education, and more.

John Hancock Settlement

If you are African American and you are the purchaser, owner, insured or beneficiary of a John Hancock Life Insurance Policy that was issued before 1959, you could get a payment from a class action settlement.

The lawsuit alleges that, prior to 1959, John Hancock discriminated in the sale of certain life insurance policies to African Americans. John Hancock denies the claims. The Court has permitted the case to proceed as a class action. No determination of liability has been made. Both sides have agreed to a settlement.

For more information about the lawsuit, claim forms, and how to exercise your options, go to:

JOHNHANCOCKSETTLEMENT.COM
or call 1-800-232-3154



Living in Uncertain Times

Clearly, we are enduring uncertain times.

Leaving the international and national scenes aside, here in Connecticut we await a state budget that everyone believes will involve pain and sacrifice. It is not clear that the budget drama will be completed by June 30, and no one truly knows how this budget drama will be resolved.

This fiscal uncertainty “trickles down” to our home communities, to our own state agency, to our individual colleges, and to our administrative units and academic departments.

How much money will there be?

No one knows for certain.

So what can we be certain about? We can be certain of a few things.

First and foremost, we can be certain that budget problems will not cause principle bargaining unit members to lose employment prior to June 30, 2011.

The obvious corollary here is we can be certain we will all make financial sacrifices to ensure this continuing employment.

Most importantly of all, we can be certain that by sticking together and by supporting one another, we can find the strength to persevere. Our strength, combined with the strength of our AFSCME and AFT coalition partners, will help us to weather this fiscal storm. (And our combined strength will help us to resist management’s attempts to horde system resources for their own purposes. AFSCME president Chagnon, AFT president Bogusky, and I will have more to say about this in the future.)

We can further be certain that we will be diminished by our colleagues’ impending retirements. This will be particularly bittersweet for those of us who shall remain. We know our retiring colleagues will take with them their long-term perspective, their institutional memory, and their wisdom. We will celebrate their having reached such a tremendous milestone, while also feeling the pain of their absence.

Finally we can be certain of this much--we have endured hard times in the past, we will encounter hard times again in the future, and we can face the current hard times. We are strong enough to do this.

I wish all of you a happy and healthy summer.

UnionUpdates

Arbitrator's Award would Boost Wages for Allied Health, Dental, and Nursing Faculty

Arbitrator Joel Douglas issued an award in April which addresses the serious faculty recruitment and retention issues for those in the allied health, dental, and nursing fields.

The arbitration award, which passed the Appropriations Committee and now must be approved by the General Assembly as a whole, calls for increases in starting pay for full-time health career faculty, increases in the hourly rate for part-time clinical EAs, and additional steps at the top of the faculty wage grid.

According to 4C's President Steve Cohen, the Community Colleges are finding it increasingly difficult to attract and retain nursing and allied health faculty... a problem likely to be exacerbated by the impending retirement of senior faculty members.

Joanne Ottman, Director of Allied Health/Nursing at NVCC, says programs are turning students away because they can't find the faculty or clinical instructors to teach them.

The arbitrator's award on wages for full-time Allied Health, Dental, and Nursing faculty:

- Minimum hiring rate set at Assistant Professor Step 5
- Two steps added to the top of the Assistant Professor grid; three steps added to the top of the Associate Professor grid; and four steps added to the top of the Professor grid.
- Incumbent faculty who are at a step lower than the new hiring rate, will be moved to the new hiring step.
- Incumbent faculty who were hired below the new hiring step, but are either at or above the new hiring step will receive an additional step increase.

Nursing/Allied Health/Dental Faculty Summary Arbitration Award:

This Award Requires Legislative Approval Before Any of Its Provisions Can Take Effect

Improvements:

- Wages (new hiring rate, additional steps on grids, steps for some incumbents)
- Overload Pay Based on Salary (rather than PTL rate)
- Payments made bi-weekly
- Required License Fees reimbursed
- \$4000 per semester for course leaders
- 30 days for summer or intersession work
- Part-time Clinical Faculty rate increased to \$65/hr

Continuation of Current Language:

- 50 Minute Credit Hour
- Professional Development
- Promotion
- Clerical Support
- Mileage Reimbursement
- Accreditation Reports & Articulation Agreements
- Compensation rate for summer or intersession work
- Evening or weekend shift differential



Joanne Ottman, NVCC Director of Allied Health/Nursing, testified before the legislature's Appropriations Committee and explained why the salary enhancements are needed.

The award also increases the hourly rate for part-time clinical faculty to \$65/hour, up from \$54/hour.

The arbitrator issued an award on fifteen issues. Citing the state's economic problems, the arbitrator sided with management on most of these issues.

The 4C's, working in coalition with the AFT, had sought to win on issues such as extra pay for working a 60 minute (instead of the normal 50 minute) credit hour, additional professional development and promotion funds, and additional mileage for teaching at multiple campuses. The arbitrator ruled for a continuation of the current contract language on these issues.



ACC Chapter Co-chair Maki McHenry (standing) said she appreciated members helping members at an ACC retirement seminar.

Asnuntuck Chapter Offers Program on Retirement

In April, the 4C's ACC chapter sponsored a Retirement Seminar to provide information and answer questions for those considering retirement. Two retired members, **Fred Stefanowicz** and **Elaine Folkers**, were the main speakers. They talked about the process and the financial aspects, as well as some of the social and emotional considerations.

"It was great to get the perspective from colleagues who have been through the process. Many of us had the same questions," **Joe Gervascio** said. Joe had not intended to retire, but said with the Retirement Incentive, it just made financial sense to do so.

continued next page

OFFICIAL RESULTS: Election for Congress Officers: 2009-2011 Term

		Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex	Naugatuck	Northwestern	Norwalk	Quinebaug	Three Rivers	Tunxis	TOTAL
President	Steve Cohen	22	30	58	67	42	23	64	24	87	32	47	59	555
Secretary	Marianne Generali	22	30	57	66	41	23	65	24	82	32	44	61	547
Vice President from ACLs	Maureen Chalmers	16	10	16	27	16	7	14	34	42	12	7	29	230
	James Zagroba	7	9	13	19	8	7	38	2	14	3	1	16	137
	Rhonda Spaziani	7	12	33	20	17	8	13	0	25	17	39	16	207
VP Faculty	Thomas Jackson	18	30	57	62	38	22	56	24	83	31	46	59	526
VP from Part-Timers	Martin Piccirillo	21	17	46	40	27	13	37	15	44	18	23	36	337
	Cynthia Walker Babatunji	5	14	23	24	15	10	28	13	36	12	18	26	224
	Cynthia Meo	16	30	55	65	38	22	65	27	81	31	45	51	526
Organizational Affairs	Bryan Bonina	25	30	60	65	42	21	59	26	81	32	45	60	546
Diversity	Jesse Davis	21	30	57	64	38	22	60	26	81	32	46	58	535

ACC Retirement Seminar

continued from page 4

Chapter Co-chair **Bob Bergquist**, who plans to spend his retirement fishing, traveling, and visiting family, said he was surprised to learn of all the documentation required. **Tony Cirone** concurred, saying “It takes a lot more paperwork to retire than it did to get hired.”

Mike Rood said the seminar was superbly informative, insightful, and supportive. Having colleagues who retired share their experience was extremely helpful. “So much of our sense of self is invested in our jobs. We have to plan for how to deal with that in retirement.”

Bill Searle thought the seminar so worthwhile, he suggested the union offer retirement seminars on a regular basis. Members from the college’s HR office, **Cheryl Cyr** and **Joyce Catania**, put together information packets for all who attended.

Eight Statewide Officers Elected to Two-Year Terms

In April, members elected the 4C’s leadership team for the next two years. Under the terms of our recently amended Constitution, the leadership team includes eight Statewide Elected Officers.

The 4C’s will continue to be led by President **Steven E. Cohen** from Norwalk Community College. Steve and the rest of the team began their term on May 1.

Two other incumbent Officers were re-elected, Secretary **Marianne Generali** (NVCC) and Vice President from Faculty **Tom Jackson** (NCC).

Maureen Chalmers (NWCC) won a contested race for Vice President from ACLs. Maureen is returning to an officer position, having served as Vice President for ACLs for four years, 2003-07.

Martin Piccirillo (GWCC) won a contested race for Vice President from Part-timers. This is a new officer position. Marty previously served as chair of the

Part-timers Committee.

Cynthia Meo (NVCC) was elected to fill the newly created position of Professional Affairs Officer. Cindy was formerly the Vice President for External Relations, a position which no longer exists.

Elected to fill the new Organizational Affairs Officer position was **Bryan Bonina**, a Chapter Officer from Tunxis. **Jesse Davis** (GWCC) was elected to the new Diversity Officer position. Jesse previously served as chair of the Equal Opportunities Committee.

Tony Scott (NCC) will continue as the 4C’s Comptroller. His two-year term lasts until April, 2010.

Other Executive Board members to be selected are three appointed Officers plus the elected Chairs of the Standing Committees. Information on committee meetings and activities will be available in the Fall.

Delegates Approve Union Budget for 2009-2010

At the May 1 Delegate Assembly, Delegates approved an expense budget of nearly \$1.5 million. The budget represents an increase of 4% over the current year's budget.

Approved expenses exceed anticipated revenue by \$297,489, but the Finance Committee believes it is unlikely that the deficit will be this large at the end of the year.

The projected deficit is based on a conservative estimate of dues income along with expense projections that include known overages for pre-concession staff wages and yet to be decided Chapter Officer compensation.

For the year ahead, the Finance Committee projected a 15% reduction in income from dues. The reduction is due to the anticipated loss of members due to the Retirement Incentive Program.

Payroll costs are explained on the facing page. The following summarizes the expenses included in the other expense categories.

SEIU & Other Affiliations: The 4C's will pay \$300,000 in dues to our international union, the Service Employees International Union. The 4C's also pays dues to other labor organizations including SEBAC and the Connecticut AFL-CIO.

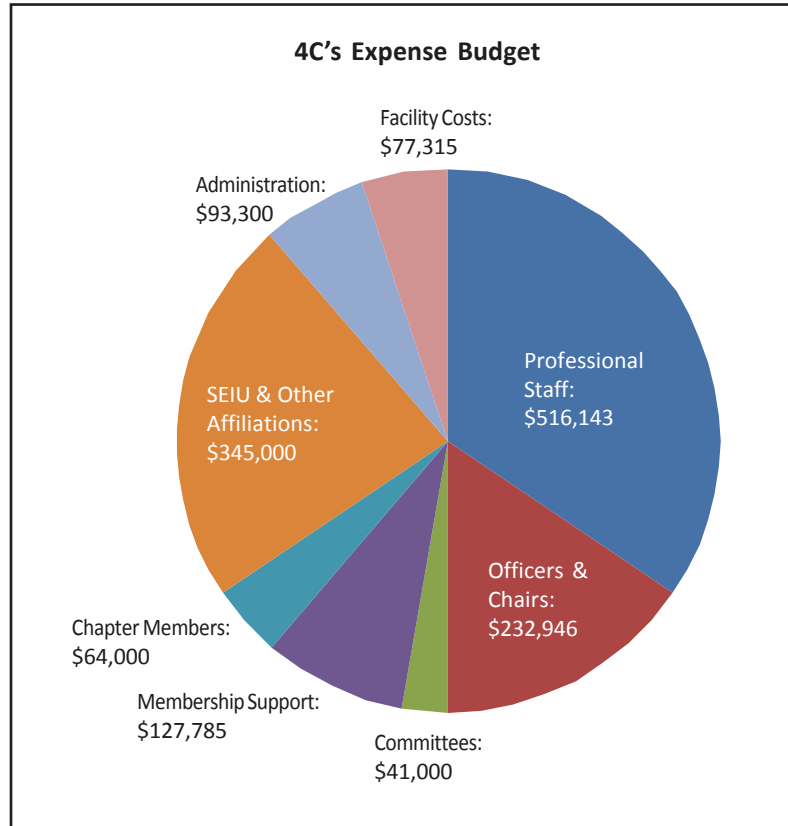
Membership Support: This category includes expenses such as membership training and conferences, grievance and arbitration expenses, lobbying, public relations, and negotiating expenses.

Committee Expenses: Every statewide committee has a small budget to cover mileage reimbursements and refreshments. Fourteen committees are listed in the budget; the largest is the Delegate Assembly with about 75 members.

Chapter Members: Each chapter is allowed funds to pay for meeting refreshments and other activities. Funds are allocated on a per capita basis, so the larger chapters have a bigger budget.

Administration: Printing, postage, supplies, cleaning, and accounting, are all examples of administration expenses.

Facility Costs: This includes costs directly related to the union office – rent, phone, utilities, and taxes.



Congress of Connecticut Community Colleges

Overview: 2009-2010 Budget

Approved by Delegate Assembly, 5.1.09

Expense Category	Approved 2009-10 Budget	% Change from 2008-09 Budget
Payroll: Professional Staff	\$ 516,143	- 10%
Payroll: Officers, Committee and Chapter Officers*	\$ 232,946	+ 103%
Affiliations	\$ 345,000	+ 4%
Membership Support	\$ 127,785	- 2%
Committee Expenses	\$ 41,000	- 5%
Chapter Members	\$ 64,000	- 7%
Administration	\$ 93,300	- 8%
Facility Costs	\$ 77,315	+ 4%
TOTAL EXPENSE	\$1,497,489	+ 4%
TOTAL REVENUE	\$1,200,000	- 15%
Revenues under expenses	(\$297,000)	

* See article on facing page on Chapter Officer compensation.

Leadership Expenses: Committee Will Consider Compensation for Chapter Officers

The budget reflects a continuation of the practice of providing cash compensation to most 4C's Officers and Statewide Committee Chairs. A few individuals choose to receive compensation in release time from their campus duties in lieu of cash.

Cash compensation is based on the level II adjunct rate. Since the union budget was approved prior to the approval of the Concession Agreement, the budget uses the pre-concession credit rate of \$1,437. The rate actually paid will be reduced to the adjunct II rate for the coming fiscal year.

The table at right shows the allocation of compensation for the various Executive Board positions.

Delegates also voted this spring to recognize the work done by Chapter Officers. Delegates originally asked that the draft budget include the equivalent compensation of 1 credit per semester for each college's Chap-

ter Officers.

Comptroller Tony Scott estimated this would total \$114,173, including compensation plus employment taxes. His estimate was based on the recently amended Constitution which calls for three Chapter Officers per campus. Compensation for a local Grievance Officer was not included in this estimate.

At the May 1 Delegate Assembly, delegates asked that this policy be considered further before a final decision is made. Several delegates suggested that members be asked for their input before adding a large additional outlay to the union budget. The Finance and Organizing Committees were charged with soliciting input from members and drafting a proposed policy for consideration by the Delegate Assembly in the Fall.

Delegates chose to leave the \$114,173 line item for Chapter Officers in the

<u>Position</u>	<u>Annual Compensation</u>
President	15 credits cash + 18 credits release time
Comptroller	12 credits
Elected Officers	3 credits
Committee Chairs	2 credits
Presidential Aide	2 credits
Legislative Director	2 credits + 1 day/wk release time in Spring semester
Grievance Officer	6 credits release time

The 4C's also pays payroll taxes and unemployment taxes on all leadership compensation.

budget; however, these funds cannot be expended unless the Delegate Assembly approves a compensation policy.

4C's Staff Agree to Same Wage Concessions as Members

The 4C's professional staff, all of whom are members of UAW local 376, have a union contract which mirrors the 4C's Contract in many ways.

Following a long-standing tradition, union staff wages reflect the members' wages. Thus, the union staff have agreed to take furlough days, to delay steps and wage increases, and to extend their contract until 2012.

The 4C's budget was approved prior to the Concession Agreement and uses the pre-concession rates. The amount actually paid, however, will reflect the reduced rates.

The union's professional staff

expenses are further reduced in the coming year by the decision to not refill the position left vacant when Chris Donovan retired from the staff on January 1, 2009.

Health insurance and a pension plan are provided through our international union, SEIU. No Early Retirement Incentive was offered.

Staff Wage Scale for 2009-10:

Organizing:

David Bosco CCP 18, step 17
Bob Reutenauer CCP 18, step 16

Communications:

Mary Van Buren CCP 18, step 17

Administration:

Kathleen Collette CCP 16, step 18



Chapter Member Expenses

Each chapter may use funds to pay for meeting refreshments and other activities. Funds are allocated based on the number of full and part-time chapter members.

ACC: \$3000	NCC: \$6000
CCC: \$3600	NVCC: \$8000
GWCC: \$6000	NWCC: \$3200
HCC: \$7000	QVCC: \$3600
MCC: \$7000	TRCC: \$5000
MXCC: \$3600	TXCC: \$8000

4C'sMembers

A Standing Ovation for an ACC Professor's Role in "To Kill a Mockingbird"

This winter/spring, Hartford theater-goers were treated to a highly acclaimed production of Harper Lee's **"To Kill a Mockingbird"** at the Hartford Stage. ACC English Professor **C. Zakiah Barksdale** was an integral part of the play's success.

Zakiah had two non-speaking roles in the play: a nursemaid and a townsper-son. She also was an understudy for the roles of Calpurnia and Helen Robinson.

Zakiah said that portraying non-speak- ing characters takes a great deal of focus and concentration. She strove to portray her characters using body language and facial expressions.

As Jesse, a nursemaid to a sick, cantan- kerous old woman, Zakiah chose not to be offended by Mrs. Dubose' use of offensive language such as 'darky' and 'nigra.'

"I ignored her derogatory remarks because of who she was to me. She depended on me and we had a differ- ent relationship behind closed doors. I chose to play the part as a nuturing caregiver," Zakiah revealed.

When Zakiah played the part of a townsper-son witnessing the trial of a falsely-accused Black man, she took it



Photo by T. Charles Erickson from the Hartford Stage production of "To Kill a Mockingbird"

A scene portraying Tom Robinson's trial from Hartford Stage's **"To Kill a Mockingbird"** includes ACC Professor **C. Zakiah Barksdale** (second from right). Actors (l to r): **Douglas Lyons, Henry Hodges, Andrew Shipman, Olivia Scott, Pat Bowie, C. Zakiah Barksdale and Charles Turner.**

upon herself to represent Black moth- ers across the country whose sons have been falsely accused.

"Both parts required an important part of acting which is to stay in the mo- ment; to try to convey reality without the use of words," she said.

Zakiah, who teaches English, Public Speaking, and Acting at Asnuntuck and also at Manchester, said the Hart- ford Stage experience improved her

teaching. "As a teacher/practitioner, I brought back anecdotes, techniques, real-world experience to the students.

"I found that being on stage again and working with the warm and wonderful Director Michael Wilson affected me profoundly. Surprisingly, it awakened my creativity in a number of areas. I absolutely intend to continue acting," Zakiah said.

Zakiah has been with the community colleges for more than 20 years. After graduating from the Yale School of Drama, her ambition was to pursue a theater career in New York City. "I realized that I don't need to go to New York to be part of a wonderful theater. The nationally recognized Hartford Stage is an exceptional theater that performs relevant and exciting work."

The Hartford Stage production of "To Kill a Mockingbird" broke all previous box office sales records in the theatre's 45-year history.

Naugatuck Valley Adjunct Honored by National Organization



Congratulations to NVCC adjunct **Ken Wargo** who received a National Institute for Staff and Organizational Development (NISOD) Excellence Award.

NISOD focuses on the professional development of faculty and staff in higher education and is devoted to the improve- ment of teaching and learning. Their annual awards honor the best in higher education.

Ken was nominated for this year's award by his colleagues at Naugatuck Valley, where he teaches criminal justice courses.

Free Speech Symposium Draws faculty from Eight Community Colleges

A symposium on the First Amendment and free speech, “Contemporary Threats To Free Expression”, drew faculty from eight community colleges and other institutions on May 1 and May 2.

The event, hosted by Capital Community College, focused on incorporating free speech and the 1st amendment topics into curriculums across a range of disciplines. The symposium was organized by the National Coalition Against Censorship (NCAC) and the ACLU of Connecticut’s Center for First Amendment Rights. Capital’s office of Institutional Advancement partnered with the organizations to bring the symposium to a community college audience.

The Hartford-based Center for First Amendment Rights has a tradition of bringing free speech issues to Connecticut through programs for professionals and students, and its well-known annual Milton Sorokin Symposia. NCAC, now in its 35th year, is the only national organization devoted exclusively to promoting and defending free expression.

The symposium was supported with a grant from the Ford Foundation and fea-



Some participants from the community colleges:

Seated: English Professor **John Christie** (CCC), History and Political Science Assoc. Professor **Derek Maxfield** (CCC); *Standing:* Communication Instructor **Jennifer Thomassen** (CCC), Social Sciences Professor **Lauren Doninger** (GWCC), and Director of Institutional Advancement **John McNamara** (CCC).

ured leading First Amendment scholars and experts, including Nadine Strossen, Professor of Law at New York Law School and former President of the Board of the ACLU. Strossen is the author of “Defending Pornography: Free Speech, Sex and the Fight for Women’s Rights” and “Speaking of Race, Speaking of Sex: Hate Speech, Civil Rights, and Civil Liberties”, and other books.

Participants also heard from the president of the American Booksellers

Foundation for Free Expression, the director of the Arts Advocacy Program at the National Coalition Against Censorship, the director of the Berkman Center for Internet & society, as well as authors, professors, litigators, and historians.

Those attending the symposium, primarily community college faculty from Capital and other colleges, enjoyed the opportunity to engage in extensive discussion in small group settings and informally.



Photo by Anson Smith, HCC Public Relations Coordinator

HCC Courtyard Festival Showcases Creative Diversity

A May 6th festival held in Housatonic’s courtyard, featured music, dance, and art. The event was organized to showcase the creative diversity of HCC students and staff in an atmosphere that promoted learning, collaboration and fun.

During this annual “Rite of Spring,” college faculty, staff, students, and community members flock to the college courtyard to enjoy lighthearted entertainment.

At left, HCC student and portrait artist Michael Rico of Bridgeport was one of many artists displaying his talent at the festival.

Concession Agreements Finalized for Union and Non-union State Employees

On May 15, the House and the Senate approved the Concession Agreement negotiated between SEBAC and the Rell Administration. The Legislative action ends the lengthy negotiating process which began six months ago.

State Employee union members from all agencies approved the Agreement by a 3 to 1 margin. 4C's members approved it with a vote of 926 to 146.

The Legislature also passed a companion statute which extends the furlough days and pension/healthcare changes to managers and other non-



Marianne Generali (right), 4C's Secretary and NVCC member, oversees the voting list and ballot box at the college.

union state employees. Wage freezes for these employees are to be accomplished administratively.

The community college unions (4C's, AFT, and AFSCME) disagreed with management over the interpretation of furlough day language. The parties reached an agreement which allows colleges to close on specific days, but does not require members to take those specific days as furlough days.

"Members are free to schedule their own furlough days with the approval of their supervisor," explained 4C's President Steve Cohen. If problems arise, please call the 4C's office.



Professor Dorothy Libron-Green asks a question about the Retirement Incentive at the NVCC Chapter Meeting.

Effective Dates for Wage Increases & Other Adjustments 2009-2010

Step Increase:

12-mo. employees: 1.9% (approx.); effective Dec. 4-17, 2009 pay period

10-mo employees: 1.9% (approx.); effective Dec. 18-31, 2009 pay period

Lump Sums: same delay as step increases

PTL & Part-time EA Rates:

1.9% increase; effective first pay period of fall 2009 contract year

Promotions: 12-month: effective July 17-31, 2009 pay period; 10-month: effective July 31-Aug. 14, 2009 pay period

Longevity: 1.9% increase; effective April and October as usual

2010-2011

Wage Increase:

12-mo. employees: 3% increase; effective Dec. 3-16, 2010 pay period

10-mo employees: 3% increase; effective Dec. 17-30, 2010 pay period

PTL & Part-time EA Rates:

3% increase; effective first pay period of fall 2010 contract year

Promotions: 12-month: effective July 16-30, 2010 pay period; 10-month: effective July 30-Aug. 13, 2010 pay period

Longevity: 3% increase; effective April and October as usual

2011-2012

Wage Increase:

2.5%; effective July 1-14, 2011 pay period

Step Increase: 2% (approx.); effective October 7-10, 2011 pay period

Lump Sums: same delay as step increases

PTL & Part-time EA Rates:

4.5% increase; effective first pay period of fall 2011 contract year

Promotions: effective July 1-14, 2011 pay period

Longevity: 4.5% increase; effective April and October as usual

Note: Other funds and rates also increase each year. See the 4C's website for information.

College Votes on the 4C's/ SEBAC Agreement	College	Yes	No	Total Voting
	Asnuntuck	85	4	89
	Capital	48	7	55
	Gateway	67	15	82
	Housatonic	80	11	91
	Manchester	117	13	130
	Middlesex	74	11	85
	Naugatuck Valley	60	37	97
	Northwestern	59	10	69
	Norwalk	91	16	107
	Quinebaug	50	9	59
	Three Rivers	68	7	75
	Tunxis	127	6	133

TOTAL
Yes: 926
No: 146



4C's members joined hundred of state employees and community service advocates at a State Capitol rally in March. Participants urged legislators to consider ways to raise revenue rather than make drastic cuts in state services.

There are Better Choices for Connecticut

In response to Connecticut's \$10 billion deficit, the thirteen unions of the State Employees Bargaining Agent Coalition (SEBAC) are working together to urge the wealthy and big corporations to pay their fair share too. State workers stepped up with approximately \$700 million in budget savings, in the form of wage freezes

and furlough days, among other givebacks.

Members of SEBAC unions said the decision to accept freezes and lost wages, as well as increases in their healthcare costs, was not an easy one to make. However, they stated that it is important to protect vital services that people will rely on even more heavily during dire economic times.

SEBAC is calling for others to join them in protecting state services and specifically suggesting that wealthy individuals, profitable corporations

and others who can afford to pay should be called upon to contribute their fair share. The unions have employed television ads and other means to get their message across.

The 4C's has supported the cause by bringing dozens of members and students to the State Capitol and by sending legislators thousands of postcards. The 4C's delivered more than four thousand postcards to legislators asking them to continue to support the community colleges during this economic downturn.

When legislators finalize a state budget, information will be posted on the 4C's website: www.the4cs.org.



Bob Fernandez (left), 4C's Legislative Director and QVCC member, offers lobbying tips to QVCC members and students visiting the State Capitol.



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Community Colleges, SEIU 1973**
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