

Congress Chronicles

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

An Exciting Election Season Ahead

The 4C's largely stayed out of the primaries this summer. Our Political Action Committee chose to remain neutral in the statewide primaries and our leaders abstained when the SEIU State Council voted to endorse Dan Malloy for Governor.

The fall elections are a different matter and our Political Action Committee will be considering a significant role in a number of exciting and important races. Join the 4C's political team by contacting the 4C's.

Email: info@the4cs.org. Call: 860-296-5172.



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Congress Chronicles



**Congress of Connecticut
Community Colleges**

SEIU LOCAL 1973

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ActionCalendar

Statewide Committee Meetings

Saturday, October 2, 10:00 to 11:00 a.m.

4C's Office, Hartford

Be a part of the action by joining a 4C's Committee! Committees will meet on October 2 to elect chairs and discuss goals and projects for the coming year. All members are welcome.

Committees include: Finance, Organizing, Equal Opportunities, Professional Affairs, Part-Timers, Political Action, and Legislative Affairs.

Delegate Assembly

Saturday, October 2, 11:00 a.m. to 1:00 p.m.

4C's Office, Hartford

Join us for discussions of current issues affecting members, our profession, and our system. Delegate Assemblies are open to all 4C's members. Additional fall semester meetings will be held on November 6 and December 4 beginning at 11:00 a.m.

Do We Have Your Correct Mailing Address?

Are We Using Your Preferred E-Mail Address?

This is an important year coming up with elections, state budget problems, negotiations, and more. You'll want to stay informed.

The colleges do NOT notify the union when your contact information changes. Tell us if you have a new mailing address.

We generally use members' campus e-mail addresses, but if you would prefer to receive your e-mail at a different address or if you are not receiving e-mail at all, please let us know.

All changes can be made using the **Change of Address** form available at the 4C's website:

www.the4cs.org



Facing A Wave of Discontent

It is no secret that public employees are currently in many politicians' cross hairs.

Sadly, the public appears to be quite supportive of the anti-public employee campaign rhetoric that fills the airwaves, the print media, and the Internet.

I was on vacation at Cape Cod recently and visited a large flea market. By chance, I came across four different vendors having conversations with customers and/or neighboring vendors concerning public employee wages, retirement plans, and other benefits. Of the nine individuals participating in these conversations, only one was supportive of public services. She was somehow involved with handicapped children and did not want to see services to this population reduced. The other eight differed only in the degree of their vitriol concerning public employees and believed that services could be preserved despite cuts in public spending (i.e. cuts in public employees' compensation.)

In Connecticut, the recent Connecticut State University's senior management compensation shenanigans have resulted in Governor Rell calling for legislative change curtailing the independence of their Board of Trustees. (For those who have been away, the CSU BOT awarded the Chancellor and college Presidents a 10% raise. This has since been reduced to 5%) But more importantly for us, public higher education, and more specifically, public higher education employees, have been tarnished by the CSU managers' tone-deafness to the economic struggles of ordinary Nutmeggers.

What can we do?

First, we must accept that there is no amount of money we, SEBAC, or the International SEIU can spend on advertising that can compete with the current anti-public employee drumbeat. (Though the International does have an ongoing campaign focusing on how public employees can save money by making suggestions to improve efficiency.)

Next, we can hope that rational thinking prevails. As I write this on August 8th, Nelson Schwartz writes in today's Sunday New York Times that the "new normal," which describes an economy with growth too sluggish to bring down unemployment for an extended period of time, has even Republican economic advisors talking about a new, expanded role for government. More specifically, some envision additional funding for community colleges to help us refresh skills for the long-term unemployed and/or to retrain them.

Finally, and perhaps most importantly, we can continue to do the fine work we always do. Our best spokespersons are our students. They, and their families, know the value they receive when they attend our colleges. These folks have stood with us in the past when budget cuts have loomed, and we will need their support again.

Their voices, like ours, may be drowned out for the moment by the cacophony, but we can have faith that they will be heard when the rhetoric cools and the time comes for real budgetary decision-making.

Large waves can be dangerous, but the best method to deal with them is to dive straight into them and allow them to pass over us. Let's dive into the fall semester with all of the energy and passion we can muster. This is the best way to face the current wave of discontent.

UnionUpdates

New Nursing Program to Begin at Northwestern CT



Over the summer, the parties have been negotiating over how to apply the union Contract to a non-traditional schedule for a new RN

Associate Degree Program at Northwestern Connecticut.

Faculty who choose to teach in the program will work full-time in the Spring and Summer semesters and get the Fall semester off.

Cautionary Advice on Campus Computer Use

In the past few months, several 4C's members have gotten into trouble for purported violations of the System's policy guiding the use of computers and other System IT resources.

Board policy prohibits using any IT resources for personal purposes, including monetary gain, such as for a side business. It also prohibits any activity that is harassing, defamatory, offensive, illegal, discriminatory, obscene, or pornographic.

Members have found themselves in trouble for spending too much time pursuing personal interests on the internet, for sending inappropriate messages through the System e-mail, and for downloading pornographic or other inappropriate videos and images.

"It's important to remember that members have no right to privacy in the use of college electronic communications, computers, and other IT resources. Management has the right to inspect files, data, e-mail communications, and programs without the employee's consent," said Dave Bosco, a 4C's organizer.

4C's organizer Bob Reutenauer cautioned "It is possible for members to be fired for egregious violations."

So, let's be careful out there!



Strike Support. 4C's members donned purple t-shirts and joined the 1199 picket line outside Park Place nursing home in Hartford. Shown here are **Bryan Bonina**, TXCC (left), and **Anson Smith**, HCC (right). In the back are Retiree Chapter members **Bill and Marilyn Tyszka**.

400 health care workers have been on strike since April over unfair labor practices committed by their employer, Spectrum Healthcare. The 4C's donated \$8,000 to the 1199 Strike Fund to support the workers in their struggle.

TRCC Managers to be Schooled in Proper Conduct

In response to a union charge of witness harassment during an arbitration at Three Rivers, the Board of Trustees agreed to take action. The Labor Relations office will conduct a seminar for Three Rivers management on labor relations issues and, in particular, on conduct towards parties in contested cases.

An Extra \$50 to Those Receiving a Lump Sum in lieu of Step

The parties have reached a settlement that gives 4C's, AFT, and AFSCME members who receive a lump sum in lieu of a step increase a payment of \$50 in fiscal years 2010, 2011, and 2012.

Payments in the current fiscal year were included in the June 18 paycheck. The payments for FY 2011 will be in the same payroll period as scheduled wage

increases and payments for FY 2012 will be in the same payroll period as annual increments.

The Agreement settles a charge brought by the three professional unions that management bargained in bad faith over lump sum increases during Concession Negotiations.

National Conference on Collective Bargaining in Higher Ed

The National Center for the Study of Collective Bargaining in Higher Education and the Professions will hold its annual meeting April 10-12, 2011 in New York City.

Next year's theme is "Together at the Table: Moving the Academy Forward through Collective Bargaining."

Suggestions for topics are welcome. For more information, go to www.hunter.cuny.edu/ncscbhep.



MXCC Chapter Honors Members of the Year

The 4C’s chapter at Middlesex honored three women for their dedication and service to the college and their 4C’s colleagues: **Judy Wallace**, Assoc. Professor Biology/Anatomy and Physiology, **Kim Hogan**, Director of Finance and Administrative Services, and **Deb Jeffers**, former Director of the Meriden Center.

The trio is pictured above with some of the chapter’s leaders, from left: **Angelo Glaviano**, Foreign Language Professor and 4C’s delegate, Judy, Kim, Deb, **Trenton Wright**, Coordinator of Institutional Advancement, 4C’s Chapter Officer and PAC Chair, and **Steve Krevisky**, Mathematics Professor, 4C’s Chapter Officer and Governance Committee Chair.

The Chapter also held a dinner at a local Middletown restaurant to celebrate another academic year completed. More than 50 members participated in the festivities.

Members Enjoy a Spring Celebration

More than 250 members and their guests enjoyed themselves at a 4C’s Membership Celebration held May 14 at the Foxwoods Casino.

The site was chosen to recognize the recently organized casino employees and to support the union organizing efforts of Foxwoods food and beverage workers.

The event, planned by the 4C’s Organizing Committee, included a buffet dinner with music provided by two bands that each include 4C’s members.

For the past few years, the union has sponsored dinner dances to encourage members from across the system to get together and socialize.



Dates for 2010 Wage Increases

3% General Wage Increase for full-time bargaining unit members:

12-month employees:
effective Dec. 3 (Dec. 31 paycheck)

10-month employees:
effective Dec. 17 (Jan. 14 paycheck)

Longevity Payments:
October 22 paycheck



3% General Wage Increase for Adjuncts and EAs:

(increases on time; first paycheck of the employee’s contract year.)

PTL Rates for 2010-11

Level 1:	\$1,335
Level 2:	\$1,437

Part-Time Educational Assistants*

*rates based on job requirement NOT employee’s achievement

Associates:	\$21.54
Bachelors:	\$24.94
Masters:	\$29.88
Masters + 4:	\$36.95

SEIU Awards Scholarship to GWCC Member’s Son

Congratulations to **Matthew Corda**, son of **Art Corda**, for winning a \$1,500 scholarship from SEIU. Art is long-time union leader from Gateway.



Matthew, a sophomore, is studying Business at Lyndon State College in Vermont. The scholarship is a one-time non-renewable award.

“We are proud that SEIU provides this valuable benefit that helps fulfill the educational aspirations of our members and their children,” said Anna Burger, SEIU International Secretary-Treasurer.

Chapter Officers: *The Union's Front Line*

Most chapters have three Chapter Officers -- one for faculty, one for ACLs, and one for Part-timers. Chapters may choose to designate a Grievance Officer as well.

Chapter Officers serve for a two-year term. They receive a small stipend from the union and the appreciation of their colleagues for stepping up to the job. (See the 4C's website for stipend amounts.)

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 chapter members about negotiations, union events, campaigns, and so forth, and also bringing members' views and concerns from 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.



Cindy Meo (left), with colleagues Rob Henderson and Marianne Generali.

NVCC's Cindy Meo: Teamwork Makes the Chapter Work

Working together makes a big difference says Naugatuck Valley's Faculty Officer **Cindy Meo**, Director of the Early Childhood Program. The chapter has a superb leadership team that works well together and shares the work. "This way none of us feels overburdened," she says.

Generally, Cindy takes care of faculty issues, ACL Officer **Maritza Tiru** responds to the needs of ACLs, and Part-time Officer **Rob Henderson** helps part-timers with questions or problems. **Marianne Generali** serves as the chapter secretary sending out meeting notices and other information.

The chapter runs smoothly by following a few simple tenets:

- Take care of things immediately, so they don't fester.
- Plan meetings at convenient times.
- Keep members informed.

- Be accessible if members need help.

"We've found that if we take care of the small problems, they don't turn into big problems," Cindy said.

The chapter gets a large attendance at meetings when it provides lunch on professional staff days.

"We don't believe in meetings for the sake of meeting. If there are issues that need to be discussed or union elections that need to be held, we'll call people together. Otherwise we keep people informed through e-mails and encouraging them to use the 4C's website," Cindy shared.

Chapter leaders meet monthly with the NVCC President. "Keeping the lines of communication open helps to clarify things for both sides," Cindy said. "We generally discuss larger issues affecting the college community."

MCC's Kevin Skee is Building Solidarity through Service Work

In September, more than 20 MCC members will spend a Saturday volunteering for Foodshare, the food bank for the greater Hartford area.

The activity is being organized by ACL Chapter Officer **Kevin Skee** in the Information Technology Department.

Kevin said he was looking for more activities to do together as a chapter and that providing service to others less fortunate is one of the best ways to bring people together.

"Plus it shows the community that we're not a union that is solely interested in me, me, me. We're interested in people and in what we can give," he said.

Kevin said he had all the volunteer



ACL Officer Kevin Skee

slots filled within a week of putting out a request. Many of those who signed up to participate are not usually involved in other union activities.

"By offering a variety of ways to get

involved in the union, we can connect with more of our members," Kevin said.

Foodshare services the 42 towns in Hartford and Tolland counties, distributing 16 tons of food each day. The exact project assigned to the Manchester group depends on what needs to be done that day, but will likely involve sorting and repackaging produce.

If members have a good experience working with Foodshare, the chapter will plan more service projects in the future and may reach out to other 4C's chapters to participate as well.

Kevin co-leads the chapter with Faculty Officer **Carl Stafford**, Part-time Officer **Josh Kapelner**, and Grievance Officer **Umesh Vig**.

The chapter holds regular monthly meetings throughout the academic year.

Personal Contact is Key for MXCC Part-timer Christine Lepi

Christine Lepi, the Part-time Officer at Middlesex, sees the union as doing a good job for part-timers and tries to make sure her colleagues know it.

"It's hard, and a bit frustrating at times, to reach part-timers because adjuncts are not on campus all the time," she said.

She makes sure there is a union presence each semester when the college holds orientation for part-timers. "I go around to all the tables to introduce myself, to hand out 4C's information, and to get new hires to fill out the membership forms," Chris said.

She has also tried organizing pizza parties at both the main and the satellite campuses to entice more part-timers to take an interest in the union.

Chris teaches high school math by

day and community college math at night. She came to Middlesex a dozen years ago, thinking she'd do it for a short time. She found that she enjoys teaching adults and appreciates their approach to learning.

"There have been a lot of improvements in our Contract over the last 12 years," Chris said. She specifically mentioned the Seniority Pool, which guarantees Part-time Lecturers will be offered a course, tuition waivers for part-timers and their families, improved interviewing rules for full-time positions, and wage increases that have mirrored raises for full-timers.

She would like to see more part-timers involved in the next Contract negotiations. One desire she's heard from part-timers is Contract language that would make it easier for part-tim-



Part-time Officer Chris Lepi

ers to teach at different campuses.

Chris is part of the 4C's leadership team at Middlesex that also includes Faculty Officer **Steve Krevisky** and ACL Officer **Trent Wright**.

4C'sMembers



Professor Elizabeth Keifer in the WNPR studio was a featured guest on the Colin McEnroe Show.

TXCC Professor on the Air with Colin McEnroe

Several times over the past few years TXCC English Professor **Elizabeth Keifer** has been a featured guest on Colin McEnroe's radio programs. McEnroe currently hosts a daily show on WNPR - Connecticut Public Radio.

"I always have 2 agendas when on the air," Elizabeth said. "One is getting Tunxis' name out there and the other is to make intelligent comments on the show's topic."

She accomplished both in a recent radio appearance

which discussed the *Atlantic* magazine's article called "The End of Men." The article suggests the economy is shifting in such a way that it favors "female" or nurturing skills, while male-dominated industries such as manufacturing and construction are declining.

Elizabeth pointed out that traditional males skills, such as physical strength, are not as valuable in today's job market and suggested that men may need to re-educate themselves to succeed in different career areas.

She talked about Tunxis' efforts to market itself to males and touted its success. Tunxis has reversed the national trend of enrolling a greater number of women; 52% of its

new enrollees are male.

Elizabeth doesn't remember when she first met McEnroe, but says he is a big supporter of the community colleges. He has hosted the award ceremony for the Tunxis Art and Academic challenge. Plus, his son was a Tunxis student for a brief period and benefited from the individual attention community colleges offer.

"I enjoy being in the studio. Sixty minutes goes by as if it were five," Elizabeth commented. "You have to be quick, yet careful. Once the words are out of your mouth, there's no taking them back."

To listen to a podcast of Elizabeth on the Colin McEnroe show, go to www.cpb.org and enter "The End of Men" into their search bar.



MCC Professor Honored for Contribution to the Community

The Manchester Democratic Town Committee honored **Carl Stafford**, Professor of Hospitality at Manchester Community College, for his work with the Committee and in the community.

Carl is pictured above (left), with the other honorees and with Comptroller Nancy Wyman (center) and gubernatorial candidate Dan Malloy (right). Numerous other Democratic dignitaries were in attendance.

NVCC Adjunct Turns Recycling into Art

Rob Henderson, retired Naugatuck Valley Graphics Specialist and current adjunct professor of Art, sees beauty where many would see garbage. He turns discarded items, primarily metal, into pieces of sculpture and displays them on his property.



Pictured here are a few examples of his kinetic sculptures.



From Tunxis to China - Summer Travel Enlightens

Tunxis faculty member **Christina Gotowka** was selected to participate in Yale's East Asian Studies PIER program entitled "Ethnicity and Social Change in Silk Road Regions of Western China / Field Study for Educators in Western China".

The program focused on both the complex history of the region and the interactions of various ethnic groups (such as Uyghur, Tibetan and Hui) with the Han Chinese, as well as the current social, political, economic, and environmental conditions in Western China.

The intensive program began July 6 in New Haven with a week of classroom lectures, discussions and performances, followed by three weeks of travel in China and Tibet.

In the picture, Christina is spinning a prayer wheel and asking for a great semester for all faculty, students and staff in the CT community colleges!



Union-Sponsored Workshops Offer Leadership and Communications Training to Members

In July, TXCC Part-time Officer **Robyn Brooks** joined 102 women from around the northeast at the 35th Annual Northeast Regional Summer School for Union Women at Penn State University. This year's theme was Generational Alliances + Sisterhood = Union Power².

"During the week we focused on how to engage the next generation in union participation and leadership. It was an amazing and sometimes overwhelming experience, but one that I highly recommend to every 'sister' in the 4C's," Robyn said.

Robyn said she learned how to interpret leadership styles, make union committees work, motivate members, increase chapter meeting participation, organize, and run effective meetings. She also learned how to protect members' interests through the grievance process.

"I am more informed and feel more confident in my role as Chapter Officer," Robyn concluded.

Also in July, the 4C's sent Organizational Affairs Officer and TXCC ACL Officer **Bryan Bonina** and Communications Director **Mary Van Buren** to Boston for a two-day communications workshop sponsored by SEIU.

The workshop focused on strategic campaign communications planning with an emphasis on using new media tools such as Facebook, Twitter, and texting.

Robyn Brooks (front center) enjoys learning at the Summer School for Union Women. Robyn's report is available on the 4C's website.

"After listening, learning, and interacting with the talented SEIU staff and other representatives from around the country, I'm more confident than ever that the 4C's is aligned with the right people at the right time in history. The SEIU communications training was top notch.," Bryan commented.



Understanding the Union Budget

At their May Delegate Assembly, delegates adopted a budget for the fiscal year which began on July 1, 2010. The budget was developed by Comptroller **Tony Scott** and the Finance Committee, chaired by **Lorraine Li**.

Delegates approved an Expense Budget of about \$1.43 million, which represents an increase of 4% over the budget approved for last fiscal year.

The expense budget exceeds the projected revenues by \$127,120. The Finance Committee does its best to anticipate the union's needs, but also builds some flexibility into the budget. The Committee does not expect that the union's actual spending will exceed its revenues.

Throughout the year, the Finance Committee keeps the Delegate Assembly informed of the union's finances and adjustments are made to the budget as necessary.

Payroll Expenses

As one would expect for an organization whose main mission is to represent its members, the largest part of the 4C's budget goes for personnel costs, both to the union's professional staff and well as to statewide and chapter leaders.

The 4C's has four full-time professional employees (line item: Payroll Costs Assoc and Office). Wages for Organizing and Communications employees are set at the CCP 18 job rate, while wages for the Administrative employee is set at the CCP 16 job rate. Staff pay has been reduced due to furlough days, but will increase later on this year, the same as for 4C's members. Health insurance and pension plans are obtained through our international union, SEIU.

The union also pays three members whose union duties require a significant amount of time on a weekly basis. These positions are the President, the Comptroller, and the Computer Networking and Technology Specialist (line item: Payroll Exp-Officers/Office).

Pay for these positions is in addition to the full-time salaries paid by the colleges and is based on the level II adjunct rate (\$1,437/credit). The 4C's President receives the equivalent of 15 credits pay, the Comptroller receives the equivalent of 12 credits, and the Computer Specialist 9 credits.

4C's Annual Budget

Approved by the Delegate Assembly, May 2010

	2010-2011 Budget	2009-2010 Budget
REVENUES		
Dues/Fees Revenue	1,300,000	1,200,000
EXPENSES		
Payroll Costs Assoc and Office		
Payroll Expense - Associates	361,055	366,067
Employee Benefits Expense	46,052	51,244
SEIU Def Benefit Pension Expense	50,547	52,145
Soc. Sec. Tax Exp. - Associate	22,386	23,093
Medicare Tax Exp. - Associate	5,235	5,401
SUTA Expense - Assoc.	885	1,140
FUTA Expense - Assoc.	224	224
Associate Travel	7,200	6,400
Employee Benefits -P.D. & Flex	6,391	6,479
WC Insurance	3,000	3,000
401k Employee expenses	2,450	
Other employee expenses	1,000	950
Total Payroll Costs Assoc and Office	506,425	516,143
Payroll Costs Officers and CC's		
Payroll Exp - Officers/Office	51,513	51,732
Payroll Expense- ElecOffCChair	68,547	50,295
Soc. Sec. Tax Exp. - Officers	4,250	6,325
Medicare Tax Exp. - Officers	994	1,479
SUTA Expense - Officers	1,028	1,772
FUTA Expense - Officers	548	570
Officer Travel expense	9,000	6,600
Total Payroll Costs Officers and CC's	135,880	118,773
Affiliations		
Union Aff - NOT SEIU	15,000	15,000
Dues Expense - SEBAC Coalition	20,000	15,000
SEIU Expense	325,000	300,000
SEIU - COPE Expense	5,000	5,000
Union/Org. - Conferences	10,000	10,000
Total Affiliations	375,000	345,000
Membership Support		
Membership & Staff Training	10,000	15,000
Membership Conference	25,000	10,000
Lobbyist Expenses	18,000	15,785
Grievance Expense	25,000	25,000
Public Relations/Good Will	5,000	5,000
Contract Negotiation/Arbitration	30,000	45,000
Scholarship Fund Expense	24,000	12,000
Total Membership Support	137,000	127,785
Committee Expenses		
Committee-Ad Hoc	3,000	3,000
Committee-Chapter Chairs	3,000	3,000
Committee-Delegate Assembly	10,000	8,000

Committee-EOC	3,000	3,000
Committee-Executive Board	3,000	3,000
Committee-Finance	3,000	3,000
Committee-Organizing	3,000	3,000
Committee-Political/Gov Affair	3,000	3,000
Committee- Legislative Action	3,000	3,000
Committee-President's	3,000	3,000
Committee-Part-Time	3,000	3,000
Committee-ACL	1,000	1,000
Committee-Distance Learning	1,000	1,000
Committee-Professional Affairs	1,000	1,000
Total Committee Expenses	43,000	41,000
Chapter Member Expenses		
Chap Memb Exp- Asnuntuck	3,000	3,000
Chap Memb Exp- Capital	3,600	3,600
Chap Memb Exp- Gateway	6,000	6,000
Chap Memb Exp- Housatonic	7,000	7,000
Chap Memb Exp- Manchester	7,000	7,000
Chap Memb Exp- Middlesex	3,600	3,600
Chap Memb Exp- Norwalk	6,000	6,000
Chap Memb Exp- Naugatuck Valley	8,000	8,000
Chap Memb Exp- Northwestern	3,200	3,200
Chap Memb Exp- Quinebaug Valley	3,600	3,600
Chap Memb Exp- Three Rivers	5,000	5,000
Chap Memb Exp- Tunxis	8,000	8,000
Total Chapter Member Expenses	64,000	64,000
Administration		
Printing Expense	18,000	18,000
Postage Expense	8,000	5,000
Supplies expense	2,500	2,500
Equipment Acquisitions	7,500	7,500
Cleaning	2,800	2,800
Security System	2,000	2,000
Office Expense - Other	4,500	4,500
Subscriptions Expense	500	500
Rentals/Leases - Equipment	6,000	6,000
Insurance Exp - Liability, etc	15,000	15,000
Accounting & Audit Expenses	17,500	12,500
Charity - Donations	2,000	2,000
Advertising Expense	1,000	1,000
Payroll Processing	2,000	2,000
Total Administration	89,300	81,300
Facility Costs		
Telephone Expense	7,200	8,000
Office Rent Expense	54,815	54,815
Property Tax Expense	4,500	4,500
Utilities	10,000	10,000
Total Facility Costs	76,515	77,315
Total Expense	1,427,120	1,371,316
Revenues over (under) expenses	(127,120)	(171,316)

Other members serve in elected or appointed positions and receive compensation for their contribution to the union (line item: Payroll Expense -ElecOffCChair). Statewide elected officers receive the equivalent of 3 credits pay; the Presidential Aide, Political Director, and Statewide Committee Chairs receive the equivalent of 2 credits pay.

The Delegate Assembly earlier this year also voted to offer Chapter Chairs a small stipend. This year, each chapter was allocated up to \$2,000 to be divided among its officers.

Affiliations and Dues

Members in the 4C's bargaining unit, both full and part-time, pay 1% of their salary in dues to the 4C's. There has been no change in the 4C's dues percentage for nearly 25 years.

The 4C's, in turn, sends dues to national and local labor organizations. In fact, about \$1 of every \$4 you send to the 4C's is sent on to our international union in Washington, the Service Employees International Union (SEIU).

The 4C's also affiliates with several other labor organizations, including the State Employees Bargaining Agent Coalition (SEBAC), the Connecticut AFL-CIO, and regional labor councils.

Membership Support

\$137,000 is allocated to membership support services. Some of this pays for a lobbyist to represent us at the Capitol and for legal services related to grievances, arbitrations and negotiations. Money is set aside to send members to union conferences and leadership development activities. This category also would fund conferences sponsored by the 4C's or activities such as the dinner dance held last spring at Foxwoods.

Chapter and Committee Budgets

Each 4C's Chapter and Statewide Committee is given a budget. This category pays for refreshments at meetings, chapter parties, special programs, and other activities undertaken by committees or chapters. It also reimburses members for mileage.

Further Information

Members who have any questions about the union budget should contact the union office. Members who have interest and/or expertise in financial matters are encouraged to consider serving on the Finance Committee.



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Community Colleges, SEIU 1973**
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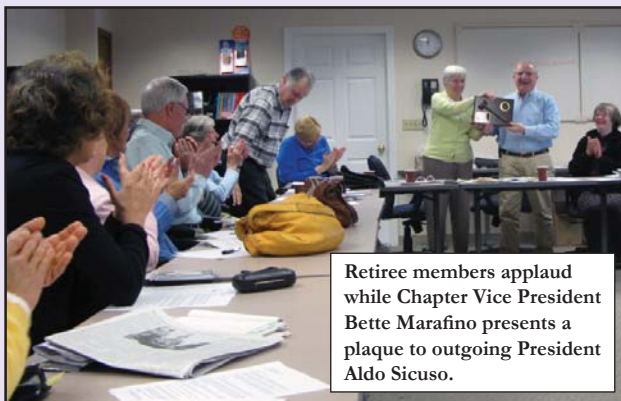
Retirees Chapter - New Leaders for the Year Ahead

The 4C's Retirees Chapter gave a spirited send-off to outgoing President **Aldo Sicuso** (MXCC) at its May meeting. Aldo, who has moved to Florida, co-founded the Retirees Chapter and has nurtured it over the past four and a half years.

The chapter, which has almost 100 members, meets on a regular basis and remains involved in political and labor issues in Connecticut.

"Working with Aldo was working with a class act," commented co-founder and current Treasurer **Bill Tyszka** (TXCC). "His dedication, intelligence, and insight will be missed."

The Chapter remains in capable hands with the election of a new President, **Bill Searle** (ACC):



Retiree members applaud while Chapter Vice President Bette Marafino presents a plaque to outgoing President Aldo Sicuso.

"We want to build upon the wonderful work that the founders of our chapter have started. Our top priorities for this year include

1. Developing resources to help current employees prepare for retirement. We have been through the retirement process and we know how confusing it is. We want to help future retirees where, all too often, the system does not.
2. Building awareness of the chapter, and especially the fact that we represent the interests of all community college retirees.
3. Continuing to be a strong voice for retirees throughout all branches of CT state government, and participating in national issues facing retirees."

Others elected to leadership positions include Vice Presidents Bette Marafino (TXCC) and Felipe Flores (NVCC), Treasurer Bill Tyszka (TXCC), and Secretary Kathy Bavelas (MCC).



New Leaders of the 4C's Retirees Chapter (from left): Felipe Flores, Vice Pres., Bette Marafino, Vice Pres., Bill Searle, President, Bill Tyszka, Treas., and Kathy Bavelas, Sec.