

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • Spring 2011



Photo by Liz Pisaretz

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Congress Chronicles



**Congress of Connecticut
Community Colleges**

SEIU LOCAL 1973

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Union Dues Holiday in July 1st Paycheck



Union dues or fees will be suspended for one pay period (July 1 paycheck) for those who took furlough days. Normal dues or fees will resume in the following paycheck.

The 4C's found out that the State was deducting dues on employees' full salaries without calculating the salary reduction due to furlough days. "The way our authorization language for collecting dues is written, dues should be calculated based on what members are actually paid," said 4C's President Steven Cohen.

It was too cumbersome to issue rebate checks to all employees, so the 4C's asked the Comptroller's Office to suspend dues collection for one pay period. The 2-week dues holiday more than makes up for dues deductions for the 7 furlough days over the past 3 years. Those who took furlough days and have since left the system may contact the 4C's office for their rebate.

July 15, 2011 Deadline for PTL Seniority Pool



If you have recently met the requirements for the Part Time Lecturer Seniority Pool, July 15, 2011 is the deadline for being included on the Spring 2012 Semester List.

Part-time Lecturers who have taught 24 credits or more (at least 18 credits at one college) may sign up for the Part-Time Lecturers Seniority Pool. Pool members must be offered at least one course in their discipline at their college if one is available.

To sign up, go to the Part-Timers section of the 4C's Website: www.the4cs.org/parttimers. If you have already signed up for the Pool, you do not need to sign up again.



[link to sign up form](#)

District 1199 Nursing Home Workers Win Strike

Since April of last year, 4C's Members have supported District 1199 nursing home workers in their struggle for a fair contract with Spectrum-managed nursing homes. Members and staff have joined the workers on the picket line and the 4C's has sent financial support. The health care union was very grateful!

After a 13-month strike, the workers won an immediate return to work for all strikers, a new 3-year contract with raises, and a payment of \$395,000 to cover losses by workers in the strike.

"Despite 101 degree summer heat and one of the worst winters ever, more than 400 health care workers maintained their picket lines and never gave up," said Carmen Boudier, President of 1199.





On to the Future

As I write this in early June, our unit agreement is not yet complete. The overall SEBAC agreement has yet to be voted on. Regardless of how these contractual issues have played themselves out when you read this column, I know that change is coming.

Public higher education is being reorganized. The new Board of Regents will take office. A newly constituted system office will manage the community colleges and assist in the enforcement of our contract. Change will percolate down to our campuses.

As I ponder this change, I am hopeful. While I hope the SEBAC concession agreement will have been ratified, so that our principal bargaining unit members can benefit from four years of job security, even if ratification fails, I have hope.

A new perspective is coming. While we may not always embrace it in its entirety, we know we can enthusiastically embrace several of its core elements: fewer resources devoted to system office management, more resources devoted to campuses, and even more of these resources focused on our primary mission.

Our outgoing BOT/system office used our enrollment growth to obtain resources from the legislature. But they could not adapt to the state's budget deficit. The current BOT/system office's inability to manage this change, in essence, led to their demise. All they knew how to do was to ask for more and more money, even when none was to be had. In the end, they became irrelevant.

We will not allow ourselves to suffer the same fate. We will not refuse to face change. We will not deny its impending arrival. We may not agree with each and every element of it, but we will embrace it, not deny it, or hide from it.

Together, we will meet the change that is coming. Together, we will make the future better.

I wish everyone a wonderful summer.

UnionUpdates

4C's Leadership Team Elected for a New Two-Year Term



Election Committee members **Waynette Arnum** (CCC) and **Dave Welsh** (TXCC) count ballots

In April, members elected eight Statewide Officers who began their term of office on May 6. Four incumbent officers were re-elected without opposition: **Steven E. Cohen** (NCC), President, **Maureen Chalmers** (NCCC), Vice President from ACLs, **Cynthia Meo** (NVCC), Professional Affairs Officer, and **Bryan Bonina** (TXCC), Organizational Affairs Officer.

Four members were newly-elected to open Statewide Officer positions: **Lorraine Li** (GWCC), Vice President from Faculty, **Robyn Brooks** (TXCC), Vice President from Part-timers, **Steve Krevisky** (MXCC), Secretary, and **William Foster** (NVCC), Diversity Officer.

According to **Bob Fernandez** (QVCC), Chair of the Election Committee, there were 725 valid ballots this year, up from 573 in 2009.

Baseball Research. He was unanimously selected to throw out the first pitch when the 4C's attends the New Britain Rock Cats game on June 25.

As Secretary, Steve plans to continue the 4C's standard of excellence in posting minutes of various meetings so that 4C's members can be informed of what their union is doing.



William Foster III, Diversity Officer

As the new Diversity Officer, Bill looks forward to creating opportunities to share our racial and

cultural diversity for our mutual benefit. He has been a Diversity Trainer in both the public and private sectors for more than 15 years. At Naugatuck Valley, he is Professor of English, and twice has been nominated for U.S. Professor of the Year. He is also a martial arts instructor, poet, playwright, and author.

"Even with the current state of fiscal uncertainty, we can never forget the importance of appreciating and celebrating our joint uniqueness," Bill said.

Meet the New Elected Officers



Lorraine Li, Vice President from Faculty

Lorraine, an Associate Professor in Gateway's Business Department, has

been a member of the 4C's Executive Board for more than 10 years, most recently as Chair of the Finance Committee. She has also served as Comptroller, Chair of the Part-Timers Committee, and GWCC Chapter Officer.

As the Vice President from Faculty, Lorraine hopes to get to every campus to talk with faculty about their issues and concerns. She is particularly interested in the Professional Development and Promotion processes. And, she would like to explore the development of a mentoring system for new faculty on the campuses.

Robyn Brooks, Vice President from Part-timers

An Adjunct Instructor in graphic design at Tunxis, Robyn has been both the Chair of the Part-Timers Committee and the Tunxis Chapter Officer for Part-Timers.



She runs her own graphics design business, Brooks Design, and has used her graphic and communications skills to develop newsletters and brochures for 4C's part-timers.

Under Robyn's leadership, the Part-Timers Committee initiated a campaign to encourage more part-timers to join the union. So far, the effort has resulted in nearly 100 new 4C's members! She plans to continue these efforts as a Vice President and hopes to recruit full-time members to assist with outreach.

Robyn also plans to improve communications to part-timers through a special newsletter and by meeting with part-timers on the campuses.

Steve Krevisky, Secretary

Steve is a Professor of Mathematics at Middlesex and has been a Chapter Officer there for many years. He is a long-time Delegate Assembly member, former Chair of the Governance Committee, and most recently, Chair of the Professional Affairs Committee. He is also a die-hard Yankees fan and President of the CT chapter of the Society for American



Many Thanks for Years of Service

Four Statewide Elected Officers chose not to seek re-election this spring. Many thanks to all for their commitment to the 4C's and their dedication to serving their colleagues. **Tom Jackson** (NCC) is stepping down as Vice President from Faculty, but will remain our statewide Grievance Officer. **Marty Piccarillo** (GWCC) left his position as Vice President from Part-timers. **Marianne Generali** (NVCC) chose not to continue as Secretary, but will stay active as a Delegate. **Jesse Davis** (GWCC) retired as a full-time faculty member and resigned as Diversity Officer, but he continues to teach as an adjunct.



A Recent Meeting of the Part-Timers Committee.

From Left: Stephanie Bahramian (TXCC), Robyn Brooks (TXCC), Chris Lepi (MXCC), Lorraine Li (GWCC), Josh Kapelner (MCC), and Greg Hager (NWCC).

Part Timers Committee To Sponsor Fall Workshop

The statewide Part-Timers Committee is working on a fall workshop aimed specifically at part-time faculty in our system. The workshop will feature sessions on subjects from teaching tips helpful to part-timers to information about applying for and getting a full-time job.

Lorraine Li, new VP for Faculty, has pledged her support of the effort, “I want to emphasize the common needs and bonds between full- and part-time

faculty. We all want what is best for our students. We full timers will definitely help out!”

Robyn Brooks, new VP for Part-Timers, said that this is just the beginning of increased efforts to help part time faculty and EA’s throughout the system. Anyone with ideas or who is willing to help should contact **Bill Searle**, chair of the Part-Timers Committee. (wsearle@acc.comnet.edu)

4C’s Retirees Present Retirement Workshop for ACC Chapter

“Exactly how are the highest three years calculated? Is it academic years?” queried **Polly Parker**, Coordinator of Early Childhood Education, with the first of many questions at a Retirement Roundtable presented at Asnuntuck this spring. “Faculty and staff have many questions. These events get everyone involved, and with so many people asking questions we find out so much. This is great.” said **Edwina Trentham**, Professor of English.

Put several 4C’s retirees with experience and insights into challenges facing retirees together with local 4C’s officers and representatives from the college’s Human Resources Department and you have a recipe for lively exchange, useful insights and extensive discussions. Since the community college system provides no pre-retirement seminars, as many large businesses do, Asnuntuck’s local chapter took the initiative two years ago to create the ‘Retirement Roundtable’ and brought it back again this spring.

Responses from participants were overwhelmingly positive. For the HR department employees, it also meant providing extensive information to a group of employees all at once, rather than through time-consuming individual appointments. The addition of several 4C’s retirees provided real world experience from members who have just gone through the transition from full-time work.

“We had a tremendous response when we put on the first roundtable two years ago, and people on campus asked if we could do another,” said **Nick Lefakis**, Chapter Officer for Faculty. “The 4C’s Retirees Chapter is more than happy to help present these,” relayed **Bill Searle**, President of the 4C’s Retirees Chapter, who added that local chapters interested in doing a similar workshop for members can contact him for information and assistance.

4C’s Statewide Officers: Election Results by Campus

	ACC	CCG	GWCC	HCC	MCC	MXCC	NVCC	NWCC	NCC	OVCC	TRCC	TXCC	TOTAL
President													
Steve Cohen	55	32	85	82	67	43	74	27	85	26	49	81	706
VP ACLs													
Maureen Chalmers	59	32	85	72	68	44	67	35	71	24	45	81	683
VP Faculty													
Lorraine Li	52	17	79	39	46	24	35	29	32	14	3	57	427
Art Braza	11	17	23	39	21	18	42	5	51	14	46	28	315
VP Part Time													
Robyn Brooks	55	31	85	71	69	38	72	30	77	23	44	81	676
Secretary													
Steve Krevisky	36	25	26	42	43	43	22	10	61	17	24	43	392
Joe Maynard	25	9	75	39	29	3	51	22	17	10	22	36	302
Prof. Affairs													
Cynthia Meo	55	32	85	72	67	38	75	28	77	26	44	74	673
Organizing													
Bryan Bonina	58	32	83	69	67	39	69	30	75	26	42	84	674
Diversity													
William Foster	25	15	42	43	34	21	67	20	53	12	19	44	398
Mildred Hodge	32	17	42	34	37	21	14	12	30	15	30	34	318

ACC Chooses Food Shelf over Party

The 4C's chapter at As-nuntuck decided to forgo their annual holiday party for the second consecutive year and instead donated the money that would have been spent to the Enfield Food Shelf and Foodshare of Greater Hartford.

Tim St. James, ACL Officer, said "Our faculty and staff strongly felt that, particularly in these economic times, we wanted to use our money to help people in our community."

Nick Lefakis, Faculty Officer, added "Our members know too well that some of our students depend upon either the Enfield or Greater Hartford food banks."

Chapter Grievance Officer **Mike Rood** was quick to note that the vote was nearly unanimous. "Our union members care and know the dire straits that many of our students face," he said. The Chapter donated \$500 to each organization.



file photo HCC Holiday Party

HCC Generosity Helps Local Children

The 4C's chapter at Housatonic sponsors an annual holiday event where the



4C's Members Take Steps to Combat Hunger

price of admission is a food or toy donation. According to ACL Officer **Deloris Curtis**, who has coordinated the effort for more than 20 years, the chapter collected more than ever this year.

"On behalf of the families of the Early Childhood Laboratory School, I would like to thank 4C's members for the donation of food and toys. We were able to provide twenty-five bags of food to our families," wrote **Heidi Szobota**, Director of the HCC Early Childhood Lab School.

"I look forward to this annual event," said Deloris. "It's especially important during difficult times to give and share with others."

Team 4C's Raises more than \$1,000 in Foodshares' Walk Against Hunger

About 4,000 people turned out on the first day of May to Walk Against Hunger. They helped Foodshare (greater Hartford's food bank) raise more than half a million dollars. Among the crowd was Team 4C's, which more than doubled its fundraising goal.

"This was the first time the 4C's organized a walk team," relayed **Liz Pisaretz** (NCC), Team Captain and 4C's Organizing Chair. "It was such a worthwhile experience; we plan to make it an annual tradition."

Seven individuals joined the 4C's team and helped to

raise more than \$1,000 to combat hunger in greater Hartford.

In addition to Liz, Team 4C's included **Pamela McManus** and **Kevin Skee** from MCC, **Ashley Foster**, **Robyn Brooks**, and **Bryan Bonina** from TXCC, and a friend, **Visavakone Ket-tavong**.

"It was a wonderful experience being part of such a positive event on a gorgeous day. Everyone gathered with one common mission to 'Walk Against Hunger'. I definitely hope we do this next year," Ashley said

Bryan added with enthusiasm: "Great event, beautiful day, important cause, and an overall great experience. It sure is exciting being part of something big like this. Next time we'll have dozens of 4C's walkers and quadruple the fundraising! How's that for optimism?"

Members who are interested in helping to organize 4C's participation in these types of events are encouraged to join the 4C's Organizing Committee. Contact the union office at info@the4cs.org.



Foodshare.org photo

Despite Budget Problems, Legislature Passes Significant Legislation

While the State Budget and the state employee concession talks consumed most of the attention during this legislative session, several other noteworthy bills were discussed. Here are just a few of the issues that may be of interest to 4C's members.

Higher Ed Collective Bargaining

Early on in the session, the 4C's discovered a section of the budget implementation bill that could have threatened the collective bargaining rights of higher education employees. The 4C's scored a significant victory by getting legislators to remove this section of the bill.

HB 6388 section 15 could have reclassified most community college professionals as managerial employees, making them ineligible for the rights and protections of a union contract. 4C's President Steve Cohen testified against this section and many 4C's members contacted their legislators about this issue.

Higher Education Reorganization

Governor Malloy's proposal to reor-

ganize higher education passed both the House and the Senate. It creates a Board of Regents to oversee the 12 community colleges, four state universities, and Charter Oak State College. It also creates an advisory board and gives each system the ability to appoint someone to that board. Despite consolidation at the top, each system retains its identity and mission.

The Governor stated that by flattening out administration costs and overhead and directing more money to classroom instruction, it is the students who will win. Changes take effect January 1, 2012.

Connecticut Dream Act

The House and Senate passed a bill that will allow undocumented immigrants to pay in-state tuition rates at Connecticut colleges and universities. There is a strict threshold which requires undocumented students to attend a Connecticut high school for four years and sign an affidavit stating they are seeking citizenship before receiving in-state tuition rate.



4C's Legislative Director Bob Fernandez, QVCC, (left) briefs students visiting the Capitol with Senate President Don Williams.

Healthcare Partnership

In a step towards quality, affordable healthcare for all, the Legislature passed legislation which allows towns and certain non-profits to join the state health care system. Under the bill, municipalities and non-profits will be able to take advantage of the increased bargaining power and reduced administrative costs associated with the state plan.

This "pooling" legislation was only part of the original Sustinet plan, which sought to establish a state-run insurance program for all. Despite the fact that the original bill was significantly watered down, health care advocates claim this is an important victory.

Paid Sick Leave

With strong support from pro-worker organizations, the Legislature passed a bill that will allow service workers, such as retail clerks, waitresses, chefs, and home health care workers at companies with more than 50 employees, to earn paid sick leave. Under the bill, service employees would earn one hour of paid sick time for every 40 hours worked. The number of permitted sick days is capped at five per year.



Janet Lanci, HCC (far right), who chairs the 4C's Legislative Affairs Committee, brought a group from Housatonic to talk with legislators at the Capitol.

4C'sMembers



All photos courtesy of Dr. Laurie Noe. Above are members of the Bridgeport and South African delegations. Laurie is on the far right. The other photos show children in South Africa.

HCC Member Helps to Establish Early Childhood Partnership between Bridgeport and Rural South Africa

The Bridgeport early childhood education community has formed a partnership with several communities in rural South Africa, thanks to a grant from Rotary International. The grant will help with the creation of an early childhood education lab school in South Africa's Royal Bakofeng area.

A six-member team from Bridgeport, including HCC Early Childhood Education Program Coordinator **Laurie**

Noe, visited South Africa in January to collaborate with a group of South African early childhood education specialists.

This was followed by a South African group visiting Bridgeport in March. As part of their visit, the South African contingent spent several days at HCC attending workshops and discussions and observing HCC's nationally acclaimed Early Childhood Education Lab School.

Despite being on separate continents, there are some similarities between Bridgeport and Rustenburg, the

main city in the South African region. Both serve students who speak multiple languages, many students are raised by single parents, and both have high poverty rates.

Commenting on her trip, Laurie said "It was exactly like I imagined it to be and nothing like I expected it to be."

In one blog posting, she wrote: "Children play at pre-schools that are in desperate need of equipment and basic repairs. In some facilities the windows are broken, in others bathroom facilities do not work at all. In one school we went to, the ceiling in an unused classroom had fallen in and remained hanging to the floor. It is not unheard of for the electricity to be cut off for days at a time while children continue to attend school."

In addition to meeting early childhood educators and visiting their classrooms, Laurie said a highlight of the trip to South Africa was a visit to the platinum mine. Rustenburg is home to the world's two largest platinum mines. She also mentioned standing in Nelson Mandela's prison cell and called it "an amazing experience."

Despite the poverty, in her final South African blog posting she wrote: "Knowing we are coming home to a world covered in white, I think I will above all remember the colors of South Africa. The colors of the uniforms, the rich red earth, the green foliage, the painted walls of even the most meager shacks, the colorful language, the tile mosaics, and the many colorful people we have met in the past 3 weeks."

Back in their home countries, the two groups of educators will continue to exchange ideas through an HCC online course, developed by Laurie, and an online discussion board that will link HCC's lab school with the new lab school being set up in South Africa.



NVCC Member's Daughter Wins SEIU Scholarship

Jessica Poling, daughter of Naugatuck Valley adjunct **James Poling**, has been awarded a \$5,000 Moe Foner scholarship from SEIU. The Foner scholarship is awarded to a student pursuing a degree in the visual or performing arts. Congratulations!

Schnepf Family Art at GWCC Gallery

During the month of March, the art gallery at Gateway featured, "Three Generations of Schnepf Art Works." The exhibit included works of art by Professor and 4C's Chapter Officer **Chet Schnepf**, as well as works by his father, his uncle, and his son.

"The visual arts have always played a significant part in my family's creative endeavors," said Chet.

In addition to painting, Chet is the author of "The Sadness in Pine Needles Falling" and "The Protagonist Dilemma in the Works of E.A. Poe & J.S. LeFanu" and his poetry has appeared "Goose River Anthology" and other anthologies.



"Three Women Talking" by C. Schnepf

Adams' Pinning Speech Published

Dr. **Cindy Adams**, Capital's Director of Nursing, had her 2010 Nursing Pinning Ceremony speech published in a recently-released book: "Words of Wisdom: Nursing", by Laurence D. Pfeifer. Now, Cindy's thoughtful words and advice will reach beyond the walls of Capital.

Part of the speech reads: "The patients can feel your intentions in your eye contact and your touch. Be gentle and strong. Be honest and share the steps of your care with them. Earn their trust the old fashioned way by seeing their need for dignity and by caring for each person thoughtfully and intentionally."



Grill Masters Carl Stafford (left), Hospitality Faculty & 4C's Faculty Officer, and Christopher Paulin (right), Division Director of Social Science and Hospitality, serve up some good eats. Enjoying the food are (left to right): Wilfredo Agudo, MCC Police Officer, James Balcome, Tech. Prep. Coordinator in Cooperative Education, and John Mueller, Adjunct Instructor.

MCC Chapter Serves Up a Good Time

The Graduation Day cookout at MCC was a resounding success. The food was paid for by the 4C's MCC Chapter and all MCC faculty and staff were invited to attend. The cookout took place at the Eleanor and Ed Coltman Village Garden, a courtyard located in the center of the MCC campus.

"We were serving food all the way up until the 1:30 PM cutoff time and had just enough food," said ACL Chapter Officer **Kevin Skee**.

Middlesex Chapter Awards "Members of the Year"

Angelo Glaviano, 4C's Delegate and Professor of Foreign Languages at MxCC, was presented the Chapter Member of the Year award at the Chapter Graduation Celebration in Middletown on June 2, 2011.

The award plaque states "for his dedicated and conscientious service to our members-Congratulazioni!" Angelo has been a long time active member of the MxCC 4Cs Chapter and has 18 years of state service.

Annie Scott, Director of Information Technology at MxCC was also presented the Chapter Member of the Year award at the celebration. Her award plaque reads "for her dedication, excellence, and com-



Annie Scott receives applause as she accepts her award from Chapter Officers Steve Krevisky and Trent Wright.

mitment to our college and members, continually working behind the scenes to support our technology needs".

This year she was elected amongst her peers to represent them on the Presidential Search Committee. Annie is a top notch colleague and a friend to many. Congrats on a job well done!

Delegates Set Union Budget for Coming Year

At their May Delegate Assembly, Delegates adopted a budget for the fiscal year which begins on July 1, 2011.

The budget was developed by Comptroller **Tony Scott** and the Finance Committee, chaired by **Lorraine Li**.

Delegates approved an Expense Budget of about \$1.48 million, which is about a 3.6% increase over the current year's budget.

Delegates also instructed the Finance and Organizing Committees to review the union's compensation policies for all levels of leaders. It is anticipated that these recommendations will be discussed by Delegates in the fall.

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

Members who have questions about the union budget should contact the union office.

CT Withholding Tax to Increase

4C's Comptroller **Tony Scott** informed the union that the CT Department of Revenue Services recently announced new Withholding Tax Information for Employers.

Due to recently enacted legislation, employers and taxpayers will need to perform catch-up withholding for the current tax year. Employers are required to adjust the withholding amount for employees affected by new tax rates and additional provisions. The withholding tax tables have been revised to include the catch-up amount effective August 1, 2011.

For more specific information on how this will affect you, go to the Department's website: www.ct.gov/drs.

	<u>Jul '11 - Jun 12</u>	<u>Jul '10 - Jun 11</u>
INCOME		
Dues/Fees Income	1,260,000	1,300,000
EXPENSES		
Payroll Costs Assoc and Office		
Payroll Expense - Associates	361,200	361,056
Employee Benefits Expense	42,036	46,056
SEIU Defined Benefit Expense	50,568	50,544
Soc. Sec. Tax Exp. - Associate	22,404	22,392
Medicare Tax Exp. - Associates	5,244	5,232
SUTA Expense - Assoc.	1,640	885
FUTA Expense - Assoc.	224	224
Associate Travel	7,220	7,200
Employee Benefits -P.D. & Flex	6,396	6,396
WC Insurance	3,000	3,000
Other employee expenses	996	996
401K Employee Expense	1,800	2,448
Total Payroll Costs Assoc and Office	502,728	506,429
Payroll Costs Officers and Chairs		
Chapter Officer Stipends	24,000	24,000
Payroll Exp - Officers/Office	58,584	51,516
Payroll Expense- ElecOffComChair	58,584	44,544
Soc. Sec. Tax Exp. - Officers	5,868	4,248
Medicare Tax Exp. - Officers	1,380	996
SUTA Expense - Officers	828	1,032
FUTA Expense - Officers	168	552
Officer Travel expense	9,000	9,000
Total Payroll Costs Officers and CC's	158,412	135,888
Affiliations		
Union Aff - NOT SEIU	20,004	15,000
Dues Expense - SEBAC Coalition	20,004	20,004
SEIU American Dream Fund	13,500	0
SEIU State Council	5,004	5,004
SEIU Expense - Other	320,004	320,004
SEIU - COPE Expense	15,000	5,004
Union/Org. - Conferences	10,008	9,996
Total Affiliations	403,524	375,012
Membership Support		
Membership & Staff Training	10,008	9,996
Membership Conference	15,000	24,996
Lobbyist Expenses	22,800	18,000
Grievance Expense	25,008	24,996
Public Relations/Good Will	15,000	5,004
Abitrator/Arbitration Expense	15,000	30,000
Negotiations Expense	10,008	0
Scholarship Fund Expense	24,000	24,000
Retiree expenses	2,400	2,400
Total Membership Support	139,224	139,392
Committee Expenses		
Committee-Ad Hoc	3,000	3,000
Committee-Chapter Chairs	3,000	3,000
Committee-Delegate Assembly	10,008	9,996
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	1,200	996
Committee-Distance Learning	1,200	996
Committee- GAP Disability	1,200	0
Committee- Professional Affairs	1,200	0
Committee-PC/DC	1,200	996
Total Committee Expenses	46,008	42,984
Chapter Member Expenses		
Chap Memb Exp- Asnuntuck	4,008	3,000
Chap Memb Exp- Capital	4,800	3,600
Chap Memb Exp- Gateway	6,000	6,000
Chap Memb Exp- Housatonic	7,008	6,996
Chap Memb Exp- Manchester	7,008	6,996
Chap Memb Exp- Middlesex	3,600	3,600
Chap Memb Exp- Norwalk	6,000	6,000
Chap Memb Exp- Naugatuck Valley	8,004	8,004
Chap Memb Exp- Northwestern	3,204	3,204
Chap Memb Exp- Quinebaug Valley	3,600	3,600
Chap Memb Exp- Three Rivers	5,004	5,004
Chap Memb Exp- Tunxis	8,004	8,004
Total Chapter Member Expenses	66,240	64,008
Administration		
Printing Expense	15,000	18,000
Repairs & Maintenance - Office	504	0
Postage Expense	6,000	8,004
Supplies expense	1,500	2,496
Equipment Acquisitions	5,004	7,500
Cleaning	2,808	2,796
Security System	2,004	2,004
Office Expense - Other	1,500	3,996
WEB Page Expense	504	500
Subscriptions Expense	756	500
Rentals/Leases - Equipment	6,000	6,000
Insurance Exp - Liability, etc	9,912	12,204
Accounting & Audit Expenses	17,508	17,496
Charity - Donations	15,000	2,004
Advertising Expense	1,008	996
Payroll Processing	2,400	2,004
Total Administration	87,408	86,500
Facility Costs		
Telephone & Cell Expense	6,408	7,200
Office Rent Expense	54,000	54,816
Property Tax Expense	6,000	4,500
Utilities: cable & electric	9,000	10,000
Total Facility Costs	75,408	76,516
Total Expense	1,478,952	1,426,729
Expenses in excess of revenues	(218,952)	(126,729)

Notice to Nonmembers

To: Employees represented by the Congress of Connecticut Community Colleges who are NOT members of the union and are subject to a union security clause and, therefore, must pay dues or fair share fees to the 4C's as a condition of employment.

The U.S. Supreme Court has held that federal law does not permit a labor union to use union funds collected from non members pursuant to a union security clause on union activities unrelated to representational activity, if the nonmember objects.

Representational activity includes all matters germane to collective bargaining, contract administration, and grievance adjustment. Nonrepresentational activity includes certain types of legislative lobbying, litigation, public relations, and communications.

Employees who have not joined the union are urged to consider the benefits of full union membership. Employees who choose not to join the union may continue to support the union by not objecting to paying an agency fee equal to the dues that union members pay.

For the year ending June 30, 2010, 88.69% of the union's expenses were for representational functions. 11.31% of the expenses have been classified as non-representational. Nonmembers have the right to object to paying the portion of the agency service fee which finances nonrepresentational union activities. Nonmembers who file an objection are classified as objecting nonmembers. Objecting nonmembers who file timely objections will be refunded 11.31% of the agency service fee.

To file an objection for FY 2010, send a letter of objection to: Tony Scott, Comptroller, Congress of Connecticut Community Colleges, 907 Wethersfield Avenue, Hartford, CT 06411. Objecting nonmembers should include their name, address, college, and social security number. Objections must be filed by July 29, 2011.

In addition, objecting nonmembers have the right to challenge the union's calculation of the fair share fee. The fiscal basis for the union's calculation is available on the 4C's website, www.the4cs.org. The process for challenging the union's calculations is posted on the union website as well.



**Congress of Connecticut
Community Colleges, SEIU 1973**
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Members Have Final Say on Concession Agreement



Members at Capital Community College pay rapt attention to a briefing on SEBAC's tentative agreement.

As we go to press, members are about to start voting on the 4C's/SEBAC Agreement that protects our jobs and benefits. By the time you get this newsletter, the results of that voting will have been disseminated through e-mail, internet, and media releases. Whatever happens, it is the members who have had the final say.

The process of negotiating the proposed Agreement was extremely difficult because the end result had to be acceptable to many different constituencies. 4C's President Steven Cohen described it as "trying to sculpt a bean bag

chair", meaning every time you pushed it in one direction, it bulged out somewhere else.

One of the more controversial parts of the agreement was the adoption of the Health Enhancement Program. Many members did not realize that the concept of the Health Enhancement Program was a union proposal. The State had proposed raising every single member's premium by \$3500 annually. The unions sought a more progressive solution to saving the State money by adopting the Health Enhancement Program. The program is designed to save the State money by keeping employees healthier.

"Nobody is supposed to be totally happy with this agreement," Steve said. "It is a concession agreement after all. If it passes, however, we can look forward to years of job security, guaranteed raises, and keeping our health and pension systems intact."

Members from MCC get a chance to ask questions, including Fatma Antar, Professor of Economics (front).

