



## 4C's MONTHLY UPDATE: February 2008



### Arbitrator Hears PC/DC Issues

In January, 4C's and AFT members testified before an arbitrator. Members spoke to the growing responsibilities of Department Chairs and Program Coordinators. They detailed uncompensated hours worked, the time required to hire and supervise adjuncts and new faculty, the time-consuming

evaluation process, accreditation reports, program reviews, and more.

Members compared their current compensation to what they would receive under management's proposals. **Sheila Anderson** (above), Chair of Developmental Studies at Housatonic, said she supervises the equivalent of 30+ full-time employees. While she currently receives \$8000 per year for this, under management's proposals her compensation would drop to \$4000.

Others testifying on behalf of the unions were **Cindy Meo** (NVCC), **Peter Ulisse** (HCC), **Laura Gambino** (TXCC), **Lisa Shuchter** (NVCC), **Cynthia Donaldson** (NVCC), and **Jim Sherrard** (TRCC). Arbitration hearings continue on February 20 and 21. Please see the [4C's website](#) for more information as these negotiations proceed.

### Nursing/Allied Health Negotiations Stalled

When the 4C's and AFT Negotiating Team last met with management in early December, management said they would give us their nursing and allied health proposals in writing in the next few days. Nearly two months later, despite several requests from the unions, we have not received a single proposal. A union meeting is being planned to discuss next steps. It is tentatively set for Saturday, March 1 at Gateway.

### Adjuncts Receive Health Insurance Reimbursements

On January 23, reimbursement checks were mailed out to adjuncts who signed up for the new health insurance benefit. To be eligible, adjuncts must teach at least 9 credits at multiple state institutions. [Learn more.](#)

### EOC Focus on Minority Fellowship Program

The 4C's Equal Opportunities Committee selected TRCC Library Director **Mildred Hodge** to chair the Committee. The EOC is focusing on the Minority Fellowship Program and ways to improve it, including orientation for Fellows, training for potential Mentors, and improved oversight by the 4C's. The EOC is seeking additional members to join the committee. Please come to its next meeting on February 8. [Go to the Committee's webpage.](#)

### PAC Splits in Two

In order to conform to new campaign finance laws, the Political Action Committee created a separate committee called the **Legislative Affairs Committee**. The Legislative Affairs Committee will work with the union's lobbyists to coordinate the union's advocacy campaigns at the Capitol. The Political Action Committee will have no contact with the 4C's lobbyists and will direct the union's electoral campaign activities. **Art Corda** from Gateway chairs both Committees. [Go to the Committee's webpage.](#)

### All Statewide Committee Welcome Your Participation

The other 4C's Statewide Committees are also working on exciting projects and planning activities for the spring semester. All would welcome your participation. Here's a brief look at what's on the agenda. The **Finance Committee** is drafting the union's budget for next year. The **Organizing Committee** is investigating the establishment of a scholarship fund and planning a membership event. The **Governance Committee** is making recommendations for changing the 4C's Constitution. The **Part-Timers Committee** is planning a membership drive. For more information, go to the [Statewide Committees webpage.](#)

### Congress Chronicles to Focus on Union Budget

The 4C's usually mails the next issue of the Chronicles at the beginning of the Spring semester. We are delaying publication this year until March so that we can inform members about the union's budget process and allow input before the budget is finalized in April.

### Upcoming Events February

**Fri. Feb. 1**

NVCC Chapter Lunch  
Cafe West

**Mon. Feb. 4**

GWCC Chapter Lunch  
Room 160

**Thu. Feb. 7**

MXCC Chapter Meeting  
3:30 PM, Chapman 605

**Fri. Feb. 8**

Equal Opportunities Cmte  
1 PM, 4C's Office

**Sat. Feb. 9**

Governance Committee  
9:30 AM, 4C's Office

**Sat. Feb. 9**

Organizing Committee  
9:45 AM, 4C's Office

**Sat. Feb. 9**

Delegate Assembly  
10:30-12:30, 4C's Office

**Tue. Feb. 12**

Lincoln's Birthday

**Fri. Feb. 15**

Legislative Affairs Cmte  
Noon, 4C's Office

**Mon. Feb. 18**

President's Day

**Wed. Feb. 20**

HCC Chapter Meeting  
3 PM, A208

**Mon. Feb. 25**

QVCC Chapter Meetings  
8:30: Willimantic  
Noon: Danielson

**Wed. Feb. 27**

NCC Chapter Meeting  
2:30, Cul. Arts DR

**Thu. Feb 28**

TXCC Chapter Meeting  
2:30, place TBA

**Thu. Feb. 28**

MCC Chapter Meeting  
3:45 PM, LRC L142

**Sat. Mar. 8**

Delegate Assembly  
10:30-12:30, 4C's Office

For other events, check  
the calendar on the  
[4C's website.](#)