



4C's MONTHLY UPDATE: December 2007

PC/DC Negotiations Move Along

The 4C's, in coalition with the AFT, is working to negotiate a new agreement to address the inequities in the current compensation package for Department Chairs and Program Coordinators. The unions and management have exchanged proposals, scheduled future negotiating sessions, and agreed upon an arbitrator, should arbitration be necessary. Please see the [4C's website](#) for more information as these negotiations proceed.



Nursing/Allied Health Negotiations Creep Along

So far, management has canceled more Nursing/Allied Health negotiating sessions than they've attended. Again, the 4C's is negotiating in coalition with the AFT. The unions gave their proposals to management in September. Management has promised to deliver counter-proposals before the end of the semester. Any progress will be reported on the 4C's website.

Applying for Promotion?

See our tips for Writing a Promotion Application as well as several sample applications on the [4C's website](#). 4C's members have generously offered their successful promotion applications as models for their colleagues who are currently applying for promotion. The applications demonstrate a variety of approaches and represent a diversity of disciplines and departments.

We are regularly adding to the collection of sample applications. If you are willing to share yours, please e-mail it to [Mary Van Buren](#).

Equal Opportunities Committee Meets Dec. 14

The 4C's Equal Opportunities Committee will meet at the union office on Friday, December 14 at 12:30 PM. Important business includes selecting a Committee Chair, who will also have a seat on the union Executive Board. The Committee is seeking ways to become more involved in confronting bias on campus.

4C's Membership Cards Delivered

Membership Cards were mailed to members this week. If you do not receive one, call (860-296-5172) or e-mail (info@the4cs.org). Go to the [Member Benefits](#) section of the 4C's website for information on the variety of discounts and special services available only to union members.

2007 Willis Process

Twenty ACL members were moved to a higher job classification this year through the Willis Job Classification Review process. Raises will be included in their December 20 paychecks. The timeline for the 2008 Willis cycle is being discussed and ACLs will be notified shortly about the steps to take if they believe their position should be reviewed.

UAW Civil Rights Dinner

The 4C's has purchased 10 tickets to the UAW Civil Rights Awards dinner with keynote speaker Father Roy Bourgeois, founder of the School of the Americas Watch. One of the award winners is State Rep. John Geragosian (D-New Britain), a Tunxis-area representative. The event takes place January 25 in Hartford. If you would like to attend, please contact the 4C's at info@the4cs.org.

It's Sweet to have a Union

Small jars of honey, made by 4C's member Andrew Cote, will be distributed to chapters at the December 8th Delegate Assembly. Chapter chairs will decide how to distribute it to members on campus. Every member will receive a jar. Being a 4C's member is a sweet deal!

Former 4C's President Publishes Memoirs

Sid Lipshires, 4C's President 1977-1995, has published his memoirs in a book entitled "Giving Them Hell." All 4C's members are invited to a book signing party on Saturday, December 8, 2:00 PM, at Costa Del Sol restaurant in Hartford. The restaurant is in the same building as the 4C's office.

Upcoming Events December

Wed. Dec. 5
PC/DC Negotiations
10 AM, 4C's office

Wed. Dec. 5
TRCC Holiday Party
6:30 PM, Olympic Pizza

Sat. Dec. 8
Delegate Assembly
10:30-12:30, 4C's Office

Sat. Dec. 8
Sid Lipshires Book Signing, 2 PM, Costa Del Sol, Hartford

Thur. Dec. 13
NVCC Holiday Party
Cafe West

Thu. Dec. 13
MXCC Holiday Party
5:30 PM, La Cantina

Fri. Dec. 14
EOC Meeting, 12:30,
4C's Office

Mon. Dec. 17
HCC Holiday Lunch
Noon-2 PM, A101

Mon. Dec. 17
NCC Chapter Meeting
2:30 PM, West 103

Wed. Dec. 19
PC/DC Negotiations
10 AM, 4C's Office

Mon/Tue Dec. 24-25
Christmas Holiday
4C's Office closed

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