



4C's MONTHLY UPDATE: March 2008

Potential New Distance Learning Language



The 4C's is negotiating new distance learning language following an AFT arbitration award that provides economic benefits to our AFT counterparts who teach distance learning courses. Our Contract calls for this reopener.

The AFT arbitration award assumes that faculty will use additional responsibilities hours for the time required to develop and teach a DL course for the first time. The arbitrator's award affects *subsequent* offerings of distance learning courses. After a course has been taught once by any faculty member at the college, subsequent offerings will be weighted at 1.33% for computing faculty workload. For example, a 3 credit course would be counted as 4 contact/credit hours of workload.

Management has proposed language for the 4C's which mirrors the AFT arbitration award. It applies only to credit courses taught by full-time faculty via fully online instruction. The AFT, via their current main contract negotiation, is attempting to broaden this award to cover part-time faculty, and we will demand that all 4C's bargaining unit members be included in our reopener language. If we can reach a tentative agreement with management on this issue, it will be brought to the members for ratification; otherwise, we will arbitrate.

PC/DC Issues Still Under Discussion

With the Arbitrator acting as a mediator, the 4C's and AFT participated in discussions with management over two days in February. The goal of these discussions was to bring the parties closer together on their proposals. A final session is scheduled for March 26.

Upcoming Events March

Sat. Mar 8

Governance Committee
9:30, 4C's Office

Delegate Assembly
10:30, 4C's Office

Wed. Mar. 12

HCC Chapter Meeting
3:00, Room A208

Thu. Mar. 20

CCC Legis. Bkfst
8:30, LOB

Fri. Mar. 21

Good Friday

Thu. Mar. 27

MCC Chapter Meeting
3:45, LRC L142

Mon. Mar. 31

NCC Chapter Meeting
2:30, Cul. Arts DR

Sat. Apr. 12

Delegate Assembly
10:30, 4C's Office

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

If the parties can reach a tentative agreement on March 26, it will be brought to the membership shortly thereafter for a ratification vote. If no agreement is reached, the parties will have 30 days to submit their briefs and Last Best Offers. Members will be informed and consulted during this process. If we go the arbitration route, we should have a decision in May or June. Any agreement, whether reached by negotiation or arbitration must be submitted to the legislature for its approval.

Nursing/Allied Health Members Meet March 1

Last Saturday, 4C's and AFT nursing and allied health members got together at Gateway Community College to discuss next steps in their reopener. Management's "conceptual proposal" was reviewed. It basically consists of adding 20% to workload by having faculty teach 15 credits per semester in addition to performing their AR, in exchange for a 10% increase in compensation, accomplished by adding several steps to the top of the salary grid. The AFT/4C's coalition views this proposal as an unacceptable give-back, and we will be proceeding to arbitration. Scheduled arbitration dates are April 2, 3, and 4. Information will follow regarding our need for witnesses and scheduling.

4C's Testifies Before Higher Education Committee



On February 28, 4C's President Steve Cohen appeared before the legislature's Higher Education Committee and spoke in favor of legislation that would create additional full-time faculty and professional positions at the community colleges.

Gap Insurance and Other Legislative Concerns

Another legislative issue the 4C's is concerned with is funding for Disability Insurance for members in the Alternate Retirement Plan (ARP). As the annual insurance premium has skyrocketed from \$25,000 in 1992 to \$360,000 this year, the collective bargaining funds set aside to cover this are no longer sufficient. We also may have the opportunity this year to expand nursing and health programs in the community colleges. And, of course, eventually we will need legislative approval for any Contract reopeners. Many chapters are scheduling lobby days. We encourage everyone to take part!

Member2Member Classifieds

Do you have a bike to sell? A vacation home for rent? A service you can offer? The 4C's has decided to use the Member2Member section of the 4C's website as an area where members can post classified ads or announcements -- sort of our own Craig's list. [Go to the Member2Member section.](#)



4C's Comptroller to be Appointed in April

Members who would like to be considered for the position of 4C's Comptroller should forward their name and qualifications to 4C's President Steve Cohen (steve@the4cs.org). The Comptroller is responsible for the financial operations of the union and will receive an annual compensation of \$16,428 in the coming year.

June 6 Membership Celebration; Musicians Wanted

We're having a party in your honor on Friday, June 6 at Anthony's Ocean View in New Haven. So put the date in your calendar now! The event, being planned by the Organizing Committee, will feature a delicious dinner, entertainment, and dancing. If you are in a band and are interested in performing at the event, please send a demo CD to the 4C's office by April 4. More information on the party will be forthcoming.

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