



4C's UPDATE: October 2009

Ratification Vote on "Super Overloads"

At their October meeting, the 4C's Delegate Assembly discussed a proposed Memorandum of Agreement allowing the Board to assign more than one overload course to full-time staff, should both the staff member and the Board agree. The Agreement would be in effect for the remainder of our current contract.

The Delegate Assembly voted to recommend the Agreement's ratification, because it reflects the 4C's current policy of allowing members to teach additional courses, if there is mutual agreement. It is also consistent with Contract language for our AFT colleagues.

The Memorandum of Agreement is available on the [4C's website](#). Additional information will be sent out with ratification ballots later this month.

Ratification Vote to Fund Disability Insurance for ARP Members

The Delegate Assembly also discussed and recommended ratification of a Memorandum of Agreement that would transfer unspent funds in certain Contract accounts to cover obligations in other areas. Specifically, the Agreement would transfer excess funds that have accumulated in the Minority Fellows account to cover the deficit in the account set aside to cover disability insurance for ARP members.

This transfer of funds will not affect the funding of the Minority Fellows Program. The Minority Fellows Program is awarded approximately \$175,000 annually and spends about \$125,000. Over the past few years, the fund has accumulated a surplus of over \$400,000. The Agreement would transfer the surplus; it will not reduce the annual allocation to the Program.

As soon as it is available, this Memorandum of Agreement will also be on the 4C's website and more



October Calendar

- Oct. 13, 11:30 AM**
Long Term Care
Presentation
Retirees Chapter Meeting
4C's Office
- Oct. 21, 12:30 PM**
CCC Chapter Meeting
Auditorium
- Oct. 21, 3:30 PM**
MXCC Chapter Meeting
Chapman 605
- Oct. 22, 3:00 PM**
TXCC Chapter Meeting
Room 201
- Oct. 22, 3:45 PM**
MCC Chapter Meeting
GP 155
- Oct. 23, 1:00 PM**
Chapter Officers Meeting
4C's Office
- Oct. 27, 3:00 PM**
HCC Chapter Meeting
- Nov. 7, 10:30 AM**
Delegate Assembly
4C's Office

information will be sent with the ratification materials. (The Disability Insurance Policy covering ARP members is now available on the [4C's website](#).)

Promoting Promotion

The College Presidents have distributed their lists of members who have at least three-years-in-rank since last promotion. But remember, others may also apply if they have met the requirements for promotion.

The 4C's will be scheduling webinars in late October or early November to help members through the Promotion process. We will send out the dates and times shortly. You can also check the [4C's website](#) for tips and sample successful promotion applications.

Compensating Chapter Officers

Last spring semester, the 4C's Delegate Assembly had voted to recognize the valuable work of our Chapter Officers by offering them a stipend. At their October meeting, the Delegates voted to allocate up to \$2,000 to each chapter to be divided equally among its Chapter Officers.

NEW Date for December Delegate Assembly

Friday, December 4
5:30 PM Meeting
followed by Dinner



Part-time Educational Assistants from Three Rivers met to learn more about their Contract and their union. The event was organized by TRCC Part-time Officer Pam Chaplin.

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