

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • Dec. 2009

Give Peace Education a Chance



This holiday season several dozen community college students will find new relevance upon hearing our wishes for peace on earth,

Both Manchester and Gateway Community Colleges are offering a new-to-the-system course this fall called "Introduction to Peace and Conflict Studies," described as an interdisciplinary study of the concepts of peace.

The Humanities courses are taught by **Diana Hossain** at MCC and by **Carol Brutza**

and **Theresa Jeffries** at GWCC. All of whom say it has been a wonderful experience, with great discussions, and thought-provoking speakers.

The classes study international and global issues confronting humankind. They look at peace movements, nonviolent practices, disarmament, social justice, the reasons for war and the methods for getting to peace.

Diana mentioned one class during which they discussed Gandhi and non-violent civil disobedience. This was followed by a video on the Nashville lunch counter sit-ins, a non-violent strategy by Black college students seeking to desegregate eating facilities in the South.

"I try to bring everything back to the students as individuals, so they can relate to it on a personal level," Diana said. Students can't conceive of themselves as being like Gandhi,

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Students in Gateway's Peace & Conflict Studies class practice conflict resolution techniques.



Members Approve Overloads and Funds Transfer

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Additional Benefits Due to Adjuncts Teaching More than 8 Credits

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Congress Chronicles



**Congress of Connecticut
Community Colleges**

SEIU LOCAL 1973

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4C's Calendar

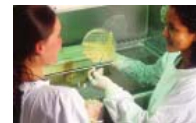
Delegate Assembly

Sat., February 6, 10:30 am to 12:30 pm
4C's Office, Hartford

Delegate Assemblies are open to all 4C's members. Join us for discussions of current issues affecting members, our profession, and our system.

Additional Spring semester meetings will be held on Saturday, March 6 and Saturday, April 10.

SEIU Scholarships



Unions help working families fulfill their dreams in many different ways. At SEIU, this includes yearly college scholarship opportunities.

Through five different scholarship programs, SEIU awards 52 scholarships that enable SEIU members and their children to pursue their educational goals at accredited colleges, universities, and technical schools.

SEIU members of three or more years and their children are eligible to apply. Applications must be postmarked by March 1, 2010.

Applications and information are available online at <http://www.seiu.org/memberscholarships> or at the 4C's office.

*Good Tidings for
the Holidays and the
New Year!*



‘Tis the Season...to be Happy!

Okay, okay...I know many of you are unhappy because of our wage and benefit concessions, because of the effects of bad decisions made by local managers, because of unmotivated—even unruly—students, and the list goes on and on.

Trust me; I get it.

I had to endure the dozens, if not hundreds, of hours of concession negotiations. I hear about the worst management missteps on a regular basis. I teach. Et cetera.

Still, all of us have to find joy in life, or at least some humor, in order to prevent ourselves from suffering endless unhappiness, or even worse, boundless anger.

In this spirit, I offer the link for a You Tube clip I hope all of you will find amusing. (Kudos to 4C’s Political Director Bob Fernandez for sharing it with me.)

<http://www.youtube.com/watch?v=FY1xaoJPdek>

By the way, I understand this link is mandatory viewing for management. They always take the time from their busy schedules to laugh.

I urge all of you to find the levity and the bright side of things in your own lives. (Perhaps it will help if I remind you we change lives for the better?)

Celebrate the joys of this season as befits your heritage—or celebrate Festivus if it suits you better, but find some reason to celebrate.

Have a safe, healthy, and happy holiday season.

UnionUpdates



Martha Dean, Tunxis, (left) and Maureen Chalmers, Northwestern, (right) conduct a webinar for 4C's members explaining the promotion process, including tips on filling out the application.

Members Helping Members with Promotion

4C's members do amazing work; so amazing that about ninety percent of those who apply for Promotion are granted promotion.

Nonetheless, applying for Promotion can be nerve-racking. "A group of colleagues examines your work and your contributions to the college and the community. As their evaluation will greatly influence the future of your career, you want to make the best impression possible," said Martha Dean.

Two 4C's members, Maureen Chalmers from NWCC and Martha Dean from TXCC, helped to reassure members by providing valuable nuts and bolts information.

The duo took to cyberspace, conducting the union's first-ever webinars, to explain the promotion process, to offer tips and advice on what to include and what not to include in an application, and perhaps

most importantly, to address members' questions.

"Being able to help members on specific issues made doing a live webinar presentation so valuable," Maureen said.

Members asked great questions concerning types of community service, work outside their normal duties, committee work, work done as an adjunct before becoming a full-timer, and more.

The first two webinars, held in November, were attended by 45 members. As we go to press, a third webinar had more than 25 members registered.

Brian Lynch at Quinebaug Valley even organized a group viewing of the webinar. "We had a whole group in one room and had a good discussion afterward in response to the webinar. It was good to have ACL's and faculty all in the same conversation."

Agreements Pass with Noticeable Dissent

4C's members voted to ratify two agreements in November.

The first Agreement would allow the Board to assign more than one overload course to full-time staff, either faculty or ACL, should both the staff member and the Board agree.

The Agreement does not give full-timers any additional entitlement to an overload course, but it does eliminate the administrative requirement of obtaining union approval.

Thirty-seven percent of those voting on this issue voted against ratification.

Martin Piccarillo, 4C's Vice President for Part-timers, was the only member of the Delegate Assembly opposed to ratification, fearing that adjuncts could be negatively impacted.

"A realistic possibility could be that if a full-time faculty member wants the second course ordinarily intended for an adjunct, who by contract needs only to be offered one course, what happens then?" Martin queried.

4C's President Steve Cohen sought to reassure adjuncts

explaining that the overload scenario has existed for decades. "All that this Agreement does is make the bureaucracy involved a bit less cumbersome, as our staff organizers will no longer be required to sign off on each individual request."

Agreement: Assigning Additional Courses to Full-time Staff

YES: 471 (63%)

NO: 275 (37%)

Agreement: Reallocation of Minority Fellowship Dollars

YES: 639 (86%)

NO: 103 (14%)

In any case, the Agreement is in effect for the remainder of our current contract, until June 30, 2012.

The second Agreement transfers surplus funds that have accumulated in the Minority Fellowship account to the fund set aside to cover disability insurance for ARP members. 86% of those voting were in favor of ratification.

This one-time transfer of funds will not affect the funding of the Minority Fellowship Program.

Full-timers to Receive Pay Raises Shortly

Full-time members will receive either a step increase or a lump sum payment in the near future. For those on the grid, to determine your new salary, find your current salary on the FY 2009 grid and go up one step *on the same FY 2009 grid*.

Effective dates of pay increases:

12-month employees: Dec. 4-17 pay period (Dec. 31 check)

10-month employees: Dec. 18-31 pay period (Jan. 15 check)

PTLs and EAs received their pay increase on time at the beginning of their Contract year.

Chancellor Cancels Merit Awards; Unions Demand to Bargain

In November, Chancellor Marc Herzog notified the union Presidents of his intention to cancel implementation of Merit Awards for both the 2008-09 and 2009-10 academic years.

In a letter to 4C's President Steven Cohen (and similar letters to both the AFT and AFSCME local presidents), Herzog stated that "This decision is based on the State's current fiscal climate, economic forecasts which predict continued declines in state revenues through 2012, potential misunderstanding of our fiscal status, and negative public perceptions if we were to proceed with implementation at this time."

The Chancellor stated his intention to proceed with Educational Excellence Awards during the two years.

While both awards recognize faculty and professional staff for excellence in teaching, leadership, and administration, according to the Chancellor, the Educational Excellence Awards provide

funding for specific professional activities for which funding is not ordinarily available.

"Merit awards, on the other hand, are more generic, and while important recognition of service, they represent a discretionary payment," Herzog wrote. "In this fiscal environment the award of discretionary payments becomes extremely difficult to support."

The three professional unions view this action by the Chancellor as a unilateral change in a condition of employment and thus a mandatory subject of bargaining. The unions are demanding impact bargaining prior to the implementation of this change.

"Failure to bargain with the [union] Coalition will result in a prohibitive practice complaint with the State Board of Labor Relations," wrote union attorney Eric Chester. We await a reply from the Chancellor's Office.

Chapter Officers Share Lunch and Ideas

In October, 4C's Chapter Officers were invited to the union office for lunch and a meeting.

The group shared ideas for improving chapter effectiveness, membership involvement, and grievance handling.

Pictured top right: (from left) **Kevin Skee** from MCC with **Lorraine Li** and **Vicki Bozzuto** from GWCC.

Pictured at right: (From lower left) **Lisa Loveday** from QVCC, **Pam Chaplin**, **Rhonda Spaziani**, **Terry Delaney**, and **Jon Brammer**, all from TRCC, **Tom Failla** from NCC, **Marianne Generali** and **Cindy Meo** from NVCC.



Statewide Committees Elect Chairs

All Members Welcome to Participate

The 4C's statewide committees met this fall and elected Chairs for the coming year. All of the committees welcome the participation of 4C's members.

Members interested in joining a committee can find out more at the 4C's website, www.the4cs.org.



The Equal Opportunities Committee elected **Jesse Davis** from GWCC. The committee is charged with addressing issues of equity and parity within the system.

The Finance Committee, which oversees the fiduciary, budget, and investment process of the Congress, chose **Lorraine Li** from GWCC.



The Legislative Action Committee, responsible for advocacy campaigns at the State Capitol, elected **Janet Lanci** from HCC.

The Organizing Committee tapped the leadership skills of **Rhonda Spaziani** from TRCC.



The committee seeks to involve more members in union activities.



The Part-time Committee selected **Martin Piccirillo** from GWCC. The committee looks to advance the interests of part-time employees at the community colleges.



The Professional Affairs Committee addresses non-contractual matters of interest to 4C's members and promotes relationships with other unions and professional organizations. This committee turned to **Steve Krevisky** from MXCC.



The Political Action Committee makes recommendations for the endorsement of political candidates and mobilizes support for these campaigns. **Trent Wright** from MXCC will Chair this committee.

Contact and meeting information is available at the 4C's website.

Part-time EAs at TRCC met with 4C's staff Bob Reutenauer to learn more about their Contract and their rights.



Briefing on Contractual Rights for Three Rivers EAs

Pam Chaplin, TRCC's Part-Time Officer, organized a briefing for part-time Educational Assistants so that they could learn about their rights guaranteed in the Union Contract. 4C's organizer Bob Reutenauer gave the briefing.

"Many of us have been employed here for years, but are still unaware of all of our benefits," Pam said.

The meeting raised questions about discrepancies in sick time accrual, as well

as in the policy for paid holidays. The union is following up with the Human Resources Department to straighten out these issues.

Pam and the other TRCC Chapter Officers have also reached out to adjuncts.

"Adjuncts are interested in additional training, technical support, and orientation," Pam said. She would like the union and the college to jointly conduct an informational session for part-timers.

4C's to College Management: "Follow the Contract When Employing Adjuncts to Teach More Than 8 Credits!"

Adjuncts sometimes complain that "the union won't let me teach more than two courses." This is not true. The 4C's would be delighted to have adjuncts teach additional courses, as long as they receive their contractual wages and benefits.

According to both the 4C's Contract and Connecticut State Statute, a state employee who works half-time or more is entitled to health benefits. For teaching faculty, half-time is defined as more than 8 credits per semester.

A community college instructor who teaches more than 8 credits in a semester is covered by the same Collective Bargaining Agreement that covers full-time members. In addition to health benefits, they are entitled to negotiated wages, professional development funds, paid leave, sabbaticals, and more.

In an emergency situation, such as a last minute illness, the 4C's will approve a

waiver, allowing management to hire an adjunct to teach more than 8 credits without offering the higher wage or benefits.

In days past, the System overused waivers, exploiting part-time faculty. Instead of reserving waivers for emergencies, management requested waivers for convenience and to save money. At the adjunct rate, an instructor who teaches

9 credits is paid \$2,241 less per semester than he or she would earn at the prorated full-time rate.

Beginning in the Fall of 2008, the union reverted to the policy of only approving waivers in emergency situations. Campuses that want adjuncts to teach additional courses pay them at the prorated full-time rate.

Many campuses have increased the number of individuals hired on temporary full-time lecturer appointments. These full-time lecturer positions have elevated a number of adjuncts to full-time status.

"In our 2012 Contract negotiations, the union will be fighting to narrow the per-credit wage gap between adjuncts and full-time faculty," said 4C's President Steve Cohen. "We look forward to a day when adjuncts are paid at the same rate as full-timers."

Benefits Due Those Teaching More than 8 Credits:

- \$1,545/credit rate of pay
- Full Health Coverage
- .75 days/month sick leave
- 3 days personal leave
- Eligible for Promotion
- Eligible for Sabbatical
- Professional Development Funds
- Tuition Waiver for all courses, any campus, family included

The 34th Annual Northeast Regional Summer School for Union Women

The Scholarship and Activism of Dr. Lois Spier Gray

*An interview with Lois Spier Gray,
Professor Emeritus of Labor Management
Relations at Cornell University's School of
Industrial and Labor Relations*



By Kimberly Hamilton
Bobrow, MCC

KHB: I read in your biography that you have received numerous awards from academic and civic organizations, including the New York Hispanic Labor Committee and the New York State Labor History Association. These awards spotlight benchmarks in your life. As you reflect on your life's work, what particular project or period is the most meaningful to you and continues to inspire you?

LSG: My exposure to labor struggles. I was one of the first women hired as a field examiner for the National Labor Relations Board under the Wagner Act (1945), which supported the rights of workers to organize (in contrast with the later years under Taft Hartley) and became actively involved with unions in western New York. Subsequently, I married a militant labor leader who was sentenced to jail for "conspiracy" in a major strike against an aircraft company.

My involvement in the Civil Rights and union movement in the 1960s and 1970s was very meaningful to me. I took part in the March on Washington led by Dr. Martin Luther King (1963), and subsequent Civil Rights actions. I was an early supporter of the women's movement. Each of these activities shaped my priorities as a Labor Educator.

KHB: Your work at Cornell University for sixty-two years has influenced

and guided many individuals and groups. What aspect of your vision for unionism could you share with us that can sustain and teach the next generation of union women and academic women invested in the vitality of both the history and the future of women's labor and unionism?

LSG: My vision for unionism is that the Labor Movement will become more inclusive, more democratic, and more powerful. Women will play a decisive role in making this happen.

KHB: Would you share with me a memorable story about the early years of this school?

LSG: The Union Women's Summer School began with the meager support and active opposition of many union leaders and male educators. Its early enrollees were mainly rank and file workers and many paid their own way and took vacation time to attend. Today, most enrollees receive support from their unions to attend Summer School and a high percentage hold union office.

KHB: What role does education – informal and formal – play in the lives of working women, historically, and in the 21st century?

LSG: Knowledge is power. Education, formal and informal, is essential for women's empowerment. Early women activists, those women in the movement for women's right to vote, were educated and articulate. In the labor struggle, early heroines were self-educated or trained in worker education provided by well-to-do educated women. For example, the Bryn Mawr School for Working Women and the Trade Women's League of the 1920s and 1930s – is one example of



Photo of Professor Lois Spier Gray from the Cornell University website.

this educational partnership. Today, women have a much wider range of educational opportunities to equip themselves for leadership and for happier and more meaningful lives.

KHB: How would you describe the importance of unionism to, say, a young woman entering the workforce or university?

LSG: To a young woman entering the workforce, I would point out that growing and becoming active in a union is the only way to achieve a voice at work and gain one powerful instrument for influencing social change.

KHB: Can you cite a quotation that has inspired you?

LSG: "All's Good," which I attribute to Ms. Kimberly Thorne.

KHB: Thank you. Yes, "All's Good."

Note: The 4C's sponsored Kimberly's participation in the Summer School for Union Women held at Stonybrook University in NY this past summer. This article originally appeared in the newsletter published during the school.

4C's Members

Actively Retired from NVCC

4C's political & labor activists fight to preserve land

What does saving passive open space, education, climate change, green jobs and culture have to do with labor unions and public workers?

"Plenty!" say two retired NVCC members, now Council 400 (4C's Retirees Chapter) activists.

Felipe Flores and Len Yannielli are using their grassroots organizing skills to save passive open space in their hometown of Naugatuck.

The town owns 39 acres; land which is an ecological treasure with 5 different wetland



Len Yannielli and Felipe Flores, two long-time 4C's leaders and activists, retired from NVCC last spring.

types and 2 large meadows.

Its diversified habitats make for a diversified wildlife. Bobcats visit the land while eagles soar above Long Meadow Brook. Scarlet tanager nest in the woodlands and owls can be heard at night.

When competing interests sought to transform the land into athletic fields, Len and Felipe demonstrated other creative uses of the property which would not require clearing and paving the land.

They initiated events such as interpretive nature walks and night sky observations. Felipe led a tai chi class on the land for Earth Day. High school students used it as a living laboratory.

These and other activities moved the Naugatuck Board of Mayor and Burgesses to vote 7 to 3 in favor of a Passive Park and Nature Preserve for this land.



Scenic land in Naugatuck that two NVCC retirees helped to preserve as passive open space.

At the town meeting, it was explained that saving passive open space helps mitigate global warming as these green areas function as carbon sinks. It creates public

land that will necessitate trail/meadow maintenance and educational work that means green jobs. It creates a free recreational area that wildlife and people can enjoy.



Asnuntuck held a week-long celebration to honor veterans. They showed movies ranging from "12 O'Clock High" to "Flags of Our Fathers." The highlight of the week was on Veterans' Day, when the cafeteria was transformed into a USO Canteen. Many got into the mood by dressing in 1940's attire, like those pictured above: (from left) **Mac McHenry, Maria Ragno, and Karen Dardanelli.**

Gateway Professor Tells Tales about Poe

Chet Schnepf, Chair of Gateway's Humanities Department and 4C's Chapter Officer, was the featured speaker in a radio documentary celebrating the life and works of Edgar Allen Poe.



The thirty minute documentary offers some little known information about the famed American author. It chronicles his upbringing which included tragedy and poverty.

Chet reveals information about Poe's literary and romantic rival, Rufus Griswold. Following Poe's death, Griswold seriously damaged Poe's reputation.

"He wrote a scathing obituary, accusing Poe of every amoral action a human being can perpetrate," Chet said. Griswold described Poe as a depraved, drunk, drug-addled madman. Many of his claims were lies or distortions.

Chet has been studying Poe for more than thirty years and has authored a book on him titled "*The Protagonist's Dilemma in Poe and Lefanu.*"

The radio documentary aired on Fairleigh Dickinson University's radio station in October and is being scheduled to play on National Public Radio. To hear the documentary, contact Chet at cschnepf@gwcc.commnet.edu.



Humanities Professor Carol Brutza (left), and Social Science Professor Theresa Jeffries have teamed up to teach Gateway's new course in Peace and Conflict Studies.

Give Peace Education a Chance

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but those making a difference in Nashville were college students, just like them.

"I want students to learn that if they believe in something strongly enough, if they're willing to step outside their comfortable lives, then they are making steps towards a more peaceful world.

"It doesn't need to be a big effort, it can be working in a soup kitchen, reading to disadvantaged kids, or reaching out to someone from a different culture. There is something each of us can do as an individual that is peace work," Diana said.

Carol agreed saying "In class we learn how peace-building concepts are applied in big situations, but these same concepts can be used in small ways in our own lives."

One of the classes at GWCC

focused on conflict resolution. Students participated in various activities to encourage them to ask questions, to think outside the box, to look at issues from other points of view, The same techniques which would be helpful in resolving issues in the students' lives, can be used by United Nations diplomats to address huge global concerns.

"We ask students to reflect on some of the major problems facing humankind and to think about their personal roles and responsibilities as world citizens," Theresa said.

Students are asked to consider what if this conflict was happening next door? Is there something you can do to transform the situation or to bring about a resolution? How can you refrain from feeding the fire, from making the conflict worse?

As part of the course, all students will do a final project with an oral presentation and a research paper. Students have chosen some fascinating topics, from the conflicts in Northern Ireland to turmoil in the Balkans, from bioterrorism to brutality in the diamond trade, from the role of art in resolving conflicts to the music of the anti-war movement.

All of the faculty involved would like to expand

the number of course offerings in the field, eventually offering a certificate program or degree program.

"Our goal at Gateway is to create a degree program that will prepare our students to become agents of change in our community," Carol said.

"My students never thought they could make a difference, but now they think they can," Diana concluded.

MCC Humanities Professor Diana Hossain said her Peace & Conflict course filled immediately and will be offered again next semester.



ASKING THE PRESIDENT FOR ACTION ON AUTISM

4C's lobbyist Bob Shea (left) and his family met with President Barack Obama at a Stamford fundraiser for U.S. Senator Chris Dodd. With Shea are his daughter Fiona and his wife Rosanne. Fiona, whose brother Jeremiah has autism, spoke on federal action for effective autism treatment. Both Bob and Rosanne are on the board of Connecticut Families for Effective Autism Treatment.



Retirees Chapter Sponsors Programs for Retired Members

Under the leadership of President Aldo Sicuso, the 4C's Retirees Chapter has grown to more than 77 members. The committee meets monthly, often offering special programs or speakers.

In October, the 4C's Retirees Chapter sponsored an informational presentation on long term care. Their guest speaker was Sheila McNamara, RN, Met Life Long Term Care Program, state of Connecticut.

Sheila said that long-term care poses a unique risk because it is not typically covered by health insurance plans or disability insurance. She said the average annual cost of care in a nursing home tops \$66,000. She went on to explain the coverage offered by the MetLife Long Term Care Insurance.

In November, chapter members heard from Ric Melita, chief of staff to Speaker of the House Chris Dono-



Sheila McNamara (center) explains Met Life's Long Term Care Program to members of the 4C's Retirees Chapter; from left: Debbie Allen, Renee Wilder, Connie Carter, Herb Gerjuoy, Aldo Sicuso, Marilyn Tyszka, and Bill Tyszka.

van. Ric talked about the state of the State, focusing on the budgetary and political difficulties ahead. Retirees also watched a short video produced by SEIU on National Health Care Reform.

As we go to press, the chapter is planning a Holiday luncheon for their

December 8th meeting. The group regularly meets on the second Tuesday of the month, usually at the 4C's office, and welcomes all new retirees to join them.

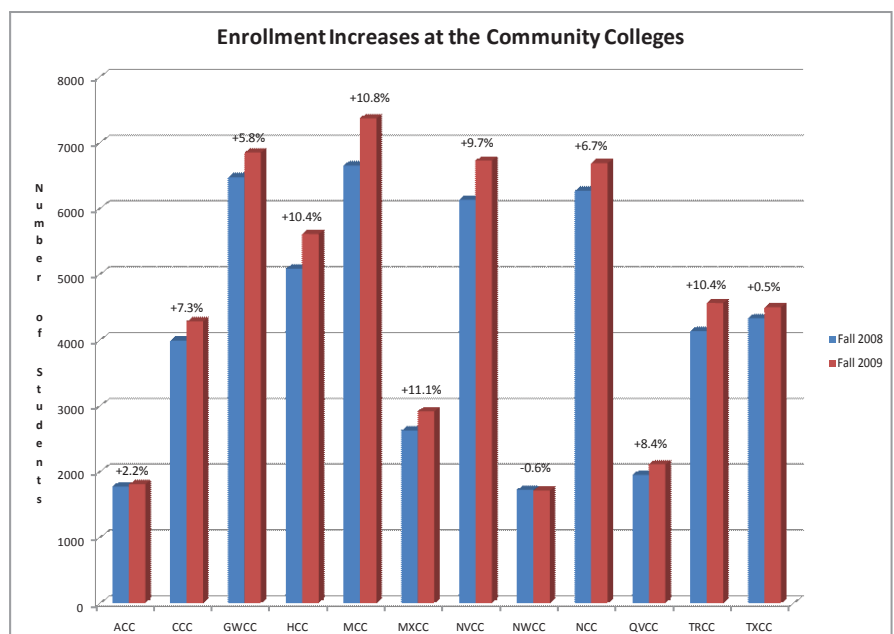
For information about the chapter, contact Aldo Sicuso, sicuso@sbc-global.net.

Community College Enrollment Skyrockets

Connecticut Community Colleges were front-page news in November amidst reports that enrollment is up 7.8%.

Fall enrollment at state-supported colleges and universities grew by 4,753 students; 4007 of those are attending a community college. The UConn system added 134 students, while the State Universities added 612.

Michael P. Meotti, commissioner of higher education, stated "The harder it becomes to find a job, the more people opt to enroll in college for retraining or a degree. Many are taking advantage of lower cost two-year colleges."



Enrollment reached record highs at Capital, Gateway, Housatonic, Manchester, Naugatuck Valley, Norwalk, Quinebaug Valley, Three Rivers, and Tunxis.

Notice to Nonmembers

Notice 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 AC'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 nonmembers 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, 2009, 90.15% of the union's expenses were for representational functions; 9.85% of the expenses have been classified as non-representational. Nonmembers have the right to object to paying the 9.85% 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 9.85% of the agency service fee.

To object to that portion of union fees which supports nonrepresentational activity, nonmembers must send a letter of objection to: Tony Scott, Comptroller, Congress of Connecticut Community Colleges, 907 Wethersfield Avenue, Hartford, CT 06114. Objecting nonmembers should include their name, address, college, and social security number. Objections must be filed by Jan. 15, 2010 and renewed each year.

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 set forth in the Financial Report above. Objecting nonmembers who wish to challenge the union's fair share fee calculation must (1) submit a letter contesting the calculation, (2) state the percentage they believe the fair share fee should be, (3) request a hearing to determine the

Congress of Connecticut Community Colleges			
Expense Allocation: Fiscal Year ended June 30, 2009*			
	Total Expenses	Non- Chargeable	Non- Chargeable
<u>Membership Expenses:</u>			
Membership Support	\$ 75,585	\$ 72,022	\$3,563
Chapter Member Expenses	24,476	24,476	0
Printing	19,810	19,810	0
Total Membership	119,871	116,308	3,563
<u>Committee Expenses:</u>			
	21,010	21,010	0
<u>Lobbyist Expenses:</u>			
	16,611	16,611	0
<u>Associate Expenses:</u>			
Payroll	382,434	382,434	0
P/R taxes and benefits	148,797	148,797	0
Total Associates	531,231	531,231	0
<u>Officers Compensation:</u>			
	90,909	90,909	0
<u>Dues Expense:</u>			
SEIU**	301,099	182,466	118,633
Other local affiliations & coalitions	45,521	45,521	0
Total Dues	346,620	227,987	118,633
<u>Facilities and Administration:</u>			
Facilities Expenses	75,164	75,164	0
Administrative Expenses	52,612	51,262	1,350
Total Facilities & Admin.	127,776	126,426	1,350
Total Expenses	\$1,254,028	\$1,130,482	\$123,546
	100 %	90.15%	9.85%
*Unaudited			
** Estimate: the SEIU non-chargeable allocation is based upon its Expense Allocation Report for the calendar year ended December 31, 2008.			
Note: discrepancies due to rounding			

accuracy of the union's calculation. Letters challenging the union's calculation should be addressed to the Comptroller and must be filed on or before Jan. 15, 2010. After the deadline, all challenges will be consolidated and a hearing date will be set within 30 days before the union's Executive Board. At the hearing, all objecting nonmembers challenging the calculation will be given the opportunity to present evidence and explain their position. The Board will consider all the evidence and issue a decision within 10 days of the hearing.

If an objecting nonmember challenging the fair share fee is not satisfied with the Execu-

tive Board's decision, an appeal must be submitted to the Board in writing within 15 days of the decision. Timely appeals will be submitted to arbitration before an impartial fact-finder appointed by the American Arbitration Association. Multiple appeals will be consolidated into a single hearing. The hearing will be conducted under the American Arbitration Rules for Impartial Determination of Union Fees, and will be held within 120 days of the date the appeal is received by the union. The union will pay the arbitrator's fee. The objecting nonmember who appeals is responsible for personal expenses such as travel, lost wages, and attorney fees.



**Congress of Connecticut
Community Colleges, SEIU 1973**
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