

Part-Timers Committee Meeting
February 16th, 2013 – 10:00am
Minutes

Members in attendance: Ana Jusino, (Chair), Patty Burke, Steve Krevisky, Steve Cohen, Cindy Casper, Bill Searle, Lorraine Li, Stephanie Bahramian, Robyn Brooks, James Esposito, Ray Esponda, Angelo Glaviano, Michael Amouzou, Fred Odell, Ed Derr, Dave Bosco, Seth Freeman

1. Meeting began at 10:10 a.m.
2. Minutes of the 12/1/12 meeting were discussed. Motion to accept Minutes was passed and approved.
3. Public Act 1240 (SB40) an Act concerning College Readiness and Completion was discussed. A handout was presented by the Chair. No actions were taken at the time of discussion. Impact of this Act was discussed as to how it might affect Part-Timers in the future. We will have to wait and see.
4. Discussion on how to reach PTers locally ensued. Some suggestions presented were to have a table with 4C's information set up at the beginning of the semester at each of the colleges. It was suggested to have department chairs assist in providing the information to part-timers. We also suggested that the Union organizers become involved. We need to reach the part-timers at the start of each semester and send out information as soon as possible. It is important to disseminate information to all Part-Timers at all colleges. The fact that meetings sometimes take place at times when part-timers are teaching was discussed. There is no easy way to allow part-timers to attend meetings other than Union members reaching out to them on a one to one contact at the times when they are available or present at the colleges where they teach. Information about the Union needs to be sent out directly to the part-timers via email and also directing them to the 4C's website.
5. The issue of job security for part-timers was discussed. The Union is very much in favor of securing jobs for all members, but there are certain protocols to follow, i.e, the part-timers pool, class availability and other positions like the need to hire EAs to work for a certain period of time. PTers can make proposals and ask for improvements. Making positive proposals to the DA will help us in the long term, especially when contract negotiations take place. There are concerns about PTers not having income over the summer/vacations/holidays, or who are unable to collect unemployment. It is important to understand what the PTers rights are within the system. A question about health insurance for PTers who teach up to 12 credits was discussed. Change is well overdue in the system.

Some of the following issues were presented at the meeting and discussed: FTers do more things than PTers – committees, etc.; the teaching overload is not the same; can we push more for the Union to advocate for PTers on certain issue; getting unemployment for the summer months, getting the department chairs to support hiring PTers over the summer months; having more consistency across the board with all the colleges; FT faculty get preferences for summer courses; training for PTers to learn to teach online; etc. An additional point of discussion was for department chairs to mediate conflicts between FTers and PTers. There are different categories of PTers. We can try have to look at them separately because nothing happens otherwise, but this is very difficult. If we identify FT/PTers there might be something we can do as a Union to assist all in the proper manner. The Union can use the Center for Teaching materials to help them. Finally, in a Union environment everything has to be negotiated. We

have had the highest number in the last 10 years of PTers being hired as FTers, and this was a point that was well-taken.

6. Discussion of schedule of meetings ensued- With the DA meetings scheduled for the 1st Saturday of each month. The Part-Timers Committee schedule is as follows: **3/9, 4/20, from 10am to noon, and the 5/4 at 9am if needed.**

7. Discussions of the BOR Proposal ensued. Conversations were starting soon w/ HR and BOR. Steve will attend. What about health insurance? State law – if you work more than ½ time you get health insurance. 9 credits for adjuncts puts them over half time. EAs – 17.5 hours or more. This is a germ of an idea – but could we get some full-time benefits for people who are working the time allotted? We could all come together about this.

The following were issues discussed with no particular action taken: What about professional development dollars? Why can't PTers apply if they are not teaching over the summer months or for only one semester? This is a contractual issue. Can we make recommendations to the DA? (re: PT change). This discussion should continue also to say we're in favor of making changes in the contract regarding PTers rights. What would happen with bumping rights? It would be the same as for FTers. FTers may not be in favor of this.

8. Robyn Brooks announced that she is running for VP of Part-Timers in the upcoming election in the 4C's. She would very much like our support in the voting.

9. New business: Norwalk EAs completing extra time due to missed days because of the snowstorm. Should they get paid for missed days? The message is that they have to work with supervisors to make up the lost hours. If the supervisor doesn't help, i.e., can't make up the hours, is this grievable? Has this come up before? BOR says you have to work out an alternate time to make up hours. We can deal with the issue in a future contract – if the college is closed EAs should be paid.

What can we do for the class of folks who want to go full time? They should be mentored. Often interviewees are not prepared for the interview. Mentoring possibilities should be put up on the website – could we put on a workshop – there should be funds to do that.

10. For a future meeting, let's talk about getting retirement for PTers. How are hours accrued as PTers. Can we get data on accruing hours. SERS has vesting time involved. In SERS, in 5 years by calendar year you are vested.

11. Meeting adjourned 12:05pm.

Respectfully submitted by,

Patty Burke and Ana Jusino