

4C's Part-Timers Committee
Minutes - Meeting December 1, 2012

Attendees: Ana Jusino, Steve Kravinsky, Liz Pisaretz, Fred Odell, Lauren Clarke, Joe Spadaro, Maureen Chalmers, Brian Bonina, Lorraine Li, Leah Barone, Michael Amouzou, Cindy Casper, Steve Cohen, Edward Derr, Patty Burke, Seth Freeman, John Allen, Tony Scott, Angelo Glaviano, Ray Esponda, Bob Fernandez, Dave Bosco, John Allen, Bob Fernandez, Maureen Chalmers

1. Participants were greeted by Ana Jusino and introductions ensued.
2. Minutes of the October meeting were submitted for approval. A motion was made and passed to approve the minutes as submitted. There were three abstentions by members who were not present at the meeting.
3. Open discussion about the meeting schedule ensued. Ana summarized the discussion about when the committee will schedule meetings:
 - a. Saturdays, time to be determined.
 - b. Not on the Saturday of the DA meeting, but prior to or after a DA meeting, once the schedule is known.
 - c. As often as necessary, but at least twice a semester, for a total of 4 per year, at least.
 - d. The Part-Timers Committee meetings are open to all 4Cs members.

As soon as the DA schedule of meetings for the spring semester is published, Ana will solicit feedback to schedule Part-Timer's committee meetings for the spring semester.

Not related to any agenda item, Steve Kravinsky made a comment about SB 40 being added to a future agenda for discussion.

4. A report on the results of the survey was given by Ana Jusino and Steve Cohen. There were 516 total responses received on the survey. Steve Cohen added more details of the specific percentage breakdowns. Ana will send the link to the survey results to all the meeting attendees. Brian B. mentioned that a "Members Satisfaction Survey" which will be distributed in the spring to all 4Cs members.

5. Further discussion on agenda item 3 was resumed. Comments came from Joe Spadaro specifically to discuss the point about more part time members needing to be present during meetings and the use of technology to reach those interested members who could not physically be at the meetings. Discussion about how most part-timers are not aware of the fact that they are part of a union took place, and suggestions were given on ways to improve the potential of new members being invited to attend the meetings. There was a general consensus that information about the union needs to be distributed out to the members, and part-timers in particular at the various campuses.

6. Discussion about each of the sub items in item 5 of the agenda was discussed:
 - a. Mileage reimbursement for required college related business is allowed and the method is the use of the travel authorization form.
 - b. How the PTL pool list is generated: It comes from the 4Cs office, and is verified by the system office. Individuals must sign up for the pool. Dave Bosco gave a synopsis of the rules of the PTLs pool and Steve added comments about the website link to access more information. The pool guarantees an offer of a section if one is available and applies to the fall and spring semesters only. Dave offered to provide a clearer explanation of the pool and the processes surrounding it to those individuals wanting more information on a case by case manner.

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- c. The Human Resources office on each campus is the keeper of the information regarding what union part-timers belong to. It is also on the letter of appointment and on the paystub issued.
- d. Steve reported that the updated contact list of all the members will be forthcoming. There is a link on the website for members to update their personal information such as preferred e-mail address and home address.
- e. The low cost software and professional development information was included in the fall 2012 4C's newsletter.
- f. Disseminating information to part timers on the campuses will be ongoing.
- g. Steve mentioned two initiatives the SEIU coalition is working on, a diversity fellowship program most likely to be re-instated in the fall 2013, and permanent part-time position with benefits. More discussion needs to happen on this topic. (See item #8 below)

7. Discussion about each of the sub items in agenda item 6 proceeded as follows:

- a. There was an invitation to attend the DA Holiday Luncheon on 12/15/12 from 12noon to 2pm at costa Del Sol Restaurant, where three of the longest serving part-timers in the 4Cs will be honored.
- b. Steve commented that the intake packet for part timers at Housatonic was a good model to use for informing all Union members of benefits and opportunities in the 4Cs. Lorraine Li felt that the intake packet from Gateway CC was a very good example to model.

8. New Item: President Cohen noted that brief conversations have taken place with BOR, HR and our AFT coalition partner regarding the creation of a new category of PT employee--one where the employee would work for an extended period at more than half time, so as to receive health benefits. For example, a "part-time" faculty member might be hired on a three year once renewable contract, or a five year non-renewable contract, in order to teach 9 credits per semester. Such a PT employee would receive health benefits and pro-rated full-time pay and other benefits. The committee discussed this potential category of PT employee, but the meeting ended with no action being taken on this matter.

9. No old business to report. Liz Pisaretz (episaretz@norwalk.edu) gave an open invitation for all to join and attend the Organizing Committee meetings. Schedule of meetings will be forthcoming.

10. Chairperson Ana Jusino entertained a motion to adjourn the meeting at 2:40pm.

Respectfully submitted by,

Lauren Clarke & Ana Jusino