

Congress Chronicles

News from the Congress of Connecticut Community Colleges, SEIU Local 1973 • Winter 2013

THE 99% RESIST

An International Poster Exhibit at Tunxis Community College



Sponsored by the Congress of Connecticut Community Colleges
Service Employees International Union – Local 1973



January 21–February 26, 2013

Opening reception: February 4, 4-7 p.m.



Barnes-Franklin

Gallery

The Barnes-Franklin Gallery is located in the 600 Building.

Tunxis Community College • 271 Scott Swamp Road • Farmington, Connecticut • 860.255.3500 • tunxis.commnet.edu



Congress Chronicles



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

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Calendar Dates

4C's Delegate Assembly Meeting

Saturday, February 2

10 AM to 12 PM in the 4C's Office

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

During the 2013 spring semester, Delegate Assemblies will be held on the first Saturday of the month: Feb. 2, March 2, April 6, and May 4.

WWII African Americans Photography Exhibit

Opening Reception: Fri., Jan. 25, 6 PM

NVCC Leever Atrium Gallery

An exhibit of black and white photographs featuring African Americans serving in the military during World War II will be on display from Fri., Jan. 25 – Apr. 4, 2013 in the Naugatuck Valley Community College Fine Arts Center, Leever Atrium Gallery. (story page 8)

Labor Poster Exhibit

Opening Reception: Mon., Feb. 4, 4 to 7 PM

TXCC Barnes-Franklin Gallery

"The 99% RESIST" features posters from Stephen Lewis' collection. Mr. Lewis, a long-time labor activist from Massachusetts, will be speaking at the opening reception. The exhibit will run from January 21 through February 26, 2013. (story page 5)

The Chronicles Cover was designed by **Bryan Bonina**, TXCC Graphics Specialist, 4C's Chapter Officer and Organizational Affairs Officer. Images of the posters were provided by Stephen Lewis



Through 5 different scholarship programs, SEIU awards 53 scholarships that enable SEIU members and their children to pursue their educational goals at colleges, universities, labor study programs and technical schools.

SEIU's scholarships are open to SEIU members or their children. To be eligible, membership must be for three continuous years as of September 1,

2013. Scholarships will be awarded without regard to the sex, race, religion, national origin, sexual orientation, age, or disability of any applicant. Scholarship awards are limited to one per household. Graduate students are not eligible.

For information and to apply online, go to www.seiu.org/members. Applications must be postmarked or filed online by midnight March 1, 2013.



Steve Cohen

Budgets and Bosses

Bad financial news cascades like the Niagara River tumbling over Niagara Falls--in seemingly endless torrents. We observe a gubernatorial budget rescission for the current fiscal year, followed by projected billions in red ink for the upcoming biennial budget.

What to do?

The Board of Regents declines to fill positions in the current fiscal year and beyond. It considers a double-digit tuition increase for next year.

Our members make revenue-generating and money-saving suggestions: they propose legislation so students pay per credit after they reach full-time status (i.e. students should pay for each credit above 12), they propose having students pay for parking, they propose placing stricter limits on photocopying, etc.

Campus managers consider which of our members lack the protection of our concession agreement so these members may be let go.

I have a few suggestions.

For the current fiscal year, every campus manager should take thirty (30) furlough days: a furlough day every Friday, with the balance to be added at sensible times, such as spring break week. System Office management should also take furlough days.

For the biennium, the BOR should redouble its efforts this year to identify management staffing reductions at the campuses and the System Office.

Unreasonable you say?

My friend, who teaches at Arizona State, which has a five-day per week teaching schedule, took twelve (12) furlough days in a single semester. This, in response to Arizona's budget woes, woes that mirrored the ones that caused Connecticut state employees to agree to SEBAC concessions. (Arizona State's employees are not unionized.)

4C's members are competent and dedicated professionals. We know how to do our jobs and we do them well. We require little, if any, direct supervision.

Therefore, I say it is time to save money, not by adding to the financial burden our students face, not by reducing instructional support, not by eliminating the jobs of 4C's members who perform the essential work of our system, but by reducing the money spent on management.

This is a budget cut we can afford.



Union Elections will be held in April using an online voting system.

Voting information will be sent to every member by mail and by email.



www.osc.ct.gov/openCT

We all pay taxes – but few of us actually know where tax dollars come from and where they go.

What exactly is in the state budget? Where did our deficits or surpluses come from? How much did we spend on a particular vendor or program? And what should we expect in future years?

State Comptroller Kevin Lembo says it's our money and we have the right to know! To make it easy for us, he's put a whole lot of information in the "Open Connecticut" part of his website.

Union Officer Elections to be Held This Spring

In April, 4C's members will elect the union leadership team for the next two years. Any 4C's member has the right to seek nomination.

On February 2, the Delegate Assembly will select an Elections Committee. The Committee's first task is to solicit nominations for each office. Individuals or chapters may forward names for consideration to the 4C's Elections Committee, 907 Wethersfield Avenue, Hartford, CT 06114 or by email to: mary@the4cs.org.

At the March 2 Delegate Assembly, the Elections Committee will nominate candidates. Further nominations may be made from the

floor of the Delegate Assembly.

Voting will be conducted online using a service called Votenet Solutions. Votenet guarantees secure database management, strict ballot secrecy, and safeguards against voter fraud and interference.

In early April, every member will receive a communication from the 4C's that includes the web address for voting as well as his/her personal voting credentials. This information will be sent to each member's official college e-mail address as provided by the Board of Regents.

Because we know that not every member checks their official e-mail on a regular basis, the 4C's will send reminders using 'snail mail' and its own e-mail database.

4C's Retirees Take a Stand on Social Security, Gun Control

At their December meeting, the 4C's Retirees Chapter discussed attempts, largely by Republicans in Washington, to link Social Security and Medicare to the current fiscal crisis. The Retirees Chapter has taken a strong stance against any significant changes in Social Security.

"Social Security has a trust fund that has well over \$2 TRILLION dollars in it," said **Bette Marafino** (TXCC), past President of the 4C's. "Even Newt Gingrich has called it 'social engineering'. Social Security has nothing to do with the current budget crisis, certain people just want to eliminate it," added **Felipe Flores** (NVCC).

"We have to stand strongly against attempts to eliminate or significantly modify Social Security. Some of our students rely heavily or completely on Social Security when they retire," added **Esther Alaimo** (ACC), "as do many Americans."

Also in December, the Retirees Chapter had an online discussion about the violent shootings at the elementary school in Sandy Hook.

The Retirees Chapter is taking a position on the need to control weapons in order to lessen the chance of gun violence in the



Retirees Chapter December Meeting and Holiday Lunch.
From left: Marilyn Tyszka, Susan Flores, Felipe Flores, Bill Searle (Retirees President), Ray Mercik, Bill Tyszka, Mushiba, Esther Alaimo, Bette Marafino, and Herb Gerjuoy.

future. Chapter leaders intend to consider legislative proposals from both the State Capitol and Washington and to discuss other, more complex, changes that are needed to reduce violence.

"This hits home for anyone who has worked or works in a community college. We have all had students who have been adversely affected by violence, and it is our duty to stand up and be counted. We will strongly advocate for various weapons control measures, but we know that is not enough," said **Bill Tyszka** (TXCC), Retirees Treasurer.

All 4C's Retirees are welcome to join the Chapter. For information, contact Chapter President **Bill Searles** at sacobills@aol.com.

4C's Honors Longest-Serving Adjuncts

This fall, the 4C's honored three of our system's longest-serving adjuncts: **Ray Mercik**, **Marie Licamele**, and **Paul Burinskas**. The trio were invited to be guests of honor at the December Delegate Assembly meeting and holiday lunch. They were presented with Certificates of Appreciation and Amazon gift certificates.

Paul Burinskas has been an adjunct professor for more than 44 years. He's taught just about every Psychology course at six of the 12 community colleges (CCC, TRCC, QVCC, TXCC, MCC, MXCC). He has also taught at several of the Connecticut State Universities. He had a full-time career as a Psychologist at St. Francis Medical Center and owns the Webster Pre-school.

"I love teaching, especially adjunct teaching," he admits. He says it has all of the positives of being a teacher without the bureaucratic obligations. "When I don't love it anymore, I'll quit," he said.

Since 1993, Ray Mercik has been teaching Spanish at Asnuntuck. During most of those 39 years, he also taught Spanish in the Enfield public schools. Ray said he fell in love with the Spanish language in college and enjoys showing students why he loves the language.



Ray said Asnuntuck is like a second home to him, "The people are wonderful. It's a great place to teach!"

Above: 4C's President Steve Cohen (center) congratulates Ray Mercik (left) and Paul Burinskas (right).

Left: 4C's Faculty Vice President Lorraine Li (left) presents a plaque to Marie Licamele, who missed the Delegate Assembly ceremony.

Marie Licamele has been teaching for so many years at Gateway that several of her students now work for the college. For the past 26 years, Marie has taught accounting and other business and computer courses. For the first 16 of those years, she taught full-time in area high schools, while teaching part-time at night.

Marie loves helping students think through how to solve a problem. "Accounting is so logical," she said. "The software we use might change, but accounting doesn't change."

Last spring, the 4C's Part-Timers Committee asked members to nominate a colleague who had been teaching continuously over the years. There were about 30 nominations.

"We are fortunate to have so many dedicated adjunct instructors; all of them deserve recognition for their hard work and commitment. We are particularly proud to honor three of the longest-serving adjuncts," said 4C's President Steve Cohen.

4C's Sponsors International Poster Exhibit at Tunxis

Make some time before February 26 to view the poster exhibit, "The 99% RESIST," at TXCC's Barnes-Franklin Gallery. The fifty posters, with the theme of workers fighting against oppression, come from America, Greece, Austria, Spain, France, England, Portugal, Belgium, and Italy. They date from 1973 to the present.

Across the years, organizations and movements have used posters as a way to communicate their ideas and messages. It is an art form that is easily accessible and able to convey a powerful message. These vivid and dramatic posters highlight the attacks on working people and illustrate some of the ways workers resist.

The posters are from Stephen Lewis' collection of more than 4,000 posters. Stephen is a long-time activist in the labor movement. He started randomly collecting posters at events, particularly international conferences. After some years, and hundreds of posters later, he decided to actively collect posters and produce exhibits.

The 99% RESIST exhibit is sponsored by the 4C's, thanks to the efforts of TXCC Chapter Officer and Organizational Affairs Officer Bryan Bonina. Other colleges interested in hosting the exhibit should contact the 4C's Office.



Working to Revamp Math Courses at QVCC: (from left) Jose Aponte, Learning Support Services and Math Adjunct, Math Professor Joy Mark, and Math Assoc. Professor Denise Walsh.

Developmental Ed Helps Students Get a Jump on Their Degrees

NCC Explores New Ideas for Developmental English

"Last spring we started looking at what we could change that would help more students earn degrees," said **Elaine DelVecchio**, NCC's Director of Developmental Studies. "We had our concerns about the legislation (Public Act 12-40), but chose to look at it as an opportunity to help students. We started planning right away."

The college has two main programs underway: an enhanced developmental class and a credit class with embedded support. Currently, the Developmental Studies Department is offering a class which compresses two of its classes (ENG. 066 and 084) into one. Students who pass this course can move right into ENG. 101.

According to Elaine, the class keeps all the reading skills learned in ENG 066 and raises the standards for writing and composition skills. At the end of the

course, students have produced a portfolio that would pass the requirements of ENG. 084.

Cindy Casper, Chair of the English Department, has worked to develop "embedded support" so that more students have the opportunity to take ENG 101. A three-credit pilot course which will provide embedded support for ENG 101 is being offered in four sections this spring semester.

Students will take the 3-credit ENG 101 along with the 3-credit ENG 101W (composition workshop). The workshop will be held in the computer classroom where students will receive extra support for work done in ENG 101, as well as support for all the writing done for other college courses. The course, which qualifies as a General Education elective, will cover how to interpret different kinds of writing assignments and will include additional reading and grammar work.

Now, students who would have been

in developmental English and not eligible to take most credit-courses can take ENG 101/101W where they will earn 6 college-level credits and can concurrently take college courses in other subjects.

"I never doubted that there are students who could be pushed to work at higher levels more quickly. This legislation has forced us to find those students," said Cindy.

Both Elaine and Cindy praised NCC Provost Pamela Edington for her support and encouragement of their work in responding to PA 12-40.

QVCC's New Approach to Math Adds Up to Quicker Degrees

QVCC began a pilot class this spring that combines two levels of developmental math into one 6-credit course which meets for 3 hours twice a week. Students may complete developmental math in one semester instead of two.

"Once students have a grasp of basic arithmetic, we'll be moving to algebra and covering additional arithmetic as needed," explained **Denise Walsh**, Math faculty. For example, proportions and percentages will not be stand alone subjects, but will be covered along with algebraic equations.

"Because the class is taught by two instructors, there is the ability for one instructor to spend time with individuals who need extra attention without holding up the whole class," said Learning Support Services Assistant

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Legislature's Higher Ed. Leaders Committed to Improving Developmental Education



Senator Beth Bye



Representative Roberta Willis

Last year, the Legislature approved changes to college developmental education programs. The initiatives were spearheaded by the Chairs of the Higher Education Committee, Senator Beth Bye (D-West Hartford) and Representative Roberta Willis (D-Lakeville).

Distressed by statistics indicating a large percentage of students in higher education developmental programs are not staying in school to earn college degrees, the Chairs sought a new approach. In their view, too many students were languishing in non-transferable remedial courses where many used up their financial resources and/or grew discouraged and quit.

The Legislature passed a bill (Public Act 12-40) that requires the Community Colleges and State Universities to develop a one-semester intensive college readiness program, or alternately, a one-semester developmental course and to embed support in entry-level English and math courses. The bill generally prohibits additional developmental course work at the college level beginning by the 2014 fall semester.

As a new Legislative Session begins, both Sen. Bye and Rep. Willis are committed to making sure students succeed and are eager to work with 4C's members to improve Developmental Education.

"I am a strong advocate of maintaining open access," Rep. Willis asserted in a meeting with 4C's leaders in December. "We need to re-think the way we provide developmental education so we can more quickly prepare students for doing college-level work."

She added that she has met with community college faculty and staff and continues to look for their input.

"This legislation was passed with the understanding that there would be campus-based solutions," stated Sen. Bye in a meeting with 4C's leaders. "I'm concerned about how decisions are being made. We need to listen to the faculty and staff who are working with students every day."

In order to help facilitate communications between all concerned, the 4C's, in conjunction with Senator Bye, is sponsoring information sessions. Representatives of the Board of Regents are invited to make a presentation and to listen to members' concerns and ideas. A meeting will be scheduled on each campus over the next few months. Please check the 4C's website (www.the4cs.org) for the schedule of meetings.

Developmental Ed Helps Students

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Jose Aponte. He said they also plan to occasionally teach in small groups to address differences in abilities.

QVCC will also be melding their developmental algebra into MAT 137 (college level algebra) and offering embedded support to students who need it. Computer software is available to students for use both on campus and at home to complement what they are learning in the classroom.

"We see this as an opportunity for students to advance. Once they get passed a specific skill, they can move ahead," said Math Professor Joy Mark. "It will give students a chance to fulfill basic requirements more quickly so that they can get into other subjects that might be more interesting."



Edwina Trentham (center) leads her class in the Ward Off Monkey movement. Behind her are Greg Coleman and Maki McHenry.

Tai Chi Promotes Physical, Mental, and Spiritual Wellness

Retired ACC English professor **Edwina Trentham** leads a Tai Chi class at the college. Taoist Tai Chi is a martial art that promotes health and well-being for people of all ages. "In addition to improving balance and flexibility, Tai Chi lowers blood pressure and cholesterol, reduces stress, and is fun," Edwina said.

Students who join the Taoist Tai Chi Society can take classes anywhere throughout the world. Instructors teach the same way so that language is not an issue. Students learn by first watching the instructor demonstrate a movement sequence three times; then the class does it together three times; and lastly students alone perform the movements three times with feedback from the instructor.

ACC Registrar **Gail Labbadia**, who participates regularly in the Tai Chi class, said she feels less tense after a class. Counselor **Maki McHenry** agreed, saying she feels "a wonderful sense of serenity and peace" following a practice. Both said they have enjoyed better balance and better posture since practicing Tai Chi.

Edwina said Tai Chi teachers are all volunteers. She teaches three classes a week at different locations. She also continues to teach creative writing and poetry part-time at ACC.

WWII African Americans Highlighted in NVCC Art Exhibit

An exhibit of black and white photographs featuring African Americans serving in the military during World War II will be on display from January 25 to April 4, 2013 in the Naugatuck Valley Community College Fine Arts Center, Leever Atrium Gallery. An opening reception will be held at 6 p.m. on Friday, January 25.

The exhibit, "Proud to Be in the Service: Images of African Americans Who Served in the U.S. Military During World War II," is curated by **William H. Foster III**, professor of English and 4C's Diversity Officer. Foster is a long-time researcher of images of African Americans in print and has been an expert commentator for CNN News and National Public Radio. In November, he presented at the AltCom Comics Festival in Malmo, Sweden and the 2012 Comics Forum in Leeds, England.

"It is my hope to have this exhibit start conversations for a number of groups in Waterbury," said Foster. "This is an important way for our campus to reach out to a number of audiences at the same time."

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WEB 08



In December, the Richard Gard Singers, directed by NVCC Music Professor Richard Gard, performed at Foxwoods Casino in the MGM Theater. The choir also includes NVCC English Professor **William Foster**, 4C's Diversity Officer. The Singers were on stage with Kenny Rogers for his Christmas show. "It was quite a night!" commented Bill Foster.



Philanthropy Organization Honors MXCC Member and 4C's Leader

Trenton Wright (left), 4C's Chapter Officer and Governance Committee Chair, received the Barbara Marion Award for Outstanding Leadership

to the Association of Fundraising Professionals from David C. Schlakman, AFP Fairfield County Chapter President, at the awards luncheon on Nov. 15, 2012.

Trent has served for 13 years as the Coordinator of Institutional Advancement at Middlesex Community College. He initiated the annual Middlesex Community College Foundation \$cholarship 5K Run & Walk in 2004. By 2011 it had become one of the largest fundraising events in college history.

The Barbara Marion award recognizes an AFP member who demonstrates outstanding leadership and service to the association. Each year, AFP honors individuals and groups who, through their hard work and dedication, have enhanced philanthropy, their communities and the world.

GWCC's New Campus

Gateway's beautiful new downtown New Haven campus includes fabulous facilities and innovative gathering spots. Members say they love it!



Part-Timers Notes



EAs May Arrange to Make Up Hours Lost due to Snow Days

If the college is closed due to inclement weather, Educational Assistants (EAs) scheduled to work during those hours are not expected to report to work.

EAs may make arrangements to make up those missed hours, subject to the college's needs.

EAs should talk with their supervisor to arrange make-up hours so that they do not lose pay.

Professional Development for Part-Time Employees

The 4C's Contract allocates \$25,000 in annual funding for professional development activities for part-time (less than 20 hours) employees.

Members generally use Professional Development funds to attend professional meetings, conferences, seminars, and classes.

Funds may be used to cover registration, tuition, travel, and meals. Usually the employee must pay the costs and wait to be reimbursed. Reimbursements may be paid as late as the end of the academic year.

Each college handles their professional development funds differently. Check with your supervisor, the Dean's Office, or the Human Resources Office to find out how to access the funds on your campus.

Survey Tracks Demographic Information of Part-Timers

This fall, the 4C's Part-Timers Committee conducted a short demographic survey of community college part-timers. All 2,263 part-timers in the 4C's bargaining unit were invited to participate. 570 part-timers responded.

Robyn Brooks, 4C's Vice President from Part-Timers, drafted the survey. She said the Part-Timers Committee will be analyzing the results to help them better focus on issues that matter most to part-timers.

One startling statistic that emerged from the survey was that 82% of respondents were not aware that Professional Development Funds are available for part-timers.

"Our committee will be looking at ways to get information out to part-timers concerning these funds," said Ana Jusino, Chair of the Part-Timers Committee.

Summary of Responses: Part Timers Survey

1. Part-Time Community College Job Category:

- Faculty: 92%
- EA or ACL: 2%
- Retiree: 6%

2. College Where Respondents are Employed:

- | | | |
|---------------|--------------|---------------|
| • ACC: 6.7% | • CCC: 5.3% | • GCC: 10.5% |
| • HCC: 11.9% | • MCC: 15.3% | • MXCC: 5.8% |
| • NVCC: 11.1% | • NWCC: 4% | • NCC: 9.6% |
| • QVCC: 4.9% | • TRCC: 7.7% | • TXCC: 11.6% |

3. Current Employment Situation:

- | | |
|---|-------|
| • Full-time employee*/Part-time community college employee: | 28.1% |
| • Part-time employee*/Part-time community college employee: | 18.6% |
| • Retired*/Part-time community college employee: | 19.6% |
| • Part-time community college employee (no other employment): | 13.5% |
| • Teaching elsewhere*/Part-time community college employee: | 11.6% |
| • Other: | 8.6% |

* includes both state and private sector employment

4. Top Reasons** for Teaching/Working Part-Time:

- | | | | |
|-----------------------|-------|---------------------------------|-------|
| • Enjoy the work: | 52.5% | • Need the income: | 36.7% |
| • Part-time schedule: | 16.3% | • Looking for full-time work: | 18.1% |
| • Academic community: | 14.7% | • Testing it out: | 2.3% |
| • Working full-time/ | | • Retired/Enjoy part-time work: | 16.8% |
| Enjoy part-time work: | 23.3% | | |

** Respondents were allowed to give two reasons

5. Part-Timers that Have Used Professional Development Funds:

- Yes: 11.8%
- No: 88.2%

6. Why Part-Timers Have NOT Used Professional Development Funds:

- | | |
|---|-------|
| • Did not know funds are available or how to apply: | 82.4% |
| • Application too confusing or cumbersome: | 16% |
| • Other: | 1.6% |

4C's Expense Allocation*: Year Ended June 30, 2012

	<u>Total Expenses</u>	<u>Chargeable</u>	<u>Non Chargeable</u>
Membership Expenses			
Membership Support	\$47,509	41,334	6,175
Chapter Member Expenses	44,003	44,003	0
<u>Printing</u>	<u>15,472</u>	<u>15,472</u>	<u>0</u>
Total Membership	106,984	100,809	6,175
Committee Expenses			
Lobbyist Expenses	16,386	16,386	0
Associates Expenses			
Payroll	367,200	367,200	0
<u>P/R Taxes and benefits</u>	<u>142,799</u>	<u>142,799</u>	<u>0</u>
Total Associates	509,999	509,999	0
Officers Compensation			
Officers Compensation	158,581	158,581	0
Dues Expense			
SEIU	342,127	177,867	164,260 **
<u>Other local affiliations & coalitions</u>	<u>75,706</u>	<u>75,706</u>	<u>0</u>
Total Dues	417,833	253,573	164,260
Facilities and Administration			
Facilities Expenses	70,779	70,779	0
<u>Administrative Expenses</u>	<u>68,731</u>	<u>39,236</u>	<u>29,495</u>
Total Facilities & Admin	139,510	110,015	29,495
Total Expenses	\$1,372,093	1,172,163	199,930
Percentage Allocations	100%	85.43%	14.57%

* Unaudited

** Estimate: the SEIU non-chargeable allocation is based upon its Expense Allocation Report for the calendar year ended December 31, 2011

Notice to Nonmembers

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 4C'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 non members 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. Non-representational 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 ended June 30, 2012, 85.43% of the union's expenses were for representational functions. Nonmembers have the right to object to paying the 14.57% 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 14.57% of the agency service fee.

To file an objection for the year ended June 30,

2012, 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 March 8, 2013.

In addition, objecting nonmembers have the right to challenge the union's calculation of the representational expenses. The fiscal basis for the union's calculation is set forth above. The process for challenging the union's calculation is posted on the 4C's website, www.the4cs.org.



**Congress of Connecticut
Community Colleges, SEIU 1973**
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Happy 2013 to All!



Several Chapters held holiday gatherings at the end of the fall semester. At left are photos from the Tunxis party held at Matthew's Restaurant in Unionville. The above photo is from the Asnuntuck celebration held at Figaro's Restaurant in Enfield.