

**Congress of Community Colleges (4Cs)
Part-Timers Committee Meeting Minutes
Saturday, March 9, 2013**

Members Present: E. Derr, B. Searle, L. Clarke, J. Allen, L. Li, S. Cohen, C. Casper, F. Odell, J. Spadaro, R. Esponda, S. Krevisky, P. Burke, D. Bosco, A. Jusino.

Start Time: 10:10 Meeting called to order by Ana Jusino

1. Welcome and Introduction of Members
2. Approval of Minutes for February 16, 2013: Motion by Fred to accept minutes
Second by Lorraine Li.

Comment:

Lorraine: asked about too much detail in the minutes. Should there be more notes about action items and less description? Ana stated that she edits minutes and focuses on action items. Ana feels discussions should be a focus. Steve Cohen stated that restrictions would result in very little in way of information. Ana stated that most meetings are always discussion focused.

Minutes were approved with two abstentions.

3. Discussion of out-reach to Part-Timers: B. Searle

- Appears to be five groups of Part-Timer categories. 1/3 of PTs want full-time jobs. Some only require part-time work because another family member works full-time. Other PTs are retired from full-time work.
- Many Part-Timers exhibit weaknesses when applying for jobs: they are not up-to-date with current educational theory and language, teaching styles, or lesson plans like the more recent graduates.
- Website should post information about learning styles, what teachers need to know, lesson planning, learning preferences, feedback from students, and how to prepare for interviews
- A good resource is the Center for Teaching
- This may be another way to attract new 4Cs members

B. Searle volunteered to research the Center for Teaching and other venues for information that could be uploaded to the 4C's website that would be helpful to our members. Various comments were made about PTers not getting full time jobs at the community colleges because maybe they were not liked by their colleagues. Other suggestions were made to simply post information on how to get a full-time job, i.e. how to get hired, or focus on the interview process. In the end, it was concluded that any assistance in and all manner regarding the hiring of personnel would be worth pursuing. It was well noted that knowledge of interpersonal relationships with current colleagues whether they believe they can work with the PTER on a daily basis might be a factor in the permanent hiring for part-time or full-time work. In the end, it was decided that perhaps a video, webinar or other instructions could be posted on the 4C's website that might assist on these issues. We must remain clear that PTers may apply for a job where they currently teach or work, but may not be hired. The "politics" of a college environment may also be a part of this presentation online.

There was motion to create a Committee to create a Website with tips for PTers which was seconded and passed. We decided to continue this discussion at our next meeting.

4. Question: Who authorizes Unemployment for Part-Timers?

Dave Bosco explained that anyone employed by our system can go to the Department of Labor to file a claim. The Dept. of Labor will contact the college, but claimant may have to provide all information including additional alternative income. The college may or may not appeal. In some cases, people have been told by the Unemployment Office that a letter of "support" is necessary from the Chair of the particular department of the college to proceed with the claim. Dave clarified that educators may have an expectation of employment for 10 months, not including the summer.

There was a suggestion to put information about unemployment issues on the website where union members can go even to see a sample "letter of support" from a chair of a department. However, it was noted that in some cases when PTers have applied for unemployment a second time they have been denied, which means that this issue of granting unemployment may depend on the person in charge at the Unemployment Office not anyone at the college. Any information that is uploaded to the union website should be clear and not confusing to those reading it. Dave suggested that even when a PTER has been assigned a class that does not go in one semester, but was hired the previous semester, should apply anyway. To conclude the discussion, Dave agreed to write something up about unemployment.

5. IRS Proposed Ruling:

This proposed ruling was brought to our attention by Pattie Burke. Dave explained that the IRS cannot compel the State to force insurance, meaning that this is not an MCC issue or a state of CT issue. Adjuncts are eligible for entering into health care as of January 2014 according to 10% of income. Healthcare law changes nothing concerning current state of CT law for state employees full-time or adjuncts. The union supports improvement in healthcare benefits for Part-Timers. The real question is how much will Obama Care cost and how much will it cost according to income? Ray commented that when our contract is up for negotiation there should be an extensive discussion about benefits and insurance.

6. Issue: When a part-timer is not teaching, is that person still a member of 4Cs Union?

Dave explained that as far as ballots go, PTers who are teaching in the Fall semester are considered members who can vote in the Spring semester. People who are running for office now are installed in May. The question is: if a person is not teaching in the Fall, can he/she stay in office? Technically, the answer was "no". Anyone not teaching in the Fall should not be in office and should not attend meetings. However, let's work through the anomaly: we should not worry about an installed member who does not get a Fall assignment; they should still attend meetings and should be able to keep their office. There was still some question on the issue.

Joe Spadaro raised the concern about being a 4Cs member, if one is teaching in the Fall, and remains a member through Spring; even though he or she may not be teaching in the Spring, does membership basically end in the summer? What happens in the Fall after that? And in terms of being a voting member, what are the privileges? The Bylaws may need to be reviewed on this issue.

Bill made the suggestion to change the Bylaws to allow for union membership from one Fall Semester through to the next Fall Semester. Delegate assembly should change the Constitution next time it is due for revision. Then, Lorraine commented that membership should be reflected from one Spring Semester to the next Spring Semester. Dave stated that a special election might need to take place to allow for constitutional changes to take place and come into effect.

Dave made a Motion for the Committee to look into Constitutional changes to revise Part-Timer membership to reflect one calendar year from the first day of a semester that they join to continue for 1 **full-year**.

Steve Seconded the Motion but added a comment: currently, we go by an **Academic Year** which is from August through to June of the next year. A **calendar year** is different: that would be from the date of hire of one year to that same date of the next year. According to a calendar year, an adjunct teaching in the Summer would be able to vote for the rest of the calendar year into the next Summer of the next year whether they were working or not.

The Motion is to explore changing the Constitution to five Membership Rights for a Full Calendar Year from date of Hiring.

Vote carries in the affirmative: 2 abstentions

7. Clarification of the Seniority Pool for Part-Timers

The offering of one course goes to seniority. There is no expectation for a Part-Timer to get a second course. This information is on the Website. Two courses are allowed in the CT system: a third course carries benefits to be paid by the last college that hires the Part-Timer and provides the third course to that Part-Timer. Bill S suggested we put this item on the next agenda to create a guide or pamphlet to describe the PT Seniority Pool. Perhaps a list of Constitutional changes needs to be put together for distribution to all.

8. Employment Issues for Part-Timers

Volunteers should not be taking potential jobs from an EA or PTL who should be getting paid for what a Part-Timer might be volunteering to do for no pay. There was a comment about PTLers being asked to volunteer extra hours to work and this was wrong. Another comment was made about what job descriptions state what hires are supposed to do. We should not be taking jobs from EAs. We all know that many Part-Timers volunteer to gain experience and to impress the Chairs, and this is understandable. It was noted that we need to be careful that these actions do not become a way of coercion for Part-Timers to do extra work.

9. Old Business: No

10. New Business:

Continued Discussions: It was suggested that we look at other PTL contracts national and otherwise, but only look at American contracts. However, there was sentiment that we should look at best practices regardless of where they may come from. It was agreed that we come with a list of organizations and colleges for "best practices for contracts" to the next meeting.

11. A motion was made to adjourn which was seconded. Meeting ended at 12:45 approximately.

Next meeting, April 20th at 10:00am.

Respectfully submitted by,

Edward Derr and Ana Jusino