

## **Part-Timers Committee End Of Year Report – 2012 to 2013**

**Submitted by: Ana Jusino, Chairperson**

**To: Steve Cohen, President 4C's**

**Date: May 29<sup>th</sup>, 2013**

The following is a report of the meetings held by the Committee from September 2012 to April 2013. For more information, the Minutes of such meetings have been attached for your perusal, with the exception of the Minutes of the September meeting, which may be obtained from the outgoing Chairperson, William Searle. All the meetings took place at 4C's office in Hartford.

- **September 15<sup>th</sup>, 2012:** This meeting was convened mainly to discuss and plan the areas of concerns that Committee members had expressed at the end of the academic year in May of 2012. The following points were discussed: 5 Categories of Part-Time Faculty with the purpose of providing guidance and assistance to PT faculty. A survey to be sent out to PT faculty was discussed, but was still in the making.
- **October 13<sup>th</sup>, 2012:** At this meeting, a new chair was elected who proceeded with the agenda that had been presented for this meeting. However, because of time constraints, the meeting had to be cut short, having to table items for the next meeting. There was a long discussion on the proceedings of the election, which was duly noted by President Cohen and other board members present, who in turn concluded that since the By-Laws of the Committee were not specific on the terms of voting to elect a Chair, the results of the election which had been conducted would stand. In addition to the election, the Part-Time Survey was presented to the Committee members and discussed briefly, and then approved. It would be sent out to all members from the 4C's office.
- **December 1<sup>st</sup>, 2012:** A report on the results on the Part-Time Survey submitted to all Members was reported by Pres. Cohen. There had been 516 responses received on the survey. There was concern about how to get more PTERS involved in our meetings; a consensus was to put more information on the 4C's website and to reach out to all of our members via our chapters. In addition, we would make sure that the

PTers Newsletter was being sent to all of our members. One other point of interest discussed at this meeting was the one about creating a new category of PT employee, in which the employee would work for an extended period (three year once renewable contract, or a five year non-renewable contract) at more than half time, so as to receive health benefits, pro-rated full-time pay and other benefits. However, this item was still at a very beginning stage of conversation between BOR, HR and our AFT coalition partner. No results have been made available to the 4C's on this issue.

- **February 16<sup>th</sup>, 2013:** Public Act 1240 was discussed with no action to be taken at the time, except to see how PTers might be affected by the changes to take place once this Act is put into place. In addition, the BOR proposal was discussed with no action taken as there was no report given at the time of our meeting. We continued to discuss ways to reach out to our members and provide them with information relevant to their status on their campuses. Again, the consensus being that our website, the newsletter and our campuses chapters are the best venues to provide information to our membership.
- **March 9<sup>th</sup>, 2013:** The idea of working with the **Center For Teaching** to provide valuable information to our membership was discussed. We also discussed reporting on how other community colleges around the nation provide support and disseminate information to part-time faculty employed by them. These discussions could help our union when contract negotiations take place in the future. Part-time unemployment, IRS Proposed Ruling and how to determine when a Part-Time Faculty is not teaching whether he or she is a 4C's member or not. The discussion of this last issue was discussed at length, with the notion that such concerns should be taken into consideration when revising the Bylaws of the 4C's Union. We also discussed the clarification of the seniority pool for Part-Timers.
- **April 20<sup>th</sup>, 2013:** We continued our discussion on clarifying PTER Membership in the 4C's contract. It was decided that during the summer union personnel will investigate information available on PTL personnel policies by public and private institutions around the country, with a follow-up in the fall when we return to our meetings. A point that was discussed was to clarify language in our contract, when it is due for negotiation, to reflect the offering of a second course to PTers. The language for applying for unemployment needs to be

reviewed and clarified, so that it can be posted on the 4C's website. Clarification on when one is a union member was discussed, and it was stated that membership into our Union begins on date of joining the Union, not when starting to pay fees. The issue was brought up again in reference to clarifying when a PTER becomes a member with voting rights and privileges, or to serve in the Union leadership. These and other points that are reflected in the Minutes of this meeting will be taken up in the fall when we reconvene.

This report highlights most of the issues presented at the meetings that took place during the academic year, but by no means represents all of the issues discussed. Our meetings were very intense and action-driven as members brought forth their concerns and issues that were relevant to their situations at the community colleges where they worked. In the end, it was a very rewarding and interesting experience for me to work with individuals from all of our campuses who at times were hesitant, but who gave me the opportunity to work with them and be their voices at the Union leadership.

In solidarity always,

*Ana M. Jusino*