

## SEIU #Union Pride on #LaborDay

The 4Cs joined with all SEIU locals to promote union pride on Labor Day.

*Unions have the power to lift the wages and benefits for everyone.* The 4Cs joined with other unions, activists, and community supporters in Hartford's "Fight for 15 and a Union" rally and march. The Fight for 15 movement has had success across the country. D.C., California and New York are in the process of phasing in a \$15 minimum wage and many other states have raised their minimum wages since the movement began, demonstrating the power of workers!

Having been unionized for over 40 years, the 4Cs Contract language is a model for those higher education unions who are negotiating their first contract. While there is always room for improvement, the 4Cs is proud that by working together, we have been able to negotiate competitive wages for our members, benefits that are among some of the best in the country thanks to the additional union power gained through SEBAC, and some job security for part-time faculty in the Seniority Pool (becoming automatic at 18 credits and one positive evaluation). Read more about our recent contract successes on page 6.

Thank you for all the contributions you have made to the strength, prosperity, and well-being of the community colleges and our union!

#Union

#LaborDay

63% of SEIU Faculty Forward's first contracts include **PAY RAISES** of at least 20% for the lowest paid faculty.

**WITH UNIONS, ALL WORKING PEOPLE  
GET THE POWER TO FIGHT FOR A  
BETTER LIFE.**



**UNION POWER** is the way to  
raise pay and make life better  
for working people.



## Looking Ahead...

CSCU Restructuring Implementation Teams met over the summer at the 4Cs office...

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Collective Bargaining is under attack!...

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Some positives came out of the legislative session...

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## Congress Chronicles



Congress of CT Community Colleges

SEIU LOCAL 1973

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### STANDING COMMITTEE CHAIRS

Diversity & Inclusion: **TBD**

Finance: **Nicles Lefakis**

Membership: **TBD**

Part-Time: **TBD**

Political Action: **Anson Smith**

### CONGRESS STAFF

Organizing: **Dave Bosco, Bob Reutenauer & Greg Jackson**

Communications: **Ellen Benson**

Administration: **Kimberly Small**

Political Organizer: **Roberto Fernandez**

## Stay Engaged with the 4Cs!

Most Engaging Spring Facebook Post was:



Congress of Connecticut Community Colleges, SEIU L1973

Published by Ellen Matulewicz Benson [?] · June 6 at 12:13pm ·

A sobering op-ed from a faculty member at Tunxis

[https://ctviewpoints.org/.../connecticut-college-funding-cut...](https://ctviewpoints.org/.../connecticut-college-funding-cut.../)

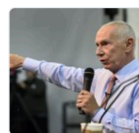


Ellen Benson

@4CsSEIU1973

Great editorial by Tunxis professor Elizabeth Keifer

Translate from Romanian



**Closing Connecticut Community Colleges Wrongheaded**

Op-ed: Mark Ojakian, president of the Connecticut State Colleges & Universities system, warned that budget cuts may force the closing of one or more community colleges, which would hurt...  
courant.com

10:21 AM - 26 May 2017

### Updates Available on 4Cs Website



### Mark Your Calendars! Important Dates...

**October 14, November 4, December 9 (tentative date)**

Delegate Assembly Meetings, 4Cs Office, 10AM

#### October 30-November 3

Campus Equity Week "seeks to promote awareness of the harmful consequences of the precarious situation of faculty in higher education, to organize for action, and to build solidarity among stakeholders" ([www.campusequity2017.com/about-cew](http://www.campusequity2017.com/about-cew)).

## Organizing to Prevent Future Threats

As you will read in this issue, the 4Cs and all unions face many threats both locally and nationally.

While the Connecticut General Assembly is still working on the state budget as of the date this is being written, it is fair to say that state unions faced more local threats than in recent memory.

Union advocates tracked more than 145 anti-union bills this legislative session and labor activists successfully prevented roughly 168 anti-labor amendments, all of which would have greatly weakened or eliminated collective bargaining all together (page 11).

More specifically for the 4Cs, the Connecticut State College and University System proposed a restructuring (page 4). Over the summer, implementation teams (including union representatives on all teams) in six areas continue to meet and discuss ideas.

Nationally, we have reason to worry that cases could be headed to the United States Supreme Court that would negatively impact workers' rights to organize (page 10).

Throughout the summer and into next year, one of the main priorities for the 4Cs will be to continue strengthening our union through increased member engagement and action.

We have some resources to help us rise to the challenge.

- We have a new SEIU State Council Director, Timothy Foley (page 5). Tim comes to you with years of experience in SEIU and marketing and communications. He has already introduced a website for the organization and a Facebook page.
- SEIU has introduced a new program, *Together We Rise*, that provides support to our local to help strategic planning (page 12) to face these threats.
- The 4Cs has also been able to strengthen our best asset - YOU - the members! Our newest chapter at the University of Hartford has begun negotiating for their first contract (page 8).

We welcome your input and assistance as we face these challenges.

*Bryan R. Bonina*



Photo by Ray Pioggia

**Bryan R. Bonina**

***"Together we have overcome setbacks in the past, and together we will do it again. By uniting and organizing against attacks on our families and our values, we will stand up, show up, and rise up. Join us."***

**-- Mary Kay Henry, SEIU President**

## CSCU Restructuring & Importance of Job Security

Among the challenges we are facing, the closest to our members is the restructuring of CSCU.

In February, as part of routine Appropriations Committee hearings on agency budgets, CSCU President Ojakian testified. He stated that if the Governor's budget was accepted and SEBAC did not produce savings, the CSCU would be looking at a 14% budget cut and would have to consider "fiscal exigency," basically declaring bankruptcy. To be clear, he was not recommending a path to fiscal exigency, but he was very clear that the system requires restructuring to become fiscally stable.

On April 3, everyone that works in the CSCU System received a message from President Ojakian about his proposed reorganization strategy to close anticipated budget shortfalls. This was the subject of a BOR meeting that followed days later where the framework was approved.

The uncertainty of the restructuring proposal created a lot of fear among our members, especially those identified as "back office" functions by President Ojakian. In his letter, the BOR President mentions that vital functions, such as HR and IT may be eliminated or moved to a centralized location.

### Implementation Teams

During meetings on campuses and following, President Ojakian sought community college representation on six "design and implementation teams" in the following areas: Fiscal Affairs, Financial Aid Processing, Human Resources, Information Technology, Institutional Research, and Facilities.

The union leaders chose to appoint the following 12 individuals for the indicated teams:

- Carmen Yiamouyiannis (4Cs Faculty from CCC) - Fiscal Affairs
- Gayle O'Neil (AFSCME Staff from TRCC) - Fiscal Affairs
- Sharon Pronovost (4Cs Staff from NWCC) - Facilities
- Hannah Moeckel-Rieke (AFT Faculty from NCC) - Facilities
- Sandra Vitale (4Cs Staff from TXCC) - Financial Aid Processing
- Sandra Barnes (4Cs Faculty from HCC) - Financial Aid Processing
- Eddie Miranda (4Cs Staff from MCC) - Human Resources
- Angelo Glaviano (4Cs Faculty from MxCC) - Human Resources
- Jeremy Espeseth (4Cs Staff from QVCC) - Information Technology
- Diane Clokey (4Cs CCP from ACC) - Information Technology
- Mark Lynch (4Cs Staff from GCC) - Institutional Research
- Jenny Wang (AFSCME Staff from CCC) - Institutional Research

Team meetings have begun and minutes are available at <http://www.ct.edu/studentsfirst>.

In addition to the team meetings, the 4Cs, AFT, AFSCME and our counterparts that represent faculty and staff at the CSUs, CSU-AAUP and SUOAF-AFSCME, have arranged for several meetings of the union representatives on the committees to share information.

Reports from union members have ranged from skepticism to confidence about whether their input into the process will make an impact on the outcome, depending on the team.

### SEBAC Job Security Impacts Restructuring

When the restructuring was first announced, it appeared that there was an urgency to the implementation. In President Ojakian's first message, he stated that he was "recommending to the Board two strategies for *immediate* implementation" (emphasis added).

**The job protection provided by the SEBAC Agreement helps to protect our members during the restructuring.** The job protection language is consistent with 2011 SEBAC Agreement (details can be found on our website).

The job security does not prevent the BOR from restructuring and eliminating positions provided that the affected employees shall be reassigned or transferred to an existing comparable job in the system for which the employee possesses the requisite qualifications and experience. Salary and tenure status shall be preserved for those transferred.

**The job security for current, permanent employees lasts until June 30, 2021.**



## Part-Timers Symposium

The 4Cs hosted a Symposium for adjuncts on Saturday, April 22 to address the unique challenges faced by part-time educators, open to all part-time faculty in Connecticut.

Workshops included:

- The role of Adjuncts and increasing demand for STEM professors with Sandra Barnes (HCC).
- Adjuncts and Benefits ranging from Planning for Health, Retirement and Employment Entitlements, including insights from colleagues that cover Unemployment Entitlements between contracts with Ramon Esponda (GCC).
- Finding a voice and the importance of political engagement to promote your voices regardless of political affiliation. The workshop also investigated trends in the academic arena with Greg Jackson (4Cs).
- “Publish or Perish”: How and why publishing research, expert opinion, and practical work in your discipline is a critical pathway to student and professional success with Merja Lehtinen (ACC).



*Vice President for Part-Timers, Ramon Esponda, provides welcoming remarks at the Symposium on April 22.*

## New SEIU Connecticut State Council Director



Arriving just in time for the end of the legislative session and the beginning of the special session on the budget, the 4Cs and the other SEIU unions within Connecticut welcomed Tim Foley as the new Director of the SEIU Connecticut State Council. The SEIU CT

State Council includes 6 affiliated locals representing over 65,000 active and retired members, making it the state's largest union.

Before coming to Connecticut, Tim spent the last seven years as the Political Director for the Committee of Interns and Residents/SEIU, a labor union for resident physicians, and was responsible for that local's political program in California, Florida, Massachusetts, New Jersey, New Mexico, New York, and the District of Columbia. He was simultaneously

serving as Secretary-Treasurer for the SEIU New Jersey State Council and the SEIU Maryland-DC State Council. He also served on the steering committee for the Metro New York Health Care for All Campaign, a New York City-based multi-constituency health care justice coalition, as well as for the Save Our Safety-Net Campaign, a community-labor coalition that focuses on the issue of hospital closures that disproportionately affect lower-income families and communities of color. In 2014, he served on the Public Health Committee for the Transition Team for Newark Mayor Ras Baraka, and was also a member of the Paid Sick Days Advisory Committee for the Department of Consumer Affairs for the City of NY.

The SEIU State Council has been working on a series of Budget Forums with state representatives and senators in key districts, and coordinating the endorsement process for a number of Mayors in some of our cities. Stay tuned for more opportunities for political education & engagement in the year to come!

## 4Cs and SEBAC Agreements Approved

All three tentative agreements - SEBAC, 4Cs full-time CBA, and 4Cs part-time CBA - were overwhelmingly approved by over 90% of 4Cs members who voted.

The support of these agreements by our members sends an important message to every Connecticut citizen. Together, we have stated loud and clear that we are willing to do our part to assure Connecticut Community Colleges continue to deliver affordable, high quality education and excellent services into the future. This is what we do, and we do it extremely well!

Your support for these agreements is a reflection of how much 4Cs members care about protecting Connecticut Community Colleges, our students, and our communities.

Thank you for your dedication and sacrifice.

### 4Cs Contract Summary for Part-Timers

|              |                     |  |
|--------------|---------------------|--|
| Economic     | Wages               | 2016-17: 0<br>2017-18: 0<br>2018-19: Prorated \$2K July bonus<br>2019-20: 5.5%<br>2020-21: 5.5%  |
|              | Course Cancellation | If a class is scheduled to be taught by a PT member is cancelled and assigned to a FT member within 7 days prior to the start of the semester, the PT member shall receive \$300.                                  |
|              | Tuition Waiver      | Same benefits as full-timers on a prorated basis (1 course per semester taught). Spouses and dependent children can use. Value can be applied at any of the institutions within CSU.                               |
|              | Weather Closures    | When classes are cancelled or college is closed, employees do not have to report to work and shall not suffer any loss of pay  |
| Non-Economic | Seniority Pool      | Automatic after 18 credits and one satisfactory evaluation. Remain in the pool unless they have refused, declined, or otherwise not responded to requests to teach for 3 consecutive semesters without good cause. |

### 4Cs Contract Summary for Full-Timers

|               |                                   |   |
|---------------|-----------------------------------|---|
| Economics     | Wages                             | 2016-17: 0<br>2017-18: 0<br>2018-19: \$2K or \$1K + top step<br>2019-20: 3.5% + increment<br>2020-21: 3.5% + increment  |
|               | Job Security                      | No loss of employment for permanent employees (hired before 7/1/17) until 6/30/21, including special appointments on 2nd or later year. Does not cover nonrenewal for performance-related reasons; termination of grant or outside funding; and less than 20 hour a week PT employees. Doesn't prevent BOR from restructuring as long as affected employees offered comparable job.               |
|               | Longevity                         | One-time delay in 2018 to July. Rates increase by 5.5% each year.   |
|               | Furloughs                         | 3 (100% union share)  |
|               | Workload                          | Complete AR or teach a course for \$2500 (decide by 5/15).<br>With approval, may perform AR and teach additional course(s) paid at prevailing PTL rate.   |
|               | Tuition Waivers                   | Can apply the waiver value to any CSCU institutions (CSU & Community College, not Charter Oak)  |
|               | Contract Accounts                 | Grievance/equity accounts remain the same.<br>1% of payroll to fund promotions and merit awards.<br>1.35% of payroll for professional development.<br>Other accounts become obligations of the BOR.<br>26 sabbatical leaves (an increase of about 10 per year)<br>Remaining funds dispersed to members in two equal installments.   |
|               | Other                             | \$500 travel stipend if teaching/working more than 10 miles from home campus.<br>Meal reimbursement during travel increased to \$100/per day max.<br>Summer administrative work not to exceed 25 days at \$202/day.<br>Interim positions compensated at higher pay grade.<br>Comp time awarded at 1:1 ratio.<br>Comp. time for graduation if outside normal work hours.                           |
| Non-Economics | Sick Leave Bank                   | All members can access sick leave bank. All members must donate 3 days. Employees who retire with 240 sick days will automatically donate the remainder to the bank.<br>A joint committee will grant benefits and administer the program.<br>Unused sick days shall be carried over.  |
|               | Promotion/Tenure/Sabbatical Leave | Notice of intent to apply for promotion by last day of the fall semester.<br>Deadline to apply for promotion, tenure, and sabbatical leave is the 1st day of spring semester.<br>Calculations for promotions consistent with faculty promotion calculations and miscellaneous rates of pay.   |
|               | Special Appointments              | 90 days notice of non-appointment if serving on 3rd or subsequent special appt.<br>For 4th special appt., non-reappointment can request reasons in writing and cannot be arbitrary and capricious.<br>After 6 years of special appointments, the employee will be transitioned to a standard, tenure-track appointment.<br>May count special appointment service towards promotion and/or tenure. |
|               | Emeritus Status                   | BOR policy on Emeritus status will be incorporated into the contract with specifics on access to college email and course privileges for member and dependents.   |
|               | Union Business                    | Names and addresses of bargaining unit members provided to the union on a quarterly basis. Removed language pertaining to service fees and agency fees from contract. 4Cs President or designee shall be afforded 60% release time to conduct union business.   |
|               | Other                             | Tenure is portable for involuntary transfers.<br>Job descriptions for PCs & DCs to be formulated.<br>BOR replaces BOT throughout.<br>Health & Safety Committee activated.<br>Review side letters to the contract.<br>Establish a working committee on caring for dependents.<br>Layoff language harmonized with AFT (no bumping)  |
| Reopeners     |                                   | Equity in Wages for CSCU System.<br>Distance Learning;<br>Co-ops, internships, independent study, and advisory work.  |

## Faculty Forward Congress

The first annual Faculty Forward Congress joined an engaging and packed two-day conference over the summer entitled *New Thinking for New Times*. Nearly 50 attendees at different stages of forming their union representing private universities, public institutions, and community colleges came from California, Massachusetts, Missouri, Illinois, Florida, New York, Pennsylvania, North Carolina, Tennessee, Washington, Minnesota, Maryland, and Washington, D.C. Patricia Burke (MCC) and Bob Fernandez (Political Organizer) attended the conference held in Washington, D.C., representing Connecticut and the 4Cs!

Faculty and graduate student workers led participants by emceeing, facilitating, moderating, and presenting throughout the event. Through their examples, shared struggle, and debates they grew together as a body of national leaders in the fight to transform higher education.

Faculty valued the time to discuss our values and policy platform and gave critical feedback. They were riveted by the advanced screening of *Fail State*, a documentary on the rise of predatory for-profit colleges that are leaving millions in financial ruin (which we are hoping to screen at the Connecticut Community Colleges this academic year).

Faculty were inspired and challenged to think more broadly by our guest speakers from Unkoch My Campus, United Students Against Sweatshops, The Kalmanovitz Initiative, the College Promise Campaign, and the American

Association of State Colleges and Universities. Most importantly, the time spent in exercises designed around building committees, legislative advocacy, digital organizing, racial justice, and video storytelling not only imparted new and refined skills, but helped them grow together as a team.

During the closing session, regional small groups outlined fall semester plans identifying their top issues, tactics, and a calendar along with commitments on reporting back to the group. They are taking on student and faculty debt, growing membership and density, and racial justice

as top issues to help them grow membership, create and strengthen alliances, and build their power. Tactics highlighted include coordinated statewide actions, having Letters to the Editor published, developing a structural power analysis, legislative outreach, and pairing field events with digital stories and using hashtags.

The Faculty Forward Congress participants returned home feeling supported and inspired – to organize their colleagues and expand their power in confronting the challenges facing higher education.



Photo of the First Annual Faculty Forward Congress on August 10-11, held in Washington, D.C..



## University of Hartford Adjunct Faculty Begin Negotiations

Adjunct faculty at the University of Hartford voted to join the 4Cs in late December. The unit consists of adjunct faculty, online faculty, G-3s (yearlong contracts with some administrative responsibilities), and faculty in the community division (dance, voice, and instrumental).

The 4Cs distributed a contract negotiations survey and held small membership meetings early in the spring semester. About 33% of the membership responded to the survey and approximately one dozen individuals attended meetings.

A contract negotiations team was formed from members of the Organizing Committee and other volunteers. Priorities were identified from the survey and meetings.

**Compensation, job security, and access to benefits were among the top priorities.** Members also discussed the following issues:

- Continuation of free parking
- Continuation of tuition waivers for members who wish to take a course at the University.
- Posting of G-3 positions so that adjuncts in the discipline can apply for the job.
- Once a member is awarded a G-3 position, they retain the position unless there are job reductions or just cause to remove the member from the position.
- Give the G-3 position an academic title.
- Earlier notices of appointment.

- Listing all members who are working that semester and what they are teaching on the University website.
- A member who creates an on-line class is given preference in teaching the course when it is offered.
- All members should be given information and access to professional development funds.
- Compensation for members who are asked to participate on committees such as accreditation committees.
- All members should be included in the University Retirement Program.
- All members should be able to buy health insurance through the University.
- The increase in compensation was the most important issue.
- Some members suggested creating a tiered pay system where longevity is rewarded with greater compensation. Other members had concerns that this would lead to senior members receiving fewer offering.
- Members wanted some job security language in the contract.
- There are differences across departments as to what office/ practice space is offered to members, if any.

The first negotiating session was held on May 11. Ground rules were agreed upon.

It was noted during the first negotiating session that the new President for the University of Hartford would begin in July.

Two additional negotiating sessions were held over the summer and a number of articles were tentatively agreed to, including Union Rights, Management Rights, Grievance and Arbitration Procedure, Non-Discrimination, Bargaining Unit Information, Labor-Management Committee, Personnel Files, and Recognition.

Negotiating sessions are scheduled throughout the fall semester.

## 4Cs Donates to Magic Food Bus



Middlesex Community College 4Cs members (left-right) Steve Krevisky, Trenton Wright, Judith Felton, and Rick Eriksen celebrate at the opening of the Magic Food Bus on Sept. 21, 2016 at MxCC. The food pantry in a bus will serve about 850 students and family members annually.



## Statewide Officer Election Results

Spring 4Cs Officer Elections drew more than 20% of the membership of 3,053 eligible to vote. The new term began on May 5.

Congratulations to President Bryan Bonina, Treasurer Tony Scott, Secretary Steve Krevisky and Diversity Officer William Foster -- all of whom ran unopposed.

### Vice President For Faculty

Lorraine Li.....367 X

Cindy Casper.....211

### Vice President for CCPs

Maureen Chalmers.....301 X

Eileen Rhodes.....269

### Vice Presidents PT Faculty (2)

Merja Lehtinen.....215 X

Ramon Esponda.....269 X

Sadia Babar.....170

John Mueller.....159

### Membership Officer

Trent Wright.....286 X

Kevin Skee.....280

On behalf of the Congress' elections committee - John McNamara, David Welsh, Robert Lavin and Minati Roychoudhari - thank you to all candidates for stepping up to run for statewide leadership.

***Your involvement keeps our union democratic and stronger.***

## Supporting Grad Student Action at Yale



Above: Yale's administration refuses to recognize the graduate student union formed through Unite Here Local 33, leading to significant actions throughout the spring 2016 semester, including a hunger strike and a massive protest in conjunction with Yale's graduation on May 22. The 4Cs hosted a luncheon for SEIU higher ed members from out of state, including the above three graduate students (left to right): Jonathan Basile (Emory University), Michael Burrows (Duke University) and Jess Issacharoff (Duke University). Below: Faculty Member and 4Cs Chapter Leader Seth Freeman attends the event at Yale.





## Anti-Collective Bargaining Case to Watch for in the U.S. Supreme Court in Spring 2018

Within the next year, the Supreme Court is likely to hear and rule on the latest threat to workers: *Janus v. AFSCME Council 31*. **This cases threatens to make Right to Work law in all 50 states.**

This case would likely overturn *Abood v. Detroit*, where the Supreme Court affirmed that it was constitutional for public sector unions to collect fair share fees (agency fees in CT) from employees who choose not to join a union, but who the union is legally required to represent in negotiations with the employer.

As all public employees enjoy the benefits, job security, and other protections the union negotiates, it is only fair that all employees contribute to the cost of securing those benefits and protections. Without this security, the union's collective power can be

seriously weakened as members can be divided when a "free rider" effect erodes the solidarity encouraged by a "fair share" approach.

Established in 1968 to destroy public and private sector unionism, this National Right to Work Legal Defense Foundation (NRTWLDf) has strong ties to the Koch network and other corporate special interests. The *Janus* case is their latest effort to use the judiciary to weaken the labor movement. In addition to *Janus*, there are six other ongoing cases brought by public sector workers with free legal assistance from the National Right to Work Legal Defense Foundation.

The *Janus* case is on track for the Supreme Court to decide whether to hear it at its first conference of the term beginning in the fall of 2017. If four justice agree, the Supreme

Court could announce soon after its September 25, 2017 conference that it will hear the case.

Make no mistake that this is an attempt to starve unions of resources and power.

**Read about how we are starting to plan for this attack on the back cover!**



## 4Cs Retiree Chapter



4Cs Retirees welcome CSEA Retiree Coordinator, Bernadette Conway, to their chapter meeting. (Left to right): Bill Searle, Bernadette Conway, Donna Jones Searle, Kevin Lynch, Marilyn Tyszk, Ray Mercik, Ellie Lowell, Alice Burstein, Debbie Allen, Christina Gotowka, and former 4Cs President Bette Marafino.

## A Note About the 4Cs Political Action Committee

Decisions directly affecting our work lives and our community college system are decided at the State Capitol. Through the Congress PAC, we have the ability to help elect candidates to public office who share our views. The PAC is funded by small donations from many members. You can support candidates who help our colleges and our profession. Please sign up for the PAC on our website under Committees, Colleges, and Affiliates > Political Action Committee!

***It is an investment worth making!***

## Anti-Collective Bargaining in Connecticut

On Friday, March 24, the Appropriations Committee held a public hearing on 96 bills, almost exclusively anti-collective bargaining bills that aim to remove pensions and health care from collective bargaining; increase state employee contributions towards pensions and health care; eliminate overtime, mileage, longevity and more towards pension calculations; and increase governmental oversight on union contracts such as requiring union contracts to be approved by the General Assembly.

Despite failure at the hearing, some of these proposals to strip public employees' collective bargaining rights were revived. Labor activists successfully prevented roughly 168 anti-labor amendments, all of which would have greatly weakened or eliminated collective bargaining all together.

Further, on the last day of the legislative session, the Republicans attempted to pass a Bill that would have essentially eliminated the ability of SEBAC to continue to collectively

bargain with the state in regards to pension and health care. Thankfully, it was defeated.

And despite best efforts to negotiate a SEBAC agreement that saved the state money but is fair to workers, some public policy groups such as the Yankee Institute, and some lawmakers have commented that the SEBAC agreement should not have passed because it extended the healthcare and pension agreement and provided job protection.

## Legislative Report

### State Budget

As of publication, there is still no state budget. In early September, both the Senate and House Democrats held caucuses and the House Democrats pledged to hold a budget vote the week of September 11. The Governor also stated that he would reduce his proposed cost shift to cities and towns by nearly \$775 million if it would help a budget resolution.

Versions of the state budget in late spring had shown reductions to the block grant for CSCU of between \$18-50 million.

- The Governor's budget would cut \$23 million and eliminate the Willis Scholarship that benefits students and colleges.
- The Democratic budget proposal would cut close to \$45-50 million, which would result in the closure of at least one community college and one state university, the Willis Scholarship would be bonded and available to students that attend a public institution, and eliminate private colleges and universities from the scholarship.
- The Republican budget cuts the system 15-18 million, and

continues to remove the Willis Scholarship.

### Special Session

A "special session" was approved by both chambers during the last week of session. The legislative session ended with no state budget.

As of the date of publication, there is not a date for the special session.

### Legislation

In a difficult legislative environment, we were able to prevent all anti-collective bargaining amendments from being called, a major victory for labor (read more in article above).

Working in conjunction with our AFT-CT allies, we successfully passed legislation that mandates state agencies and others to promote Loan Forgiveness Programs (HB 7212) offered by both the state and federal government for certain occupations. Many people who may be eligible are unaware. Starting later this year, the state in conjunction with Human Resources offices and the Office of Policy and Management will start sending information out on these programs.

The 4Cs also worked on the passage of SB 963, *AN ACT CONCERNING EDUCATIONAL AND ENVIRONMENTAL ISSUES RELATED TO MANUFACTURING*. This Bill defines and outlines workforce initiatives at the BOR, assigns a "system" point of contact for industry. The bill also defines and codifies the Early College High School programs offered by NVCC, QVCC, and TRCC.

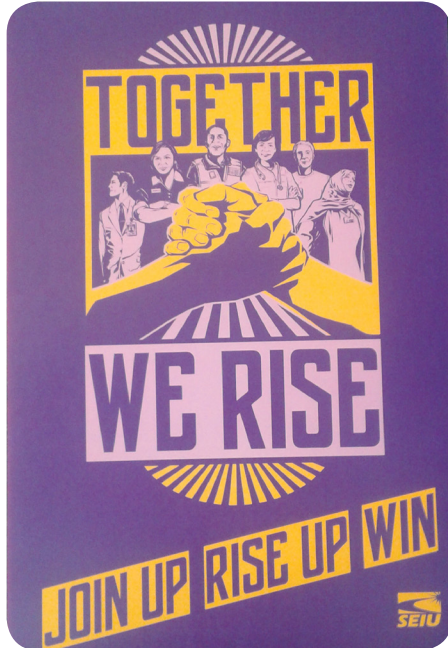
The 4Cs also worked on a compromise bill, SB 948 *AN ACT CONCERNING DIGITAL DISCOUNTS TO REDUCE THE COST OF TEXTBOOKS AND OTHER EDUCATIONAL RESOURCES*, which dealt with public higher education contracting. At the beginning of session, both the BOR and UCONN asked to be waived from some of the clean contracting laws enacted by the state. The 4Cs, along with other labor unions vehemently opposed any changes to the procurement of goods and services. The original Bill though passed out of committee, was never called in either chamber. This final version was a compromise Bill with input from all parties.





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## Together We Rise

To Build our 21st Century Union, SEIU has recently launched *Together We Rise*, an historic union-wide member outreach effort to recommit hundreds of thousands of SEIU members to stick together, to inspire leaders to organize and mobilize on an unprecedented scale, and to transform our union to a thriving, highly interconnected 21st century SEIU.

Some of the key elements of this effort is enhancing digital engagement, developing member organizers, and improving technology.

The 4Cs will be incorporating this SEIU initiative to fortify, mobilize, and transform our local!

*The New 4Cs: PROGRESS, DIRECTION, and PURPOSE based on thoughtful...*

Communication • Consideration • Collaboration • Cooperation