

April 29, 2020

Senate Meeting Agenda

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2018-2020	Kris Campbell	HP/MSE, 2018-2020	Danielle Straub	UAF2, CABS 2018-2020
Ellie Swanson 1 <sup>st</sup> VP	LRIE/A/CEWD, 2019-2021	Ryan Kerr	CABS 2018-2020	Baudelaire Ulysse, 2 <sup>nd</sup> VP	UAF2, LVPA 2018-2020
Clark Hallpike	SBCT, 2018-2020	Pat O'Brien	CABS, 2019-2021	Terri Birch	UAF2 LVPA 2018-2020
Patrick Gordon Negotiations Chair	SBCT, 2018-2020	Ruby Sanny	CABS, 2019-2021	Tammy Ray	UAF2, SBCT 2019-2021
George Rosa Grievance Co-Chair	SBCT, 2018-2020	Manuel Salgado	CABS, 2019-2021	Mary Elfring	UAF2, CABS 2019-2021
Mary Arndt (Secretary)	HP/MSE 2018-2020	Susan McGrath (3 <sup>rd</sup> VP)	UAF1, HP/MSE 2018-2020	Bruce McLane	UAF2, HP/MSE 2019-2021
Susan Robinson	LVPA, 2019-2021	OPEN	UAF1	Kate Thommes	UAF2, ABEC 2019-2021
Les McTighe	LVPA, 2019-2021	Xxx	xxxx	Daniel Hernandez	UAF2, HP/MSE 2020 - 2022
Luis Martinez Grievance Co-Chair	HP/MSE, 2018-2020	Xxx	xxxx	OPEN	UAF2
Nicole Scherger	HP/MSE, 2018-2020	Xxx	xxxx	OPEN	UAF2
Steve Wood	Treasurer (non-voting)	Xxx	xxxx	xxxxx	xxxxx

### Recognition of Visitors & Guests

Member Requests to attend via Zoom include Armando Trejo, Dave Lawrence, Dawn Munson, John Karnatz, Loretta Milecarek, Diane Flahaven

### ANNOUNCEMENTS:

IFT Town Hall call event that is scheduled for 7pm (4/29). Lt. Governor Juliana Stratton will be on the call to discuss our role in this unprecedented time and moving forward. The Executive Officers of the IFT will also take questions. If your number is on file, members will receive a call from Dan Montgomery (looks like telemarketer) inviting them to join. Members do not need to do anything special to participate. Members will be called at 7pm tomorrow; just answer the phone!

### Remote Teaching for Community Colleges, Part II (Free Webinar on Remote Teaching)

Online learning experts from the University of Illinois Springfield, Heartland Community College, and Richland Community College will be providing help with your questions and concerns brought up during the previous webinar for Illinois Community Colleges. Registration is limited. Thursday, May 7, 2020 from 2 to 3 p.m. Central Daylight Time Register for [Remote Teaching Q&A for Community Colleges, Part II](https://colrs.uis.edu/apply/form?id=f387e937-5ad5-4cbc-9c51-9ff18bbf0e8d)  
<https://colrs.uis.edu/apply/form?id=f387e937-5ad5-4cbc-9c51-9ff18bbf0e8d>

### **Secretary's Report: Mary Arndt**

- Approval of April 15, 2020 Meeting Minutes.

### **Treasurer's Report: Steve "Woody" Wood**

### **President's Report: Kimberly Tarver**

1. Participated in campus Safety Committee Meeting discussing return to campus options; there is a 3 phase plan that has yet to be presented to the committee.
2. AFT Webinar: Army of Temps <https://www.aft.org/highered/resources/army-temps>
3. Impact bargaining session as ex-officio member
4. Zoom meeting with ECCFA Leadership
5. Meeting with VPTLSD & CHRO: issues with Dual Credit oversight; clarify "online" course instruction to include courses that use the internet as primary source of access; union member status question; initiate discussion regarding campus-wide qualifications to teach online courses and load assignment protocol; possible tuition refunds; fall semester preparations/return to campus protocols; overall loss of revenue due to COVID-19 and access to emergency funds; other institution options to boost enrollment; technology tools to facilitate instruction/program orientations; impact of IDFP Waivers- health professions students/fire science/EMT
6. AFT Webinar on Unemployment Insurance: May 1
7. Worked with IFT and Treasurer to adjust dues calculations based on ABEC payroll calendar
8. Virtual Escape Room Faculty Force
9. Question from academic department regarding MOU regarding Institutional Surveys & role of senate (process)
10. Provided comment to Planning & Institutional Effectiveness Office regarding proposed procedures: Survey Use & Administration and Data Privacy Policy following cross functional review team feedback
11. AFT Convention July 27-30: compliance with budget and elections, identify up to 5 delegates prior to June 27, 2020
12. IL-AFL-CIO 44<sup>th</sup> Constitutional Convention Wednesday July 29, 2020; allotted up to 4 delegates due June 28, resolutions due June 26, 2020
13. Address questions to facilitate supplemental assignment compensation for Skills USA
14. Work with Treasurer to facilitate honorarium to ECCFA leaders
15. Budget Preparation: review current 2019-2020 dues calculations and assemble committee for review (see report at end of agenda)
16. Be aware that students who do not qualify for federal aid will be denied any CARES Act funds; many of our students will be adversely impacted by this criteria
17. Shared new member material with Terri Birch for order/purchase
18. Correspondence from Senator Castro: Guidance for Institutions of Higher Education on Exemptions of Teacher Licensure shared with appropriate departments

### **1<sup>st</sup> Vice President's Report: Ellie Swanson**

- Fielded questions from faculty on various topics.
- Multiple/emails/zoom meetings/phone calls regarding the current situation and faculty needs.
- Participated in weekly safety committee meetings—topics have revolved around preparations for a return to campus and have included: welcome back safety kits for employees; chemistry kits for summer online classes; physical barriers at service desks; water fountains/bottle filling stations; bathrooms; and disinfecting stations—final decisions are made by a policy committee comprised of administrators—the policy committee has endorsed a phased reopening plan
- Participated in contractual impact bargaining and in negotiations team meetings
- Met with VP/TLSD and CHRO—refund policy for spring semester; requests to faculty for progress regarding individual dual credit students; health premium waiver for eligible faculty (will be on May 8<sup>th</sup> paycheck); standardizing requirements for faculty to qualify to teach online; ICCB updates (see President's detailed report)

- Participated in ECCFA Leadership meeting (internet problems limited my participation in this)
- Attended Dr. Sam's Zoom meeting with students on Apr. 22<sup>nd</sup>
- Communicated with faculty in tenure process with regard to content portfolio due dates and misinformation regarding portfolio format
- Communicated with VP TLSD regarding clarification of lab completion requirements

**2<sup>nd</sup> Vice President's Report: Baudelaire Ulysse**

**3<sup>rd</sup> Vice President's Report: Susan McGrath**

**Committee Reports**

**Elections Committee: (Refer to end of agenda) Luis Martinez, Mary Elfring, Armando Trejo & Kris Campbell**

**Negotiations: Patrick Gordon**

Impact bargaining preparations and meetings

**Grievance: Co-Chairs Luis Martinez & George Rosa**

**COPE: Chair, Luis Martinez**

Special REPORT: Collar County Meetings (Adjunct & IEA Locals) Update (T. Birch)

**Elections & Committees: No action required.**

1. Committee Openings:
  - a. COPE Chair
  - b. Retiree Chapter "Faculty Guide" to support establishment and transition.
2. Administrative Procedure Review Team: ECCFA Member requested; volunteers include Laura Haske
3. Cross Function Review Team: ECCFA Member volunteers include Jessica Carpenter, Dawn Munson, Diane Kondratowicz, Mia Harding, Tim Anderson, Pat O'Brien, Catherine Moushon, Baudelaire Ulysse

**OLD BUSINESS**

**NEW BUSINESS**

1. Amendment to Article 8, Section 3. (B. Ulysse)
2. Motion to Organize ECCFA General Elections for President, Senators, and Committees during the same extended date. (B. Ulysse)
3. Protecting the Anonymity of Voters if the Election of the Union President is conducted with Outlook Voting. (B. Ulysse)
4. Establishing Transparency and Accountability Measures for Election Results and Reporting. (B. Ulysse)

**DIVISION ISSUES**

**ADJOURNMENT**

**SPRING 2020 ECCFA Senate Meeting Schedule: May 13**

**REPORTS**

**ELECTIONS COMMITTEE REPORT**

Dear Faculty:

Due to extensive changes needed to the Nomination and Election Process to deal with the restrictions placed on us by the global pandemic, let it be known that President Tarver voluntarily forfeited her right to attend committee meetings and participate in discussions of the committee as an ex officio member. We, the Committee, requested this of her in order to ensure an even playing field for those wishing to run for the office of President of ECCFA. We thank her for her cooperation and the trust that she placed in us. The decisions made herein were made by the duly appointed Elections Committee.

#### **Election of President of ECCFA:**

- Call for nominations from 4/27/2020 through 5/1/2020
- Nominations will be sent to Mary Elfring who will immediately forward them to the other members of the committee.
- Ballots for President will be prepared over the weekend (5/2 –5/3).
- Votes for President through email from 5/4/2020 through 5/8/2020
- Votes will be sent to Mary Elfring who will immediately forward them to the other members of the committee
- Votes will be tallied over the weekend and results presented in the senate meeting for ratification on 5/13/2020

#### **All other elections: Senate, Grievance Committee, Negotiations Committee, Curriculum Committee, Faculty Development Committee, Sick Bank Committee, Honors Committee, SLAAC**

- The call for nominations will be sent out 5/11/2020 with an update for open positions sent out weekly until two weeks before the election is held.
- Nominations will be sent to Mary Elfring who will immediately forward them to the other members of the committee
- In the call for nominations, information will be provided for the window of dates when electronic voting will take place.
- Absentee ballot requests will be sent to Mary Elfring who will immediately forward these requests to the other members of the committee.
- Absentee ballots will be provided one week before the election but due by the close of electronic voting.
- Instructions for electronic voting will be provided one week prior to the election window through elgin.edu email addresses

Based on concerns expressed by a member of the Senate over the rights and responsibilities of the Elections Committee, we respectfully submit the following to outline the proper, constitutionally sound, method of challenging the decisions made by the duly appointed Elections Committee.

#### **Further clarification on voting as stated in the ECCFA constitution**

**ECCFA Constitution Bylaws ARTICLE IV Section 2b:** The Elections Committee is appointed by the Senate each year to conduct ECCFA's elections. The Committee is responsible for receiving election nominations, preparing ballots, recruiting judges, collecting and tallying ballots and reporting the results to the Senate for confirmation.

**RONR 11th ed. p.310 II 30-33, p. 311 II 1-5:** By means of the motion to Discharge a Committee from further consideration of a question or subject, the assembly can take the matter out of a committee's hands after referring it to the committee and before the committee has made a final report on it, and the assembly itself can

consider it. So long as a question is in the hands of a committee, the assembly cannot consider another motion involving practically the same question.

**Note:** Thus, to take control of decisions on elections out of the Elections Committee's hands requires the Senate to discharge the Elections Committee.

**RONR 11th ed. P.311 II 30-32: The Motion to Discharge a Committee**

- Must be seconded.
- Is debatable; debate can go into the merits of the question in the hands of the committee.

**RONR 11th ed. P. 312 II 3-4**

Since the motion would change action already taken by the assembly, it requires a two-thirds vote.

**RONR 11th ed. P. 313 II 16-22: Effect of Discharging a committee.**

When a committee is discharged from considering a matter, either by the adoption of a motion to discharge it or by the submission of its final report, the committee ... ceases to exist if it is a special committee that was appointed to take up the matter.

**Note:** To discharge the Elections Committee requires a motion, a second, and a  $\frac{2}{3}$  vote in favor of discharging the Elections Committee.

**ECCFA Constitution Bylaws Article 6 Section 4: All elections are conducted by the Elections Committee.**

**Note:** Should the Senate vote to discharge the current Elections Committee, no elections can be held until a new Elections Committee is formed.

Respectfully Submitted by the ECCFA Elections Committee:

Kris Campbell  
Mary Elfring  
Luis Martinez  
Armando Trejo

**PARLIAMENTARIAN REPORT**

Respectfully prepared by the duly appointed Parliamentarian of ECCFA, Kris Campbell  
ECCFA constitution Bylaws Article II Section 6:

Parliamentarian:

- Attends all Senate and ECCFA meeting;
- Advises the Senate and ECCFA regarding compliance to Robert's Rules of Order
- Serves at Sergeant at Arms at all Senate and ECCFA meetings.

ECCFA constitution Article X:

Roberts' Rules of Order (Revised) shall govern all meetings.

RONR 11th ed. P. 16 II 21-27

When a society or an assembly has adopted a particular parliamentary manual - such as this book - as its authority, the rules contained in that manual are binding upon it in all cases where they are not inconsistent with the bylaws (or constitution) of the body, any of its special rules of order, or any provisions of local, state, or national law applying to

the particular type of organization.

Any action or rule determined by Robert's Rules cannot be ignored or disposed of any member of the Senate unless the member can:

- Cite actual language from the constitution (including article and section) in opposition to the action or rule in RONR to facilitate debate.
- Cite actual language from a local, state, or federal legislative action (including any references necessary to confirm said language) in opposition to the action or rule in RONR to facilitate debate.
- Cite the meeting minutes in which the Senate entertained a motion with a second and an affirmative vote in opposition to the actions dictated by RONR (including date of the senate meeting) in opposition to the action or rule in RONR to facilitate debate.

Failure to meet one or more of the above criteria results in a dilatory and/or improper motion that is unenforceable.

The notion of past precedence in parliamentary procedures is different from the notion of past precedence in contract disputes. In order to make a claim of past precedence in parliamentary procedures, a member must be able to cite an incident in the minutes where the same issue was addressed with a motion, a second, and a vote to approve the motion. If there is no past action by the Senate, there is no past precedent to claim.

RONR 11th ed. p. 251 II 28-31, p. 252 II 1-9

PRECEDENT. The minutes include the reasons given by the chair for his or her ruling.

The ruling and its rationale serve as a precedent for future reference by the chair and the assembly, unless overturned on appeal, the result of which is also recorded in the minutes and may create a contrary precedent. When similar issues arise in the future, such precedents are persuasive in resolving them - that is, they carry weight in the absence of overriding reasons for following a different course - but they are not binding on the chair or the assembly.

Even if there is a past precedent, it is non-binding but is open to debate.

The Parliamentarian of ECCFA is respectfully reminding the members of the Senate of what is and what is not acceptable behavior in conducting Senate business. When conducting Senate business, members must

- confine their remarks to the merits of the pending question
- refrain from attacking a member's motives
- address all remarks through the President
- avoid the use of members' names
- refrain from speaking adversely on a prior action not pending
- refrain from speaking against one's own motion
- reading from reports, quotations, etc. can only occur without objection from the Senate or with permission of the President
- yield the floor to an interruption by the President
- refrain from disturbing the assembly
- criticize rulings of the Senate or President unless they have appealed the action

Debate is only permitted when a debatable question is immediately pending. If there is no motion on the floor or imminent, the Senate must grant permission for discussion to take place through a motion, a second, and a vote to affirm the discussion.

No member is allowed to disparage or criticize the actions of the President or the Senate unless they have first appealed the decision. An appeal of a decision of the President requires a simple majority to remove the question from the President and place it before the Senate. An appeal of the decision of the Senate requires a  $\frac{2}{3}$  vote in favor of the appeal to overturn a decision.

Any member of the Senate can object to the consideration of a question. If members allow debate to begin on the topic, it is too late to raise an objection.

Dilatory and improper motions should not be allowed on the floor as they are not enforceable by

the Senate.

An officer, when giving a report to the Senate, can only make a recommendation to the Senate. They cannot make a motion during their report.

The Senate has recourse to discipline members that are out of order, engaging in behavior that is counter to the purpose of the Senate as stated in the constitution, or consistently violate the above rules for decorum. If charges are proffered, punishment (as decided by the Senate) can include censure, removal of an officer from office, removal of a senator from the senate, or expulsion from the union. Should any member wish to know the procedures for instigating disciplinary action, please contact the parliamentarian for the relevant passages in RONR.

All other relevant language from Robert's Rules is stated below.

RONR 11th ed. P. 392 II 5-9

CONFINING REMARKS TO THE MERITS OF THE PENDING QUESTION. In debate a member's remarks must be germane to the question before the assembly before the assembly - that is, his statements must have bearing on whether the immediately pending motion should be adopted.

RONR 11th ed. P. 392 II 12-18

REFRAINING FROM ATTACKING A MEMBER'S MOTIVES. When a question is pending, a member can condemn the nature or likely consequences of the proposed measure in strong terms, but he must avoid personalities, and under no circumstances can he attack or question the motives of another member. The measure, not the member, is the subject of debate.

RONR 11th ed. P. 392 II 27-34

ADDRESSING ALL REMARKS THROUGH THE CHAIR. Members of an assembly cannot address one another directly, but must address all remarks through the chair. If, while a member is speaking in debate, another member wishes to address a question to him - which the person speaking can permit or not as he chooses, but which is taken out of his time if he does - the member desiring to ask the question should rise and address the chair.

RONR 11th ed. P. 393 II 1-3

AVOIDING THE USE OF MEMBER'S NAMES. As much as possible, the use of names of members should be avoided in debate.

RONR 11th ed. P. 393 II 12-17

REFRAINING FROM SPEAKING ADVERSELY ON A PRIOR ACTION NOT PENDING.

In debate, a member cannot reflect adversely on any prior act of the society that is not then pending, unless a motion to reconsider, rescind, or amend it is pending, or unless he intends to conclude his remarks by making or giving notice of one of these motions.

RONR 11th ed. P. 393 II 19-25

REFRAINING FROM SPEAKING AGAINST ONE'S OWN MOTION. In debate, the maker of a motion, while he can vote against it, is not allowed to speak against his own motion. He need not speak at all, but if he does he is obliged to take a favorable position. If he changes his mind while the motion he made is pending, he can, in effect, advise the assembly of this by asking permission to withdraw the motion.

RONR 11th ed. P. 393 II 28-35

READING FROM REPORTS, QUOTATIONS, ETC., ONLY WITHOUT OBJECTION OR WITH PERMISSION. If any member objects, a member has no right to read from - or to have the secretary read from - any paper or book as part of his speech, without permission of the assembly. Members are usually permitted to read short, pertinent, printed extracts in debate, however, so long as they do not abuse the privilege.

RONR 11th ed. P. 394 II 1-8

BEING SEATED DURING AN INTERRUPTION BY THE CHAIR. If at any time the presiding officer rises to make a ruling, give information, or otherwise speak within his

privilege, any member who is speaking should be seated (or should step back slightly if he is standing at a microphone some distance from a seat) until the presiding officer has finished. At that time the member can resume his speech, unless he is denied the right as disciplinary measure.

RONR 11th ed. P. 394 II 12-17

REFRAINING FROM DISTURBING THE ASSEMBLY. During debate, during remarks by the presiding officer to the assembly, and during voting, no member should be permitted to disturb the assembly by whispering, walking across the floor, or in any other way. The key words here are disturb the assembly.

RONR 11th ed. P. 396 II 6-15

In general, for a member to speak when no question is pending, without promptly leading to a motion, implies an unusual circumstance and requires permission of the assembly. But occasionally, in very small bodies, a member who has obtained the floor at such a time may state that, if there is no objection, he would like to give some explanations dealing with a specified subject and to conclude by offering a motion on that subject. If no one objects, the member can then proceed; and the chair, knowing the subject, can hold him to it as he would in debate on a motion.

**Any member who is in disagreement with an action by the President has the option to appeal the decision. It requires one member to make the appeal and another member to second it. This has the effect of taking the question from the President and putting it before the body of the Senate to decide the issue.**

RONR 11th ed. P. 255 II 26-30, p. 256 II 1-

By electing a presiding officer, the assembly delegates to him the authority and duty to make necessary rulings on questions of parliamentary law. But any two members have the right to Appeal from his decision on such a question. By one member making (or "taking") the appeal and another seconding it, the question is taken from the chair and vested in the assembly for final decision.

Members have no right to criticize a ruling of the chair unless they appeal from his decision.

RONR 11th ed. P. 257 II 33-36, p. 258 II 1-

An appeal is debatable unless it (a) relates to indecorum or a transgression of the rules of speaking; (b) relates to the priority of business; or (c) is made when an undebatable question is immediately pending or involved in the appeal. When an appeal is debatable, no member is allowed to speak more than once except the presiding officer.

**If one or more members of the Senate are attempting to bring an item up for discussion that other members feel would be detrimental to the constituencies they serve to come before the Senate at the time, they may object to the consideration of the question.**

RONR 11th ed. P. 267 II 27-

The objection can be raised only before there has been any debate or any subsidiary motion except Lay on the Table has been stated by the chair; thereafter, consideration of the main question has begun and it is too late to object.

RONR 11th ed. P. 268 II 11-15

- Does not require a second.
- Is not debatable.
- Is not amendable.
- A  $\frac{2}{3}$  vote against consideration is required to sustain the objection.

**Improper and dilatory motions are out of order and should not be allowed to move forward as they are unenforceable by the Senate.**

RONR 11th ed. P. 342 II 12-14

A motion is dilatory if it seeks to obstruct or thwart the will of the assembly as clearly indicated by the existing parliamentary situation.



RONR 11th ed. P. 342 II 19-31

Any main or other motion that is frivolous or absurd or that contains no rational proposition is dilatory and cannot be introduced. As further examples, it is dilatory to obstruct business by appealing from a ruling of the chair on a question about which there cannot possibly be two reasonable opinions, by demanding a division on a vote even when there has been a full vote and the result is clear, by moving to lay on the table the matter for which a special meeting has been called, by constantly raising points of order and appealing from the chair's decision on them, or by moving to adjourn again and again when nothing has happened to justify renewal of such a motion. By use of such tactics, a minority of two or three members could bring business to a standstill.

RONR 11th ed. P. 343 II 14-23

Motions that conflict with the corporate charter, constitution, or bylaws of a society, or with procedural rules prescribed by national, state, or local laws, are out of order, and if any motion of this kind is adopted, it is null and void. Likewise, motions are out of order if they conflict with a motion that has been adopted by the society and has been neither rescinded, nor reconsidered and rejected after adoption. Such conflicting motions, if adopted, are null and void unless adopted by the vote required to rescind or amend the motion previously adopted.

RONR 11th ed. P. 344 II 1-5

Except as may be necessary in the case of a motion of censure or a motion related to disciplinary procedures, a motion must not use language that reflects on a member's conduct or character, or is discourteous, unnecessarily harsh, or not allowed in debate.

**An officer cannot make a motion during their report. Committee chairs do not have the same restriction.**

RONR 11th ed. P. 356 II 5-11

If an officer, in reporting, makes a recommendation, he should not himself move its implementation, but such a motion can be made by another member as soon as the officer has concluded his report. In the case of a committee report, on the other hand, the chairman or other reporting member should make any motion(s) necessary to bring the committee's recommendations before the assembly for consideration.

RONR 11th ed. P. 476 II 29-35, p. 477 II 1-4

**REPORTS OF EXECUTIVE OFFICERS.** In addition to their annual reports, the president and vice-president from time to time may wish or need to report on their activities in connection with administrative duties. Such reports are usually for purposes of information only, but may sometimes contain recommendations calling for action by the assembly. In either case, the reports should generally conform to the rules as to form, substance, and disposition that govern the committee reports. Motions to adopt or implement any recommendations should be made from the floor by a member other than the reporting officer.

**BUDGET PREPARATION: Dues Structure**

Currently, dues are dependent on the estimated base salary.

UAF pay .98% of their base salary with a cap of \$310.

FT pay 1% of base salary with a cap of \$895.

- Full Time Faculty (~82 capped)
  - 1% of base with \$895 cap
- Unit Adjunct Faculty (~15 capped)
  - .98% of base with \$310 cap

This structure supports faculty who make less money; they pay lower dues. *“Given the benefits that result from an effective union, membership dues for adjunct faculty should be set at a high enough level for the local union to be strong, while at the same time taking into account the compensation part-time/adjunct faculty receive.”* (AFT Standards of Good Practice in the Employment of Part-Time/Adjunct Faculty)

This chart explains where or dues GO and the total expense we incur per member. You can see that full, half, quarter and eighth members are classified by their base salary. This determines how much ECCFA PAYS to AFT, IFT, etc.

With our dues structure, we have some UAF who pay as little as \$50 but no UAF pays more than \$310. It’s actually not a sustainable structure and we requested folks to volunteer to serve on a committee to discuss our dues structure. I anticipate that we will move toward raising the cap, and likely, lowering the percent. The information that is lacking is the amount we collect for dues. Minimally, 138 HALF Members pay \$310 or less and do not contribute the full amount of external liabilities and nothing toward internal liabilities.

# of members, status and earnings range.	<b>133 - FULL ≥\$49,161</b>	<b>138 - HALF &lt; \$49,161 and &gt; \$18,323</b>	<b>56 - QUARTER &lt; \$18,323 and &gt; \$9,814</b>	<b>31 - EIGHTH &lt; \$9,814</b>
AFT	<b>234.96</b>	<b>117.48</b>	<b>58.74</b>	<b>29.37</b>
\$1 MILLION LIABILITY INS.	<b>4.29</b>	<b>4.29</b>	<b>4.29</b>	<b>4.298</b>
AD&D INS.	1.20	1.20	1.20	1.20
AFL-CIO	6.72	6.72	6.72	6.72
IFT	<b>379.80</b>	<b>207.40</b>	<b>121.20</b>	<b>78.10</b>
Elgin Trades Council	1.40	1.40	1.40	1.40

<b>TOTAL Expense per member</b>	<b>628.37</b>	<b>338.49</b>	<b>193.55</b>	<b>121.08</b>
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