

August 19, 2020

Senate Meeting Agenda

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2020-2022	Kris Campbell (Parliamentarian, Grievance Co- Chair)	HP/MSE, 2020-2022	Danielle Straub	UAF2, CABS, 2020-2022
Ellie Swanson (1 st VP, Sentinel Team)	LRIE/A/CEWD, 2019-2021	Jessica Carpenter (Social Media Coordinator)	CABS, 2020-2022	Baudelaire Ulysse,	UAF2, LVPA, 2020-2022
Len Fitzpatrick	SBCT, 2020-2022	Pat O'Brien	CABS, 2019-2021	Terri Birch (2 nd VP, Membership)	UAF2, LVPA, 2020-2022
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Ruby Sanny	CABS, 2019-2021	Tammy Ray (Webmaster)	UAF2, SBCT, 2019-2021
Clark Hallpike	SBCT, 2020-2022	Manuel Salgado	CABS, 2019-2021	Mary Elfring	UAF2, CABS, 2019-2021
Mary Arndt (Secretary)	HP/MSE 2020-2022	Greg Wheaton	HP/MSE, 2020-2022	Diane Flahaven	UAF2, HP/MSE, 2020-2022
Susan Robinson	LVPA, 2019-2021	Susan McGrath	UAF2, HP/MSE 2020-2022	Kate Thommes	UAF2, ABEC, 2019-2021
Les McTighe	LVPA, 2019-2021	Mae Hicks-Jones	UAF1, SBCT, 2020 - 2022	Daniel Hernandez (3 rd VP)	UAF2, HP/MSE, 2020-2022
Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	Robert Long	UAF1, LVPA, 2020-2022	Jeffrey LaRocque	UAF2, LVPA, 2020-2022
Steve Wood (Treasurer)	Non-voting, 2020- 2022	Amanda Smothers	UAF1, CABS, 2020-2022	Janice Petit- Sollenberger	UAF2, LVPA, 2020-2022
xxxxx	xxxxx	OPEN	UAF1	xxxxx	xxxxx

Recognition of Visitors & Guests

ANNOUNCEMENTS: Welcome to New Full Time Faculty Members: Christopher Purdy, Math; Alejandro Murillo, IMT; and Temporary Full Time HVAC, Frank Cassara III.

Secretary's Report: Mary Arndt

- Approval of May 13, 2020 and Special Meeting July 15, 2020n Minutes.

Treasurer's Report: Steve "Woody" Wood

President's Report: Kimberly Tarver

1st Vice President's Report: Ellie Swanson

2nd Vice President's Report: Terri Birch

- responded to a couple emails of faculty losing courses
- Responded to Kristina Alcozer Garcia, (New Assoc. Dean Communications and Behavioral Science) request for resources for adjuncts who lost classes by forwarded Ellie's list
- approved adjunct faculty overload from library
- attended virtual Aft convention
- completed membership report
- attended Collar county meeting on August 15th

3rd Vice President's Report: Daniel Hernandez

Committee Reports

Negotiations: Luis Martinez

Grievance: Co-Chairs: Tim Anderson & Kris Campbell

Amendments Committee: Ryan Kerr

Refer to proposal received at the end of the agenda.

COPE: Chair, Patrick Gordon

- We have received Fair Tax promotional materials including 100 window clings & 100 buttons; 100 yards signs are expected soon

Elections & Committee Requests

1. Faculty Development Committee Openings (recruit at division meeting)
 - a. Health Professions/MSE has 2 openings
 - b. LVPA has 1 opening
 - c. UAF has 3 openings
2. Curriculum Committee Opening (recruit at division meeting)
 - a. HPMSE
3. Grievance Committee UA1 Opening
 - a. Blythe Burren (UA2) has volunteered
4. Illinois Equity in Attainment Initiative (ILEA) requests additional faculty to serve; emphasis is on outreach to LatinX students and collaborating with Organization of Latino American Students (OLAS). Volunteers include
 - a. Claudia Lopez Heinrich, ESL/ICAPS, UA
 - b. Natalie Pendergrass, HP/MSE Massage, UA
 - c. Alison Douglas, CABS, FT
 - d. Mia Hardy, CABS, FT

OLD BUSINESS

NEW BUSINESS

DIVISION ISSUES

ADJOURNMENT

ECCFA Senate Meeting Schedule: September 2, September 16, September 30, October 14, October 28, November 11, November 25, December 9; 2021 January 13, January 27, February 10, February 24, March 10, April 7, April 21, May 5, May 19

Amendments: Received Proposal

Article 8, Section 3, of the ECCFA Constitution reads: “At the request of the First Vice-President, a Negotiations Chair and a negotiation committee will be elected. The negotiating committee will serve until a new committee is elected. Membership of the Negotiation Committee will consist of, but not be limited to the following: Negotiations Chair, First VP, Second VP, Third VP, the Communications Liaison, one member elected from each division, and any other person the Senate deems necessary.”

Objectives of the Amendment

1. Enact equitable representation of all Units.
2. Preempt a majority rule approach in the Negotiation Committee’s decision-making processes and mitigate its negative impact on UAF members of the Negotiation Team.
3. Allot to Unit Adjuncts adequate gravitational pull in the Negotiation Committee’s decision-making processes, such that is equitable in a proportion relative to their membership and not excessive in relation to their full-time counterparts.
4. Implement a constitutionally mandated and objective mechanism to resolve internal disagreements and achieve true consensus within the Negotiation Team.
5. Protect individual Negotiation Members, especially the Chief Negotiator, from having to be the “fall guy” for a Tentative Agreement (TA).
6. Balance the interests and needs of all Units.
7. Make all Units feel enfranchised.
8. Ensure that all Units have confidence in the TA they are asked to ratify.
9. Guarantee any TA will have the approval and support of most members.
10. Strengthen the Union.

Proposed Amendment Language

At the request of the First VP, a Negotiation Committee will be elected. That Committee will serve until a new one is elected. Its membership shall comprise of five Full-time Faculty members, three UAF2 members, and two UAF1 members. The allocated numbers of Unit membership shall include respectively the First VP, Second VP, and Third VP. The Senate may approve any other person it deems necessary. A Communications Liaison and a Scribe will be chosen among the elected members. In addition, one elected member shall be selected and approved by the Senate to serve as Chief Negotiator/Negotiation Chair. The Chief Negotiator/Negotiation Chair must have either served in that role before and or on the Grievance Committee. If no one with those qualifications is willing to step up, then the Senate may approve a willing, capable, and experienced member of the newly elected Negotiation Committee to assume that role. If no one with those qualifications is willing, then the Senate may recruit, select, and approve a seasoned and paying member of the Union with legal background, and or with CBA knowledge along with leadership experience interfacing with Admins or the Board of Trustees to become the Chief Negotiator/Negotiation Chair. A Chief Negotiator/Negotiation Chair who was not elected the general membership will perform all requisite leadership functions but may not vote in resolving internal disagreements. The Chair will impartially arbitrate internal disagreements, facilitate resolution through objective and democratic problem-solving processes, and vote only to break a deadlock. A deadlock may not be a tie; it shall be characterized by a 70/30 split among members of the Negotiation Committee on any proposal or issue after all attempts at a consensus resolution have been exhausted in which case the Negotiator must vote with the majority. An objective and democratic problem-solving process shall consist of identifying the pros and cons of any contentious proposal or issue, and analyzing those pros and cons while weighing impartially their impact, both favorably and adversely, on the working conditions and wages of ALL UNITS. The Negotiation Chair/Chief Negotiator cannot make unilateral decisions and will present to the Board of Trustees only positions and offers that have been agreed upon by the Negotiation Committee’s internal processes discussed hitherto.