



ALL FACULTY MEETING MINUTES
 AUGUST 20, 2020
 12:30 TO 2:00, ZOOM

WELCOME & INTRODUCTIONS (KIMBERLY TARVER)

- Gratitude & Appreciation to Retiring Members
- Welcome New Faculty Members: Christopher Purdy, Math; Alejandro Murillo, IMT; and Temporary Full Time HVAC, Frank Cassara III.
- Congratulations to newly tenured faculty!
- Recognition of Senators and Appreciation for outgoing senators

Senators	Div/Term	Senators	Div/Term	Senators	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	HPMSE, 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

ECCFA Senate Meeting Schedule: 3:15-4:45 PM, 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. Members are welcome to attend.

OFFICERS

SECRETARY: MARY ARNDT- APPROVAL OF JANUARY 9, 2020 MEETING MINUTES

TREASURER: STEVE "WOODY" WOOD –

- **DUES RESTRUCTURE (REFER TO FINANCE REPORT AT END OF AGENDA, PAGE 4)**
- **BUDGET PROPOSAL (PPT)**

PRESIDENT: KIMBERLY TARVER

1ST VICE PRESIDENT: ELLIE SWANSON

2ND VICE PRESIDENT : TERRI BIRCH

3RD VICE PRESIDENT: DANIEL HERNANDEZ

ECCFA COMMITTEES

AMENDMENTS: RYAN KERR (REFER TO REPORT AT END OF AGENDA, PAGES 5-6)

NEGOTIATIONS: LUIS MARTINEZ, CHAIR

- **Team: David Reich SBCT, Amanda Smothers UA1, Dawn Munson CABS, Ellie Swanson LRIE/ABEC, Amy Schneider HPMSE, Daniel Hernandez UA1, Diane Flahaven UA2, Terri Birch UA2, Travis Linville LVPA.**

Communications Liaison: Ryan Kerr, Scribe: Susan Timm, Ex-Officio: Kimberly Tarver

COPE: PATRICK GORDON, CHAIR

- **Elections**
- **Fair Tax**
 - **yard signs, buttons & window clings are available**
 - **Zoom Event: League of Women Voters & IFT Representatives, Tuesday, September 15, 3:30-5:00**

MEMBERSHIP: TERRI BIRCH

- **Refer to Report at end of agenda, page 3**

GRIEVANCE: KRIS CAMPBELL & TIM ANDERSON, CO-CHAIRS

- **Team: Ellie Swanson LRIE/LIB/ABE, David Reich SBCT, Peter Han LVPA, Baudelaire Ulysse UA2, Blythe Burren UA1/2**

2020 ELECTIONS COMMITTEE: LUIS MARTINEZ, TJ LATTO, KRIS CAMPBELL, MARY ELFRING, ARMANDO TREJO, DAVID REICH

Sick Bank: Heidi Eaton

Communications: Ryan Kerr

Sentinel: Ellie Swanson, Jessica Carpenter, Jessica Marshall

Webmaster: Tammy Ray

Parliamentarian: Kris Campbell

Social Media Coordinator: Jessica Carpenter

Honors: Jason Kane

SLAAC: Angelika Stachnik

Curriculum: Marc Beth

Faculty Development: Lori Clark

OLD BUSINESS

NEW BUSINESS

DIVISION ISSUES

ADJOURNMENT

ECCFA Membership Report

PREPARER: TERRI BIRCH

AUGUST 14TH, 2020

<p>August 14th, 2020</p> <p style="text-align: center;">Totals</p>		<ul style="list-style-type: none"> ● Total Faculty 457 Total Membership 346 ● NMDP 1 ● Total Non-members 79 ● Inactive 31 	
<p>Full-time</p> <p style="text-align: center;">133</p>		<ul style="list-style-type: none"> ● Members 131 ● NMDP 1 ● Non-members <u>1</u> ● Total 133 	
<p>UAF</p> <p style="text-align: center;">211</p>		<ul style="list-style-type: none"> ● Members 185 ● Nonmembers <u>26</u> ● Total 211 	
<p>UA1</p> <p style="text-align: center;">82</p>		<ul style="list-style-type: none"> ● Members 30 ● Nonmembers <u>52</u> ● Total 82 	
<p>INACTIVE</p> <p>Members</p> <p style="text-align: center;">31</p>		<ul style="list-style-type: none"> ● UAF Members 15 ● UA1 8 ● Nonmembers <u>8</u> Total 31 	

1 **Finance: Dues Structure Proposal**

2 Our long term goal is a dues structure determined solely by a percentage of base salary. This ensures sustainability and
3 equity.

4 The majority of our FT members and many UAF2 members have reached their corresponding cap. If we continue with
5 the current structure, more and more members will reach the cap for their group and we will lose the intent of a
6 percentage-based structure.

7 The best way to achieve a pure percentage-based structure is to increase the caps incrementally, while simultaneously
8 lowering the percent used to calculate the dues each member pays. If we see revenue increasing beyond our needs, that
9 would be a signal to further lower the percent. If we see insufficient revenue, we can raise the caps while maintaining
10 the percent. Continuing to raise the caps every year is the only way we can achieve a pure percentage-based structure.

11 We currently have enough in savings to offset any miscalculations. We continue to struggle with the data we have been
12 receiving from HR regarding member compensation, although that is improving. More recently, last night, we received
13 the most accurate breakdown to date. We need more time to analyze that, but we should not wait another year to take
14 steps toward a pure percentage-based structure.

15 Sustainability and equity are the basis for this proposal.

16 **Current Dues Structure:**

17 FT 1.0% of base and \$895 cap

18 UAF .98% of base and \$310 cap

19 **Proposed Dues Structure:**

20 FT 0.98% of base and \$935 cap (\$40 increase and decrease the %)

21 UAF 0.98% of base and \$325 cap (\$15 increase and maintain the %)

22 This proposal will result in an increase in dues paid for those who are currently capped and a decrease for others. Those
23 whose salaries increase may also see a slight increase in total dues.

24 No changes to the budget.

1 **Amendments: ECCFA Constitution Article 8, Section 3**

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

7 **Objectives of the Amendment**

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

23 **Proposed Amendment Language:** At the request of the First VP, a Negotiation Committee will be elected.
24 That Committee will serve until a new one is elected. Its membership shall comprise of five Full-time Faculty
25 members, three UAF2 members, and two UAF1 members. The allocated numbers of Unit membership shall
26 include respectively the First VP, Second VP, and Third VP. The Senate may approve any other person it deems
27 necessary. A Communications Liaison and a Scribe will be chosen among the elected members. In addition, one
28 elected member shall be selected and approved by the Senate to serve as Chief Negotiator/Negotiation Chair.
29 The Chief Negotiator/Negotiation Chair must have either served in that role before and or on the Grievance
30 Committee. If no one with those qualifications is willing to step up, then the Senate may approve a willing,
31 capable, and experienced member of the newly elected Negotiation Committee to assume that role. If no one
32 with those qualifications is willing, then the Senate may recruit, select, and approve a seasoned and paying

33 member of the Union with legal background, and or with CBA knowledge along with leadership experience
34 interfacing with Admins or the Board of Trustees to become the Chief Negotiator/Negotiation Chair. A Chief
35 Negotiator/Negotiation Chair who was not elected the general membership will perform all requisite leadership
36 functions but may not vote in resolving internal disagreements. The Chair will impartially arbitrate internal
37 disagreements, facilitate resolution through objective and democratic problem-solving processes, and vote only
38 to break a deadlock. A deadlock may not be a tie; it shall be characterized by a 70/30 split among members of
39 the Negotiation Committee on any proposal or issue after all attempts at a consensus resolution have been
40 exhausted in which case the Negotiator must vote with the majority. An objective and democratic problem-
41 solving process shall consist of identifying the pros and cons of any contentious proposal or issue, and
42 analyzing those pros and cons while weighing impartially their impact, both favorably and adversely, on the
43 working conditions and wages of ALL UNITS. The Negotiation Chair/Chief Negotiator cannot make unilateral
44 decisions and will present to the Board of Trustees only positions and offers that have been agreed upon by the
45 Negotiation Committee's internal processes discussed hitherto.

