



ALL FACULTY MEETING AGENDA  
17 AUGUST 2023  
12:30 TO 2:00 PM

## CALL TO ORDER

## WELCOME & INTRODUCTIONS (LORI CLARK)

## RECOGNITION

- **Congratulations to Spring 2023 Retirees:**
  - Kimberly Anderson
  - Chester Collins
  - David Lawrence
  - Janet Whitsitt
  - Elizabeth Holmer
  - Marilee Halpin
  - Richard Trent
  - Jeanne Grogan
- **Welcome to New UAF Members:**
  - Ingrid Marinangel, Graphic Design
  - Julie Brown, Human Services
  - David Erickson, Automotive
  - Julie Kimpan Freeman, Massage Therapy
  - Lingling Zhang, Math
  - John Biggers, Art
  - Lindsey Farrell, Physical Therapy Assistant
  - Jacqueline Handt, Radiography
  - Courtney Kelbel, Human Services
  - Rathi Ramakrishnan, Computer Information Systems
  - Benjamin Foerster, Music
  - Roger Morales, Librarian
  - Melissa LeClaire, Math
  - Gina Lawrence, Human Services
  - Gregory Matushek, Music
  - Claudine Cina, ESL

- **RECOGNITION (continued)**

- Josbeth Da Silva, ESL
- Muhammad Hasan, ESL
- Angel Palermo, ESL
- Chitra Salazar, ESL
- Erik Enders, Education
- Mirella Aldaba, Psychology
- Julie Fanning, Human Services
- Frank Maggio, Dental Assisting
- David Murray, Music
- David Johnson, Emergency Services
- Amber Meeke Lay, Human Services
- Mehvish Saleem, ESL
- Kalliope Dreilozis, ESL
- Jean Beckley, Massage Therapy
- Gianna Capobianco, Music
- Kimberly Harrison, Sociology
- La Trese Monden, Sociology
- Tiffany Paoletti, ESL
- Sarah Connelly, Culinary Arts
- Sarah Hunt, ESL
- Daniel Sacomano, Emergency Services

- **Welcome New Full Time Faculty Members:**

- Kari Farooqie, Instructor of Mathematics
- Brian Hamm, Assistant Professor I of Truck Driving
- Mae Jones, Instructor of Business
- Jennifer Maxwell, Instructor of Biology
- Kyle Witek, Instructor of Welding

- **Congratulations to Recently Tenured Faculty:**

- Mr. Frank Cassara, Instructor of HVAC
- Dr. Soma Chattopadhyay, Assistant Professor I of Engineering
- Mr. Christopher Purdy, Instructor of Mathematics

- **Acknowledgment of Officers, Senators, and Committee Chairs**

## OFFICER REPORTS

- **SECRETARY'S REPORT: LAURA HASKE**

- Approval of minutes from 12 January 2023 All-Faculty Meeting

- **TREASURER'S REPORT: STEVE "WOODY" WOOD**

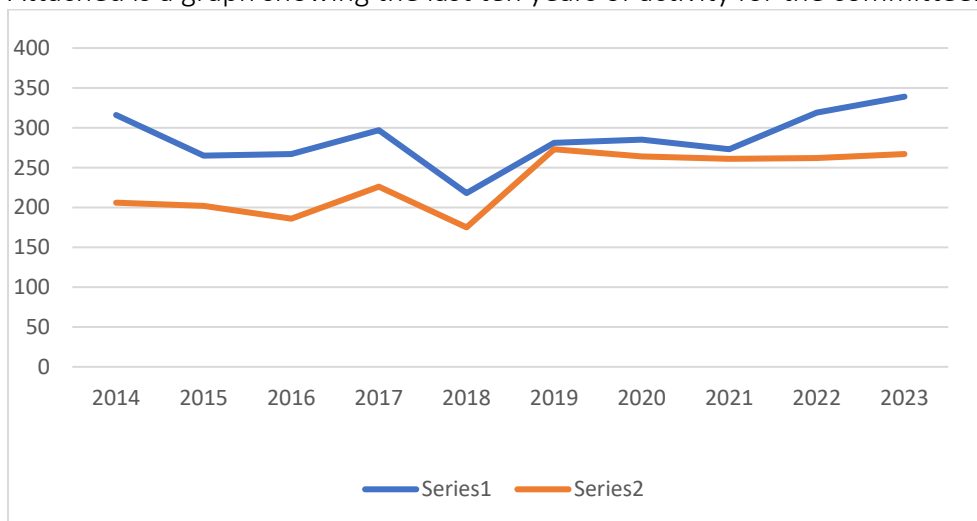
- Financial Update

## OFFICER REPORTS (CONTINUED)

- PRESIDENT’S REPORT: LORI CLARK
- 1<sup>ST</sup> VICE-PRESIDENT’S REPORT: STACEY SHAH
- 2<sup>ND</sup> VICE-PRESIDENT’S REPORT: TERRI BIRCH

## COMMITTEE REPORTS

- Negotiations—Chair: Ryan Kerr
- COPE—Antonio Ramirez
- Sick Bank—Chair: Joe Rosenfeld
  - The Sick Bank Committee is fully staffed with representation from all of the Divisions.
  - Last year we had thirteen requests for days. One was denied and the other twelve were granted the days requested. Faculty donated 77 days in the fall of 2022, giving us a starting point of 323.2 days. After granting the twelve requests we have 270.2 days at the beginning of the year.
  - As usual, we will be asking faculty to donate up to two days.
  - Attached is a graph showing the last ten years of activity for the committee.



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- SLAAC—Chair: Angelika Stachnik
  - [Tableau Support Instructions](#)
  - [Standards Tool Support Instructions](#)
- Faculty Development—Chair: Colleen Stribling

## OLD BUSINESS

## NEW BUSINESS

## DIVISION ISSUES

## ANNOUNCEMENTS

### Opening Week ECCFA Meetings

- New Faculty ECCFA Virtual Orientation Meeting: Friday, August 18 at 9:30
- Adjunct Instructional Coordinators' Meeting, Friday: January 18 at 12:00
- All Instructional Coordinators' Meeting: Friday, January 18 at 1:00 pm

### Safety Drills: Fall 2023

- Dates for Fall 2023 safety drills are posted on myelgin.edu
- Tornado Drill: Fourth Monday of August
- Fire Drills: Second week of September (Tuesday, Wednesday, and Thursday)
- Great Shake Out—Third Thursday in October

## Mandated Training

### ECC Human Resources

#### **FY2024 ECC Employee Training Requirements: Government-Regulated Compliance and ECC-Mandated As of July 5, 2023 Government Regulated Compliance Training**

<b>Course Title</b>	<b>Renewal Frequency (Deadline)</b>	<b>Workshop Format</b>	<b>Run Time</b>	<b>Content Source<sup>2</sup></b>
IL Sexual Harassment Prevention Training	Annual-CY (12/31/23)	Asynchronous	46 mins	Vector LMS (SafeColleges)
OCR Mandatory Discrimination and Harassment Employee Training	Annual-CY (12/31/23)	Asynchronous	90 mins	ECC Customized OCR-approved content
IL DCFS Mandated Reporter Training	Biannual-AY (06/30/24) <sup>3</sup>	Asynchronous	90 mins	Vector LMS (SafeColleges)
FERPA: Confidentiality of Records	Biannual-AY (06/30/25) <sup>3</sup>	Asynchronous	16 mins	Vector LMS (SafeColleges)

**ECC-Mandated Compliance Training<sup>1</sup>**

<b>Course Title</b>	<b>Renewal Frequency (Deadline)</b>	<b>Workshop Format</b>	<b>Run Time</b>	<b>Content Source<sup>2</sup></b>
Active Shooter: Run, Hide & Fight	Annual-AY (06/30/24)	Asynchronous	15 mins	Vector LMS (SafeColleges)
<i>Course Overview: Colleges and universities are becoming better equipped to deal with an active shooter or assailant on campus. Although it's not something employees encounter often, they must be prepared to handle possible threats. This course is designed to quickly familiarize course takers with the warning signs that someone may become violent. It will also introduce the concept of run, hide, and fight during an active shooter situation. Topics covered include situational awareness, emergency assessment, and run, hide, and fight procedures.</i>				
ECC Emergency Management Safety Procedures	Annual-AY (06/30/24)	Asynchronous	6 minis	ECC Customized
<i>Course Overview: While on the ECC campus, knowing what to do in an emergency is important. Ron Two Bulls, Senior Director of Academic Programming &amp; Public Safety Training, provides an overview of safety procedures that will keep you safe and allow you to help others. Emergency information can also be found at elgin.edu under emergency procedures and on posters in ECC classrooms.</i>				
Crisis Response and Recovery	Annual-AY (06/30/24)	Asynchronous	16 mins	Vector LMS (SafeColleges)
<i>Course Overview This awareness-level course gives employees the fundamentals of dealing with crises. This course will cover elements of an effective crisis response plan, stress reactions, and recovery strategies.</i>				
Email and Messaging Safety	Annual-AY (06/30/24)	Asynchronous	14 mins	Vector LMS (SafeColleges)
<i>Course Overview: Email is the primary means of attack from cyber-perpetrators. This course provides an overview of cybercrime via email and how to employ safe email and messaging practices to avoid and help prevent cyber threats, attempts at fraud, and identity theft.</i>				
Diversity and Inclusion	Annual-AY (06/30/24)	Asynchronous	11 mins	Vector LMS (SafeColleges)
<i>Course Overview: Diverse and inclusive higher education institutions offer many benefits to their students, employees, communities, and society. Continuing education in diversity and inclusion is essential to remain in compliance and as a best practice. This course provides college and university employees with a basic understanding of diversity and inclusion and strategies to help maintain a discrimination-free environment. Topics include terminology and regulations, identifying problematic behaviors, and proactive strategies to increase diversity awareness.</i>				
Implicit Bias and Microaggression	Annual-AY (06/30/24)	Asynchronous	21 mins	Vector LMS (SafeColleges)

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*Course Overview: This course is designed to help course takers understand what implicit bias and microaggressions are, the science behind these concepts, and how to prevent imposing them on others.*

Data Literacy 101	Annual-AY (06/30/24)	Asynchronous	TBD – 30-40 mins	ECC Customized - under development in the PIE office
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*Course Overview This awareness-level course will introduce employees to fundamental data literacy terminology and concepts to help level-set and elevate all employees' data literacy and their understanding of the relevancy of data-driven decision-making.*

## One America Informational Sessions

Here is the tentative schedule for the OneAmerica sessions:

- **8/15** HROC Table
  - 11:00am - 1:00pm (HR) ○ OneAmerica as theme
- **8/16** Onsite
  - 2:30 - 3:30 (OA/Sikich) ○ Presentation (English) - Brian (OA) & Gretchen (Sikich)
  - 3:30 - 6:00 (OA/Sikich) ○ 30 minute pre-scheduled 1:1 sessions (or scheduled at conclusion of presentation if slots are still available)
- **8/17** Convocation Day
  - 7:30am - 8:00am (HR) ○ HR table at employee convocation (next to Employee Wellness table) - OneAmerica info on-hand
  - 11:00am - Noon (OA/Sikich) ○ Presentation (English)
  - Noon - 2:00pm (OA/Sikich) ○ 30 minute pre-scheduled 1:1 sessions (or scheduled at conclusion of presentation if slots are still available)
  - 2:00pm – 3:00pm lunch
  - 3:00pm - 4:00pm (OA/Sikich) ○ Presentation (English)
  - 4:00pm - 6:00pm (OA/Sikich) ○ 30 minute pre-scheduled 1:1 sessions (or scheduled at conclusion of presentation if slots are still available)
  - 6:00pm – 7:00 pm break
  - 7:00pm - 8:00pm (OA/Sikich) ○ Presentation (English/Spanish)
  - 8:00pm - 11:00pm (OA/Sikich) ○ 30 minute pre-scheduled 1:1 sessions (or scheduled at conclusion of presentation if slots are still available)
  - 11:00pm - Midnight (OA/Sikich) ○ Presentation (English/Spanish)
- **8/18** Onsite
  - 10:30am - 11:30am (OA/Sikich) ○ Presentation (English/Spanish)
  - 11:30am - 1:00pm (OA/Sikich) ○ 30 minute pre-scheduled 1:1 sessions (or scheduled at conclusion of presentation if slots are still available)

## Illinois Community College Faculty Association: Conference, Call for Proposals, Student Scholarship, and Faculty of the Year Award

- The conference will take place on November 10 in Bloomington
- More information, along with deadlines are an addendum item

## Higher Education Collective Bargaining Workshop Training

- The training will take place September 14-15 at the University of Illinois-Chicago
- To register: <https://my.ler.illinois.edu/eventreg/register.asp?id=1969>
- More information are an addendum item

## IFT Leadership Institute

- IFT is offering Union Leadership Institute (ULI) courses this year.
- They are having standard courses that meet over three weekends during 2023-2024 year; there are also accelerated courses that will finish before the end of 2023.
- Courses include: Boot Camp for Union Leaders, Building and Sustaining Union Power, Effective Grievance Administration, Introduction to Collective Bargaining.
- Please let ECCFA leaders know if you are interested.
- More information is attached.

## Board of Trustees Meetings

- This is a reminder to sign up for Board of Trustees and Committee of the Whole meetings. Here is the [link to sign up](#).
  - **Finance Committee Meeting Dates:**
    - October 9 (Refer to Agenda for time)
    - December 11 (Refer to Agenda for time)
  - **Committee of the Whole Meeting Dates**
    - September 11 (3:00)
    - October 9 (3:30)
    - November 13 (3:00)
    - December 11 (3:30)
  - **Board of Trustee Meeting Dates**
    - September 12 (6:30)
    - October 10 (6:30)
    - November 14 (6:30)
    - December 12 (6:30)

## Opportunities to Serve

- 75<sup>th</sup> Anniversary Planning Committee
  - 2 faculty requested

## Opportunities to Serve (continued)

- **Sociology Full-Time Search Committee (3-4 faculty requested)**
  - The goal is that interviews will take place in late September and October.
  - The modality of the search is not yet known, but there will be a virtual option.
- **GIST**
  - GIST is looking for a faculty member to serve during the 2023-2024 academic year.
- **Light and Heavy Lab Committee: LVPA**
  - There is a need for faculty members to serve on the Light and Heavy Lab Committee for LVPA.
- **AI Taskforce**
  - There is a need for faculty members to serve on the new AI Taskforce, which will work to come up with recommendations and develop a philosophy statement about the usage of AI.
- **Lab and Chemical Safety Committee**
  - The safety committee is putting together a subcommittee to work on chemical and lab safety.
- **Director of Recovery Support Specialist (RSS) Grant Operations (Director of Grant Program)**
  - There is a need for 1-2 faculty to serve on this search committee.
  - The goal is that interviews will take place in early/mid-September.
  - Having knowledge of the recovery support specialist profession is ideal.
  - The modality of the search is not known, but there will be virtual options.
- **Full-Time Instructor of Manufacturing Search Committee**
  - The SBCT division will be conducting a search for a full-time instructor of Manufacturing
  - 2-3 faculty members are requested
  - The goal is to do interviews in the fall, with the person starting in the spring 2024
- **Honors Committee**
  - The Honors Committee is in need of a representative from HPMSE
- **Faculty Development Committee**
  - The Faculty Development Committee is in need of representatives from:
    - LRIE (1)
    - CABS (2)
    - HPMSE (1)
    - SBCT (1)
    - UAF (1)
- **Curriculum Committee**
  - The Curriculum Committee is in need of representatives from:
    - CABS (1)
    - SBCT (1)
    - LVPA (1)



## Opportunities to Serve (continued)

- **SLAAC Committee**
  - SLAAC is in need of representatives from:
    - HPMSE (1)
    - ARIT/ABEC
      - Librarian (1)
- **ECCFA Openings**
  - Volunteer Coordinator
  - Amendments Chair
- **ECCFA Information**
  - Make sure to provide your personal email address, if you haven't already.
  - Look over the contract and MOAs on the ECCFA Website: [ECCFA Website](#)
  - Follow the ECCFA on [Facebook!](#)

## CLOSING REMARKS

## ADJOURNMENT

## ADDENDUM

## Senate Meetings

- The ECCFA Senate meets virtually every other Wednesday from 3:15-4:45 pm. Our meetings for Fall 2023 are:
  - August 30
  - September 6
  - September 20
  - October 4
  - October 18
  - November 1
  - November 15
  - November 29

## ICCFA Conference

Colleagues,

If you could forward this **Call for Proposals (full call attached)**, the **Student Scholarship application (attached)**, and the **nominations information for the ICCFA Faculty of the Year Award (information below)** to your full and part time colleagues we can get a broader spectrum of faculty and student voices from across the state. The scholarship information is attached as is the call for presentations.

Thank you so much for sending this information on, and for perhaps proposing a presentation, encouraging a student, or nominating a colleague.

Cordially,

Julia

### Some Upcoming Deadlines:

#### **Sun. September 10<sup>th</sup> by 11:59 pm**

ICCFA Conference 2023: Impact. Call for Proposals due

#### **October 1, 2023 by 11:59 pm**

Student Scholarship Deadline

Faculty of the Year (with \$500 award to the winner) nominations due

#### **Fri. October 20<sup>th</sup> by 11:59 pm**

Registration for Optional Workshop (Limited to 20) (Must register for conference at the same time):

Registration for Conference to Ensure Information is in program and meals.

#### **Friday November 10<sup>th</sup>**

#### **The Illinois Community College Faculty Association Annual Conference on Teaching Excellence**

Conference registration can be done up until a session starts. Full fees will be required, and meals may not be available for on-site registrants although we will do our best to accommodate all who come.

**The Illinois Community College Faculty Association's  
Annual Conference on Teaching Excellence on the theme of  
Impact  
Friday November 10, 2023  
Eastland Suites and Conference Center  
Bloomington, IL**

This year, the Illinois Community College Faculty Association (ICCFA) is inviting all full and part-time community college faculty to submit proposals for papers/presentations on the topic of "Impact." We are seeking proposals that address the impact of your work (teaching, research, committee work, student clubs, etc.) at your institution and beyond. The full call is attached.

Proposals are by no means limited to the topic of Impact, but we do ask that your presentation relate to community college faculty, teaching, and/or the student experience at the college from a faculty perspective. Proposals will be accepted until Sunday September 10<sup>th</sup> at 11:59 pm. You know many ways you have impacted others and they you. Dash off your proposal upon reading this call to share those impacts with a wider audience.

Our keynote speaker and our Workshop of Special Focus are two events not to be missed: Both deal not only with how we can impact student lives, but how they are currently impacting us to. Both sessions are offered with the idea of offering readily usable tools/strategies with students and across the college.

**Conference keynote address by Dr. Michael Duggan**, author of *First Class Support for College Students on the Autism Spectrum*. A licensed Clinical Professional Counselor (LCPC) and Certified Rehabilitation Counselor (CRC). Dr. Duggan is a Professor and a Counselor for Students with Disabilities at College of DuPage where he is well known for his expertise and his passion for empowering students with disabilities. In his twelve years at COD he has helped establish the Vocational Skills Program, a program for students with developmental disabilities, and [Autismerica](#), a social/support group for students on the autism spectrum. His work is timely and has had great impact at the College of DuPage and beyond. <https://www.michaelwduggan.com/>

**Workshop Presented by Chase Norris of Clock, Inc will also be offered (time TBA)**. Clock, Inc's: LGBT+ Basics training provides individuals with information and the toolset to enhance allyship. This includes credible information about the varying aspects of the LGBT+ community, personal experiences and struggles, and different perspective-taking. There are 20 available slots for the workshop. There are no additional fees for this workshop but to attend, you must be registered for the conference and the workshop by October 20th, 11:59 pm.

After this training, participants should walk away with a better understanding of

- the LGBT+ communities
- key steps to becoming a better ally and to ensuring your workplace is more inclusive
- different perspectives on the LGBT+ communities
- the importance of allies and at what moments they should step up and/or step back.

Clock, Inc. is a non-profit organization whose mission is to provide a non-judgmental, safe, and reliable community center for LGBT+ individuals to reduce any feelings of discrimination or isolation. To learn more, go here: <https://www.clockinc.org/about-1>

**To submit** your proposal, complete the form found at: <https://forms.gle/2X1fteZd5gAUBeWH9>

**To register** for the conference go here and/or the workshop go here: <https://www.eventbrite.com/e/icfa-annual-conference-on-teaching-excellence-impact-2023-tickets-639047507297>

**For hotel accommodations** at Eastland Suites and Conference Center in Bloomington go to: <https://eastlandsuitesbloomington.com/contact-us> or call 309.662.0000

**Other items to consider:**

**The ICCFA student scholarship** application deadline and information is attached. If you have a foundation or an administrative office overseeing student scholarships, we are hoping you will also forward the scholarship information to them to add to their scholarship system/database to make it more visible to students. Please also share widely with your students.

**The ICCFA Leo Welch Faculty of the Year Award** nomination deadline is **Sun. Oct. 1, 2023, 11:59 pm**. Named in honor of longtime ICCFA member and our VP of Legislative Affairs for Higher Ed, ICCFA's faculty award is typically given out at the annual conference. Please send nominations to [dilibert@cod.edu](mailto:dilibert@cod.edu) with the subject heading: ICCFA Leo Welch Faculty of the Year Nomination for \_\_\_\_\_ (name of person being nominated).

Nominations for this faculty member should, at a minimum, address questions 1 and 2 below.

1. What makes this faculty member excellent?
2. What distinguishes this faculty member's excellence from others'? The question isn't how does this faculty member's excellence surpass others,' but rather what puts this particular faculty member's stamp on his/her accomplishments/innovations/pedagogy?
3. Other thoughts you'd like to offer in any.

**We all know students in need, faculty with research to pursue, and we all know faculty who are deserving of attention for their work. Help us celebrate them.**

**Higher Education Collective Bargaining Conference and Training**

*SAVE THE DATE*

*Higher Education Collective Bargaining Conference & Training*

September 14-15, 2023

University of Illinois-Chicago

[The National Center for the Study of Collective Bargaining in Higher Education and the Professions](#) at Hunter College, the [University of Illinois System](#), and the [University of Illinois School of Labor & Employment Relations' Labor Education Program](#) are joining forces to bring you a two-day collective bargaining workshop training in Chicago.

**This workshop is aimed at lead negotiators and bargaining team members within higher education.**

Join us September 14 and 15 at the University of Illinois-Chicago Student Center East, located on Halsted Street just south of the Jane Byrne Interchange.

## Registration is Now Open

To make this important event accessible to as many people as possible we have implemented a sliding-scale registration fee. We encourage you to attend at the highest level you can afford; paying at a higher level allows us to provide discounted fees for lower-wage workers.

[Register Here.](#)

## Confirmed Speakers

[Sameer Gadkaree](#) from the Institute for College Access & Success will be our keynote speaker.

Confirmed speakers, presenters, and facilitators include:

- Meeta Bass, Arbitrator & Mediator
- Mark Bennett, Partner, Laner Muchin, Ltd.
- Robert Bloch, Partner, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP
- Robert Bruno, Director, Labor Education Program, University of Illinois, Urbana-Champaign
- Melinda Bunnage, Deputy Director of Higher Education, SEIU Local 73
- Nicholas Christen, Director of Field and Organizing, Illinois Federation of Teacher
- Angie Cowan Hamada, NLRB Region 13 Director
- Robb Craddock, Executive Director of Labor & Employment Relations, University of Illinois, Urbana-Champaign
- Theodore Curry, Professor of Human Resources and Labor Relations, Michigan State University (emeritus)
- Michael Falvo, Arbitrator
- Jeffrey Frumkin, Associate Vice Provost for Academic Human Resources, University of Michigan (emeritus)
- Charlotte Garden, Law Professor, University of Minnesota
- Kirsten Herold, President, UM Lecturers Employee Organization, AFT Local 6244
- Alice Johnson, General Counsel, Cook County College Teachers Union
- Tony Johnson, President Cook County College Teachers Union Local 1600
- Aaron Krall, President, UIC United Faculty Local 6456
- Marcia J. Mackey, Michigan Education Association Board of Directors, and NCHE Secretary
- Alexandra S Matish, Associate Vice Provost for Academic Affairs, University of Michigan.
- Julie Miceli, Partner, Husch Blackwell
- Mike Newman, Deputy Director, AFSCME Council 31
- Thomas H. Riley, Jr. Executive Director of Labor and Special Counsel, University of Illinois System
- Keino Robinson, Director of Labor and Employee Relations, University of Illinois-Chicago
- Melissa Sortman, Director, Office of Faculty and Academic Affairs, Michigan State University

- Ellen Strizak, General Counsel, Illinois Educational Labor Relations Board
- Karen Stubaus, Vice President for Academic Affairs, Rutgers University
- Hubert Thompson, Associate Director, Labor & Employee Relations, University of Illinois-Chicago
- Hans-Joerg Tiede, Director of Research, AAUP
- Rachel Tollett, UniServ Director, Service Area H-E, Illinois Education Association-NEA
- Elizabeth Towell, Senior Organizer SEIU Local 73
- Diana Vallera, President CFAC/IFT, Columbia College
- Brandy Vanderhovel, UniServ Director Michigan Education Association
- Betty Widgeon, Arbitrator & Mediator
- Charitianne Williams, Communications Chair, UIC United Faculty

[Click to Register for the Higher Education Collective Bargaining Conference & Training](#)

Have you signed up for the Leadership and Law series? There's still time to enroll in these classes and hone your skills!

**Registration and the full class descriptions can be found here:**

Leadership Series: [go.illinois.edu/LLAReg](http://go.illinois.edu/LLAReg)

Law Series: [go.illinois.edu/LaborLawReg](http://go.illinois.edu/LaborLawReg)

**Have questions? Contact us!**

Nadja Robot, Assistant Director | [nrobot@illinois.edu](mailto:nrobot@illinois.edu) | 217.244.2090  
Ursulla Idleman, Office Manager | [idleman@illinois.edu](mailto:idleman@illinois.edu) | 217.265.5658

[illinoislabored@illinois.edu](mailto:illinoislabored@illinois.edu) | 217.333.0980

## COPE Deduction Form

Send COPE Form to Secretary, Laura Haske, lhaske@elgin.edu

### ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION COPE DEDUCTION

I hereby authorize Elgin Community College to deduct from my salary the sum of \$5.00 \_\_\_\_, \$10.00 \_\_\_\_, \$\_\_\_\_ (other amount) per pay period and forward that amount to the Elgin Community College Committee on Political Education (ECCFA COPE).

This authorization is signed freely and voluntarily and not out of any fear of reprisal and I will not be favored or disadvantaged because I exercise this right. I understand this money will be used to make political contributions by ECCFA COPE. ECCFA COPE may engage in joint fundraising efforts with the AFL-CIO.

This voluntary authorization may be revoked at any time by notifying the ECCFA COPE in writing of the desire to do so.

NAME: \_\_\_\_\_ EMPLOYEE ID #: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

CITY/STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

HOME PHONE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

Contributions or gifts to ECCFA COPE are not deductible as charitable contributions for federal income tax purposes. Please consult your tax professional.