

Senate Meeting Agenda 21 February 2024

Meeting Link: [Senate Zoom Link](#).

Name	Div/Term	Name	Div/Term	Name	Div/Term
Lori Clark (President)	2022-2024	Margaret LeMoyne	HP/MSE 2022-2024	Diane Flahaven	UAF2, HP/MSE 2022-2024
Stacey Shah (1st VP, ARIT/ABEC)	2022-2024	Chris Cunningham (Parliamentarian)	HP/MSE 2022-2024	Tara Latto	UAF2, HP/MSE 2022-2024
Jessica Carpenter (Social Media Coordinator)	CABS 2022-2024	Luis Martinez	HP/MSE 2022-2024	Terri Birch (2 <sup>nd</sup> VP, Membership)	UAF2, LVPA 2022-2024
Ryan Kerr (Chief Negotiator)	CABS 2023-2025	Kimberly Tarver	HP/MSE 2022-2024	Amanda Smothers (3 <sup>rd</sup> VP)	UAF2, CABS 2023-2025
Ruby Sanny	CABS 2023-2025	VACANT	HP/MSE	Janice Petit- Sollenberger	UAF2, LVPA 2022-2024
Patrick Gordon	SBCT 2022-2024	Les McTighe	LVPA 2023-2025	Tammy Ray (Webmaster)	UAF2, SBCT 2023-2025
Clark Hallpike	SBCT 2022-2024	Susan Robinson	LVPA 2023-2025	Jason Walczak	UAF2, SBCT 2022-2024
Dave Reich	SBCT 2023-2025	Steve Wood (Treasurer)	NON-VOTING 2022- 2024	Lisa Del Giudice (Communications Liaison)	UAF1 2023-2025
		Laura Haske (Secretary)	NON-VOTING 2022-2024		

ATTENDANCE

VISITORS

## ANNOUNCEMENTS

- **Professional Expense**
  - The full-time professional expense reimbursement deadline is February 28.
- **Achieving the Dream Coaches Visit**
  - Friday, April 19, 10:00-11:00 am
  - <https://elgin-edu.zoom.us/j/98050076086>

## REPORTS

- **SECRETARY'S REPORT: LAURA HASKE**
  - Approval minutes from 7 February 2024
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
- **PRESIDENT'S REPORT: LORI CLARK**
  - Met with LVPA Instructional Coordinators
  - Attended Meeting with HR Regarding a Grievance Issue
  - Met with Emily Kies Regarding Safety Drills
  - Met with Dr. Sam. Topics included: Academic Calendar, Late Enrollment
  - Met with Dr. Heinrich and Anthony Ray. Topics included: D2L and AI, Health Clinic, LVPA Renovation
  - Attended Grievance Meeting
- **1<sup>ST</sup> VICE-PRESIDENT'S REPORT: STACEY SHAH**
  - Attended VP/CHRO/ECCFA Meeting (Topics Included: General Election Day, Sikich, Building K Concerns, Library System Communication)
  - Attended LVPA Instructional Coordinator Meeting
  - Attended Meeting regarding Seniority
  - Attended Safety Drill Meeting with Lori and Emily Kies
- **2<sup>ND</sup> VICE-PRESIDENT'S REPORT: TERRI BIRCH**
  - Fielding emails
  - Meetings Attended:
    - EDI PD
    - ICCFA
    - SLAAC
- **3<sup>RD</sup> VICE-PRESIDENT'S REPORT: AMANDA SMOTHERS**
  - No report

## COMMITTEE REPORTS

- Elections—Chris Cunningham
- Negotiations—Ryan Kerr
  - No report.
- Grievance—Co-Chairs: Peter Han and Tim Anderson
- Membership—Terri Birch
  - Fielding emails from adjuncts who do not know their status
  - Meeting with Kim Tarver
- COPE— Antonio Ramirez

## ELECTIONS & COMMITTEE REQUESTS

### Committee Requests

- **Language Services Committee**
  - Anthony Ray is forming a Language Services Committee. The purpose of this committee is to gather information about translation services so that the college can offer information in a variety of languages. The first meeting of the committee is this coming Thursday, February 22 at 3:30-4:30. There is flexibility with this meeting day/time if you are interested in serving but aren't able to make this meeting.

### Elections

- **Search Committee: CRSS/CPRS Instructor (3-4 faculty requested)**
  - Joe Rosenfeld, Professor II of Human Services
  - Tina Ballard, Professor I of English
- **Search Committee: Associate Vice-President Student Services and Development (1 faculty requested)**
  - Arturo Vazquez, Professor II of Psychology
- **Search Committee: Full-Time Maintenance Tech Instructor (3 faculty requested)**
  - George Rosa, Associate Professor II of HVAC
  - Ranae Ziwiski, Professor I of Accounting
  - Diane Kondratowicz, Humanities Unit Adjunct Faculty

### Electronic Voting

- **Diversity, Equity, Inclusion, and Accessibility Statement Committee**
  - Senators voted, via email, to approve the following faculty members to serve on the Academic Integrity Appeal Committee:
    - Amanda Hirsch, English Unit Adjunct Faculty
    - Kris Campbell, Professor I of Mathematics

## OLD BUSINESS

- 403b Fees (see addendum)
- Construction Concerns
- Building K Concerns
- Embedded Wellness Professionals
- Safety Drills

## NEW BUSINESS

- Health Clinic

## DIVISION ISSUES

## ADJOURNMENT

## ECCFA SENATE SPRING 2024 MEETING SCHEDULE: 3:15-4:45 P.M.

- February 21
- March 6
- March 20
- April 3
- April 17
- May 1

## ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Follow this link to sign up: [https://docs.google.com/forms/d/e/1FAIpQLSduhdAZtXmg6DE\\_LEdB3fAUJ6lFZIKKPZcLRcblQRWLwWYafQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSduhdAZtXmg6DE_LEdB3fAUJ6lFZIKKPZcLRcblQRWLwWYafQ/viewform?usp=sf_link)

- **Committee of the Whole:**
  - March 11—3:30 pm
  - April 8—3:00 pm
  - May 13—3:30 pm
- **Board of Trustees:**
  - March 12—6:30 pm
  - April 9—6:30 pm
  - May 14—6:30 pm

These questions are regarding the flat fee of \$7250 per quarter (\$29000 per year) that will be divided evenly among every participant in a 403(b) plan starting at the end of the year. Depending on the number of participants, this will be something between \$20/year and \$160/year. The fee was paid by ECC for the first year.

**Q (Chris): Why was the fee kept secret from the beginning?**

A (Lesia Gemelli in HR): Advisor fees, along with the OneAmerica fees, were discussed at the planning committee meetings in the year leading up to the transition.

They were also housed under My Documents, Plan Documents on the OneAmerica website. I have attached the one that was posted before the decision for ECC to pick up the fees for the first year. Please see the bottom of the last page. There is still a "403(b);457(b) Participant Fee Disclosure" on the OneAmerica website, but the current one does not have the advisor fee listed since participants will not be paying it this year and it is a *Participant* Fee Disclosure. However, I will ask OneAmerica if it is possible to include the fee, even if it doesn't apply to participants in the first year. If they cannot, we will see what else we can do to have the information posted and we can also work to add the information to my.elgin.

We will have an annual investment review meeting. The first will be towards the end of this month. Jessica Carpenter will be there to represent ECCFA.

**Q: When we get the notice that a new fee will be added, is there any way to get the money out of the plan at that time? For example, if an employee put only \$200 in the account, they would be interested in removing the money before getting charged the flat fees since a flat fee of \$20/quarter will very quickly erase that money. My understanding is that money placed into a 403(b) plan cannot be removed, but maybe notice of a fee change gives an opportunity to do something.**

A (Gretchen Radach at Sikich): you may receive a distribution from certain accounts prior to termination of employment provided you satisfy any of the following conditions:

- you have attained age 59 1/2. Satisfying this condition allows you to receive distributions from all contribution accounts.
- you incur a disability
- Qualified reservist distributions

Although you may receive an in-service distribution from accounts which are not 100% vested, the amount of the distribution cannot exceed the vested amount in the distributing account.

- You may withdraw your rollover contributions at any time

**Q: What mechanism stops the fees on the account from changing again later on? Or will we only get 30 days notice when the fees change again in the future?**

A (Gretchen Radach at Sikich): Fee disclosure notices are furnished 30 days prior to changes. As a reminder, ECC generously picked up the advisor costs for the first year to allow accounts to get established and settled. This flat fee is similar to the fee participants were paying to OMNI with the previous providers, but has the opportunity to decrease as participants establish accounts. The OMNI fee is no longer charged, so this isn't an additional fee, it is in lieu of, the OMNI fee.

Around the fourth quarter of 2024, a new fee disclosure notice with the advisor fee that we discussed will be generated and distributed so participants are informed. With a three-year pricing guarantee, it is unlikely that additional updated fee disclosures will be furnished, though they may be provided annually as a courtesy, but without changes to the fee structure. After three years, we benchmark the plan against others of its size in the industry and look to negotiate lower fees on behalf of participants, if possible.

**Q: What should we recommend for employees who put a small amount of money in the 403(b) plan without knowing about the impending flat fee? The flat fee will appear soon and wipe out not just gains but also the principal of that money quickly. What should we tell those people?**

A (Gretchen Radach at Sikich): You may wish to encourage those colleagues to use the time that ECC is paying the fee to increase their deferrals.

Also, many employees have balances with other providers. They can rollover those funds and consolidate their accounts into the lower cost option with OneAmerica.

We are here to help employees walk through that process. Please feel free to share my contact information with anyone who needs help:

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