



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION Senate Meeting on September 3, 2008

Sarah Dye, President, presiding

Tim Anderson	Beverly Augustine
Elizabeth Becker	Rick Bonnom
Bill Demaree	Sue Ford
Linda Hefferin	Cindy Hutman
Tim Kaar	Crystal Kerwin
Dan Kocher	Marcia Luptak
Dennis Lynch	Luis Martinez
Linda McEwan	Gary Norden
Mary Peterhans	Roger Ramey
Howard Russo	Ron Kowalczyk
Scott Vaszily	Dan Kernler

Meeting called to order by Sarah Dye at: 3:07 pm.

Current Senators absent: Margaret Sanchez

Secretary's Report: Cindy Hutman

Marcia Luptak moved to approve minutes from August 20, 2008. Howard Russo seconded. Approved with two abstentions.

Sarah requested a motion to untable the motion to suspend regular business for this meeting.

Howard Russo moved to untable the motion to suspend regular business.

The motion was then approved and regular business was suspended.

Roger Ramey moved to approve the consent agenda for committee memberships. Howard Russo seconded.

The consent agenda was approved unanimously.

Sarah explained that after we approved a consent agenda like this, she sent the list on to the deans and anyone else involved.

Treasurer's Report: Linda Hefferin

Dan Kernler and Linda Hefferin started by explaining how AFT/IFT compute dues. They explained the issue of full, half and ¼ dues.

Full-time pay full dues.

Adjuncts making over \$12,000 pay ½ dues.

Adjuncts making under \$12,000 pay ¼ dues.

Dan reminded us that it wasn't entirely proportional because IFT charges a set \$20/member for COPE.

The problem—we have not been reporting the over/under \$12,000 properly. We report all adjuncts as under \$12,000 and as a consequence, we have been underpaying dues. We are over \$14,000 short this year with the dues schedule approved on Opening Day.

Other points of discussion:

The percentage increase we need to make up the shortfall this year is large but the actual amount per pay period won't be that bad.

Question asked: Could we talk to IFT/AFT about paying part of it this year and going to the full amount next year? Sue Ford and Linda Hefferin indicated that IFT/AFT were unlikely to approve that possibility and we were lucky they weren't going to audit us and potentially charge us for past dues we owed them.

The over/under \$12,000 is based on what the person made last year. Which means that it won't reflect what is actually true this year. However, we can't use current numbers since we get them too late and they are often not up-to-date. Linda Hefferin reminded us that coordinator's pay is calculated this way, based on responsibilities from the previous year.

Howard Russo suggested that we split the deficit between members who needed to pay more and take money from the 2008-2009 budget.

Linda Hefferin pointed out that she had played with the budget and by cutting down the conference, charities and printing cost line she was able to get about \$5000 out of the budget but the remainder would need to come from increased dues and/or savings.

Sarah Dye reminded us that this needed to be resolved because if we didn't pay the increased dues we might be audited by the IFT and then assessed past dues that we owed.

Sue Ford reminded us that the amount IFT/AFT charged per member did not have to be paid by individual members. It is like a tax and other schools fund that tax differently. For instance, some schools do like we did for dependent health insurance and make dues a percentage of salary. That way those making more pay more but it is less of a burden for them.

Howard Russo asked if we can talk to AFT about paying half of the difference this year and then restructure our dues so we are paying all of it next year. He pointed out that his dues could potentially double if we did it by percentage.

Dan Kocher pointed out that the percentage would be particularly helpful for part-timers since they may not be working for a semester and then would not have to pay the lump-sum dues.

Dan Kernler pointed out that if we use a percentage, some faculty might be paying as much as \$2000 in dues.

Marcia Luptak asked about the equity in terms of what each member is getting for the dues he/she is paying.

Elizabeth Becker said that the impact on full time faculty was substantial, as well. We need to minimize the impact on all members.

Dennis Lynch said that this could be a seriously divisive issue between full-time and UAF. It might be a "tough sell" for full-timers if they believe this is an "adjunct" problem. We need to avoid that divisiveness.

Dan Kernler reminded us that the way to explain this is that it is a **correction** not an increase.

Rick Bonnom said there has to be a compromise, somewhere between the extremes we are discussing of 1.9% of income or 39% of income as it appears.

Elizabeth repeated that it could be very divisive. No one wants to see any member suffer a huge increase. We need to all contribute.

Howard Russo asked what the assessment would be if we were all assessed 1.9% of our income.

Dan Kernler said we don't need that much to cover the dues to IFT/AFT.

Sue Ford said forget the 1.9%, she just mentioned that because that was what Jennifer Marsh mentioned. She asked Dan Kernler and Linda Hefferin what percentage would we need to cover the current amount due to IFT/AFT and suggested that this might be an option to explore in the future.

Sarah Dye suggested we come up with a solution to pay the over \$14,000 shortfall for this year and then work before next spring to devise a better dues schedule for the future.

Dennis Lynch pointed out that 1.9% was way more than we needed and he suggested that if all full time faculty just paid an extra \$100, we could make up the shortfall.

Sarah Dye asked if a percentage would ever work since HR seemed to want set numbers, not percentages.

Linda Hefferin said that providing HR with a dues structure at the beginning of the school year was part of a letter of agreement.

Sue Ford pointed out that insurance was a percentage for years so HR should be able to handle percentages.

Howard Russo reminded us that there were two issues, the first and most pressing is figuring out how to make up the shortfall this year. We need to explore a long term solution later.

Linda Hefferin said she had explored taking some of the deficit out of the budget and then raising dues to make up the rest.

Dan Kernler said that he and Linda had looked at taking some out of the budget, "tweaking" the

multipliers on the dues assessments for members and dipping into savings. For instance, UAF2's over \$12,000 would be assessed a 23% increase and UAF1's over \$12,000 would be assessed a 16% increase.

Dan Kocher pointed out that the assessment was based on what a UAF was making last year and not what he/she was making THIS year.

Sue Ford reminded us that some who were working last year might not even be working this year.

Crystal Kerwin asked where the \$12,000 figure came from and Dan Kernler responded that was AFT.

Howard Russo reminded us that for years we weren't paying this extra amount so we needed to think of the past lower dues as a "gift."

Dan Kocher said regardless of the lowered dues in the past, the issue became what was the benefit we are getting for the money? The fact is the union, as a whole benefits. The people making over \$12,000 aren't the "problem." This is a "tax" that IFT and AFT levy on us and we can distribute the burden of that tax however we want.

Linda Hefferin reminded us that what ECCFA provides is all the benefits we bargained for the UAF's and the dues to ECCFA are discounted for UAF's.

Dennis Lynch moved to take \$12,000 from savings and \$2,000 from the 2008-2009 budget to cover the \$14,000 deficit. Howard Russo seconded.

Discussion on motion:

Linda Hefferin reminded us that the budget changes and withdrawing money from savings would need to go to the general membership. Savings is essentially our defense fund and taking out \$12,000 would put us in a poor situation. We are already taking \$5000 from savings for the retreat. In the past, savings was reserved for the eventuality of a strike.

Sarah Dye said we need the defense fund, the savings. Right now we are not having problems with the administration but it only takes one change in administration to totally change our situation.

Linda Hefferin said we spent \$11,000 from the defense fund last year. She just wrote a check for \$2900 to the lawyer last week and the number of grievances isn't going down.

Dan Kernler said maybe we could adjust the budget some more so we don't need to take so much from savings.

Dennis Lynch pointed out that given the whole budget was around \$28,000, we weren't going to get much more out of the budget.

Linda Hefferin said that the amount we put into the defense fund is \$10,000 each year and has stayed the same for years. We really need to increase that.

Sarah Dye said that local 1600 has about 10 times the amount in savings that we have but we are about 1/10th their size.

Howard Russo said the defense fund is probably low. We need to raise dues.

Dennis Lynch withdrew his motion and Howard Russo withdrew his second.

Sue Ford pointed out that if we divided the \$14,000 equally between the membership, it would come to about \$30/person.

Sarah Dye reminded us that we are going to be asked to take whatever we decide to our constituents. We need to talk to them face-to-face and get a sense of how they feel. Then we need to call an all-faculty meeting.

Dan Kernler said that we are already late in giving the dues schedule to HR. We need to get it to HR by Tuesday, September 9 to avoid losing another pay period for deductions.

Tim Anderson asked if we did an equal, across-the-board increase in dues, would we still do the budget cuts?

Sue Ford said we need the budget, it is ECCFA's life-blood.

Sue Ford moved to increase dues for all ECCFA members by \$31.00. Rick Bonnom seconded.

Discussion on motion:

Scott Vasziy questioned making UAF's making less than \$12,000 bear the same increase as full-time and UAF's over \$12,000.

Dan Kernler said if we don't increase dues for UAF's under \$12,000 it will mean a large

increase for all other members.

Elizabeth Becker said that spreading it equally is probably the most equitable thing to do.

Cindy Hutman asked Dan Kernler to play with the numbers a bit, reduce the amount that UAF's under \$12,000 paid and see how much it changed the increase for full-time and UAF's over \$12,000.

Roger Ramey said he felt we should be looking at some cut to the budget. He asked what he would say to a member who asked why we weren't taking money out of the budget.

Sue Ford responded that a logical response would be that the general membership already approved the budget.

Linda Hefferin said that we warned the membership on Opening Day when they approved the budget that it might have to change as we figured out how to deal with this issue.

Sarah Dye asked if we felt this was a solution the membership would vote for.

Gary Norden said he felt they would approve it for this year as a temporary solution but will want to know that we are coming up with a more effective long-term plan.

Sarah Dye suggested that we consider having an open budget session next spring when the whole membership could participate.

Dan Kernler suggested that it be open to all Senators. Senators could go to their constituents ahead of time and ask for concerns.

Sarah Dye asked if maybe we wanted to develop two proposals, one that included budget cuts and less of an increase in dues and another where the membership absorbed the full \$14,000 in increased dues.

Tim Kaar expressed concern about having time to process other proposals.

Sue Ford called for the question.

Sue Ford withdrew her call for the question.

Withdrawal of her call for the question was approved.

Sue Ford modified her motion to read:

Full-time faculty and UAF's making more than \$12,000 would pay \$41 more in dues.

UAF's making less than \$12,000 would pay \$20 more in dues.

Sue Ford called the question, Dan Kocher seconded. Move to call the question passed with 3 nays.

The motion passed with 15 in favor, 4 opposed and no abstentions.

Sarah Dye said this would go to faculty in an all-faculty meeting. She had notified HR of the necessary process. The suggested time for the meeting is 4:00 p.m. on Tuesday. She said we need to speak to all of our constituents.

Linda Hefferin reminded us that this was the Senate decision and we had to sell the motion to our constituents even if we weren't happy with the results.

Sarah Dye said the constitution specified that the motion had to pass by a majority of those in attendance at the all-membership meeting.

New Business

Sue Ford asked if a UAF who is inactive can serve on a committee. She suggested it should be an ECCFA decision.

Sarah Dye said she would check on this. Another issue that came up was if a member who didn't have diversity training yet could serve on a hiring committee as a non-voting member.

Sue Ford said the example she knew of, the UAF had been approved by the Senate for the committee while he/she was active but is now inactive. We could develop a policy that precludes them from serving if they are inactive.

Sarah Dye said she would talk to Jennifer Marsh and develop a policy.

Dan Kocher moved to adjourn. Tim Kaar seconded.

Respectfully submitted by Lucinda Hutman, Secretary ECCFA