



FEDERATION OF
HIGHER EDUCATION
FACULTY AND
PROFESSIONALS
AFT-IFT / AFL-CIO



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION
Senate Meeting on March 18, 2009

Sarah Dye, President, presiding

Tim Anderson

Rick Bonnom

Sarah Dye

Linda Hefferin

Tim Kaar

Crystal Kerwin

Ron Kowalczyk

Marcia Luptak

Luis Martinez

Mary Peterhans

Howard Russo

Scott Vaszily

Elizabeth Becker

Bill Demaree

Sue Ford

Cindy Hutman

Dan Kernler

Dan Kocher

Dave Lawrence

Dennis Lynch

Gary Norden

Roger Ramey

Manuel Salgado

Absent: , Beverly Augustine

Meeting called to order by Sarah Dye at: 3:04 p.m.

Sarah Dye announced that she would request we suspend the normal order of business. We have one item that needs to be discussed in depth.

Secretary's Report: Cindy Hutman

Howard Russo moved to approve minutes from the March 4th meeting with two minor changes. Marcia Luptak seconded, Approved.

Dan Kocher moved to suspend the normal order of business to undertake a discussion of the dues structure for next year. Howard Russo seconded. Approved.

The meeting was turned over to Dan Kernler to discuss the proposal put forth by the budget committee regarding the dues structure for next year.

Dan Kernler reviewed the way IFT/AFT assess the "tax" on us based on our members. There are 3 tiers of dues: full-time and two levels of part-time, those that make over \$12,000 and those that make under \$12,000. They don't charge individuals. They simply get the list with numbers in each tier from us and assess us accordingly. The budget committee wrestled with the issue of passing this same method of assessment on to our members. Is this equitable? Using this structure, dues would range from 0.4% to over 4% of salary depending upon the individual member's position on the salary schedule.

They considered doing dues as a straight percentage of salary but that isn't feasible at this time. The jump for some members would be too much. They also considered that salary is not the only benefit we derive from the contract and the union. For instance, ALL members have the same grievance protection provided by the union.

The budget committee decided to move toward assessing dues as a percentage of salary but to do it for next year in a limited way. It is difficult to project how much revenue we would generate in this way because we have to project numbers based on information about 2008-09 from Human Resources that

are often in error. The decision was to consider the "tax" to be paid to IFT/AFT as part of our budget and then to decide on a dues structure separately. For the budget, however, we can only estimate this based on 2007-08 numbers since that is the last full year. They can also figure in the 3% increase that is in the contract. So, the dues structure proposal is a percentage of salary with minimum and maximum amounts set that will hopefully cover the total amount assessed by IFT/AFT.

Cindy Hutman asked if the percentages were set so that we would be close to the revenue we need to function for next year.

Rick Bonnom and Dan Kernler said yes.

Dan Kocher said this is a typical business practice which can be refined by building models. They consider the known increase in salary but there will always be some volatility. They can continue to refine so by the 2nd and 3rd times they do this it will be less and less of a guess. They will put together a model of the revenue stream so the estimates will be more precise in the future.

Dan Kernler said we must first decide to accept the basic proposal of using a percentage of salary. Once the Senate approves then we need to take it to the general membership. Some errors on the handouts he provided but the numbers will be close.

Dan Kernler said that payroll can deduct a straight percentage of base salary relatively easily. However, doing maximums and minimums is problematic. They can do maximums. They just keep deducting until they get to that number and then stop. Minimums, however, they can't implement. So, we will have to come up with some formula that looks at all members below a certain level last year and charge them whatever minimum we decide on. Summer is also an issue because full-time get paid over the summer. If we are doing a percentage of base, it may have to be deducted every time we are paid. No deductions will be made for UAF's over the summer. There are other logistical difficulties.

Sarah Dye reminded us that Linda Hefferin, Gary Norden, Marcia Luptak, Rick Bonnom, Dan Kocher and Dan Kernler served on the committee. Sarah asked if once the proposal is accepted by the Senate, could the committee actually put the dues amount into the salary schedule format so the membership could see what they would be paying in dues more clearly.

Sarah Dye asked about putting it on the salary schedule for UAF's, too.

Dan Kernler said that wouldn't work because their salary is determined by credit hours taught.

Dan Kocher said they looked at "banding" the salary schedule so that the percentage of base pay varied for different parts of the salary schedule. It would vary from ½ to 4% over the whole range of the schedule.

Dan Kernler said that he could generate some examples for faculty before the general membership meeting.

Dennis Lynch said it appears that no one objects to the idea of maximums and minimums.

Linda Hefferin said we need to remember that the \$700 isn't set as the maximum but they are using it as an example so we understand the concept. The concept is what is important.

Dan Kernler said it won't vary from \$700 too much.

Elizabeth Becker asked is this just for our affiliation dues.

Dan Kernler said that this proposal includes ECCFA dues.

Elizabeth Becker expressed her appreciation for the work of the committee and she likes the idea of maximums and minimums.

Dennis Lynch asked if we would be presenting this to the general membership on Opening Day.

Sarah Dye said we would need to have a general membership meeting this spring.

Dennis Lynch suggested that when we present it to the general membership we not get bogged down in the little logistical matters.

Sarah Dye reminded us that when we were dealing with this for the first time last fall we were so worried about the response of the general membership and then many just came and voted and didn't even stay to hear the reasoning behind the dues structure being proposed.

Dennis Lynch moved to accept the concept of assessing dues as a percentage of salary with set maximums and minimums. Rick Bonnom seconded.

Tim Kaar asked if there was a baseline percentage that everyone has to pay.

Dan Kernler said that some at the low end will actually pay less total dues than they paid last year.

Crystal Kerwin said that in the high school teacher's union she pays much more in dues.

Linda Hefferin thanked Dan Kernler and Dan Kocher for their ideas in solving this problem.

Howard Russo asked how much dues would go up for full time faculty.

Dan Kernler said it would be from \$650 to around \$700.

Dan Kocher said that the maximum will only have to kick in for faculty making over \$70,000.

Roger Ramey asked if there are only 20 full time faculty making less than \$70,000.

Dan Kernler said there are about 50 faculty making less than \$70,000.

Dennis Lynch reminded us that we are discussing base pay only and full time can make much more with overload.

Motion approved.

Howard Russo moved to adjourn. Rick Bonnom seconded. Adjourned at 3:30 p.m.

Respectfully submitted by Lucinda Hutman, ECCFA secretary