



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



**ECCFA Senate Minutes**  
**Senate Meeting: Wednesday, March 2, 2010**

**Sarah Dye, President, presiding**

Elizabeth Becker  
Rick Bonnom  
Michele Brynelson  
Lori Clark  
Julie DeLong  
Sumitra Duggirala  
Len Fitzpatrick  
Susan Ford  
Clark Hallpike  
Linda Hefferin  
Cindy Hutman  
Crystal Kerwin  
Dan Kocher  
David Lawrence

Luis Martinez  
Marcia Luptak  
Gary Norden  
Patricia O'Brien  
Joel Peck  
Mary Peterhans  
Roger Ramey  
Howard Russo  
Manuel Salgado  
Cathy Tomasik  
Glenn Turner  
Vicki Walker  
Cassandra Watson

**Absent:** Mary Arndt, Scott Vaszily

**Meeting called to order by Sarah Dye at 3:08**

**Guests:** Sarah Dye

Visitors—Johanna Cummings—English faculty, Director of The Write Place

**Secretary's Report:** **Lori Clark**

- Regular Meeting Minutes—February 16, 2011
- Howard Russo motioned to approve the minutes from the February 16, 2011 meeting. Glenn Turner seconded. .  
Approved with three abstentions
- Sarah Dye said that Josefana Aleman was taking a class this semester and wasn't able to attend Senate members. If anyone knows someone who can help out Aleman please encourage him/her to consider replacing subbing for Aleman so that the Senate has representation. .

**Treasurer's Report:** **Linda Hefferin**

- Hefferin said she checked with Kim Wagner on our printing budget. Wagner said that we have printed more than 6500 copies of proposals during negotiations.
- Luis Martinez asked if we were being charged the same amount if we are buying the paper versus if they provide paper. We've been buying the paper most of the time. He said that the last couple of times he went to the Copy Center to buy paper, he was told all he had to do was give a budget code, and he wouldn't have to pay anything; it would be charged directly to us.
- Hefferin said she will confirm with Wagner.
- Hefferin also said that the Negotiation Team had met with Al Szabo in regards to consulting on insurance issues during the negotiation process. We have money budgeted for negotiations, but we will need to go over that estimated amount. She said we didn't expect negotiations to go on for so long, which has caused us to have so many proposals.
- Martinez said that we may need to use Szabo more as the negotiations go on.

- Hefferin said that we owe Russo a check for buttons. Our costs are climbing.
- Elizabeth Becker said that is why we have savings—for times when we have unexpected expenses.
- Report accepted.

**President's Report: Sarah Dye**

- We just got word from Jane Lehmann that she has been asked to attend the IFT Retirees Constituency Council on April 4. You will remember that the ECCFA nominated her for this council back in January.
- The date for the Awards and Retirees Reception remains the same as the Senators voted, Thursday, May 19, 2:30-4:30 PM in the UBC Dining Room, although there was a suggestion from the president's executive assistant (who apparently is in charge of the event since Michelle Skinder has left) to move it to the week before.
- I received a request to explain committee acronyms so you will notice that on the first agenda page list of committees that the full title of the committee is identified with its acronym following. The acronyms will continue to be used on the actual report pages.
- Hefferin said she had received an email asking if we had nominated anyone for the IFT Retirees Constituency Council.
- Dye said we had nominated people, and she had confirmation that those nominations had been received.
- Dye asked that everyone please try to go to the Awards and Retirees Reception.

**1<sup>st</sup> Vice President's Report: Luis Martinez**

- No report.
- Martinez said that the vice presidents had met with Rose DiGerlando, but it was all related to negotiations.

**2<sup>nd</sup> Vice President's Report: Susan Ford**

- Ford said she had had many questions and reports about load and pay, faculty development, faculty expense. She has had a lot of work to rule questions, but it all seems to be under control.
- She said that only 25 of 196 UA2s are not members of the union, which is wonderful.
- Glenn Turner asked if we could post notices in faculty mailrooms reminding people to make sure they were members of the union.
- Marcia Luptak said the problem is that some of the mailrooms don't have bulleting boards or other things to post things on.

**3<sup>rd</sup> Vice President's Report: David Lawrence**

- We've had many inquiries regarding membership in ECCFA, your ECC Faculty Association (union). All Unit Adjunct teachers pay dues, ECCFA members pay as actual dues and non-members pay as "Fair Share." We'll have several very important issues coming from the current contract negotiations and we need members' input. Also, there are several benefits to being a signed member of ECCFA such as Liability Insurance from the AFT.
- In order to become a member of ECCFA, you need to complete the membership form, sign it, and submit it to Connie Orbeta, ECCFA Membership Chair, through company mail at VPA 311A. If you need a copy of the form, you can find it on the ECCFA website at <http://eccffaculty.org> under the FAQ tab.
- If you have any questions, please contact Connie (general ECCFA membership questions), Sue Ford (UAF2), or Dave Lawrence (UAF1).

**Committee Reports—**

**Academic Policy: Dawn Munson & Jennifer McClure**

- No Report

**Academic Technology: Dan Kocher & Mary Peterhans**

- Kocher reported that they had had a meeting, but no faculty were in attendance.

**Achieving the Dream: Linda Hefferin & Sarah Dye**

- The AtD coaches will be here on campus next week, Wednesday and Thursday.

- Dye said that the work group co-chairs who are faculty and the AtD co-chairs who are faculty will be participating when the coaches are here because they get paid.
- Phil Garber sent out a request to work group co-chairs to see if they have committee member who have questions to bring to the coaches when they are here.
- Please continue to encourage your colleagues to become AtD champions! Send an email to Sarah Dye ([sdye@elgin.edu](mailto:sdye@elgin.edu)) with the Subject line: "I Want to be an AtD Champion" to be added to our growing list. The **AtD Champions** list currently includes faculty, staff, and administrators:
- **Faculty:** Candy Moore, Marcia Luptak, Chalyce Deterding, Mary Peterhans, Elena Gardea, Beth Santell, Sumitra Duggirala, Dan VanTassel, Susan Timm, Celia Ramos, Lynn Ducar, Catherine Moushon, Joyce Fountain, Clark Hallpike, Dawn Munson, Shawn Mikulay, Stephanie Franco, Heidi Brelsford, Crystal Kerwin, Beth Santell, Patti Jachowicz, Sarah Dye, Linda Hefferin, Arturo Vasquez, Ron Kowalczyk, Roger Ramey, Cindy Hutman, Pat O'Brien, Maria Kazmi; Cassandra Watson, Michele Brynelsen, Dan Kocher, Dave Lawrence, Josefana Aleman, Mary Arndt, William Demaree, Jeff Weisman, Marta Walz, Tim Anderson, Michele Noel, Ruby Sanny, Rachael Tecza, Patrick Parks, Abraham Martinez-Cruz, Tammy Ray, Gary Norden; Jessica Carpenter; Connie Orbeta; Donna Garcia (49)
- **Staff:** Stephanie Bonvallet, Phil Howard, Elaine Reid, Jacque Sweetman, Vany Wells, Kathy Meisinger. Vicki Bethke, Linda Puchyr (8)
- **Administration:** Sharon Konny, John Brzegowy, Kathy Stover, Wendy Miller, Margaret Parker, John Coffin, Sharon Colby, Kim Hinrichs, Annabelle Rhoades, Peggy Gundrum, Sandi Brown, Susan Scott, Marilyn Prentice, Julie Hartley, Bev Felder, Bruce Austin, Jorge Phillips, Debra Tewolde, Micaela Banks, Daysi Diaz-Strong, Erica Romano, Frank Hernandez, Deborah Wollenberg, Irina DelGenio, Julie Schaid, Michael Shepherd, Jennifer McClure, Kristin Richmond, Amybeth Maurer, Peggy Heinrich, Irene Birkholz-Benter, Tony Spahr, Susan Van Weelden, Jeffrey Arena, Lauren Nehlsen, Tammy Few, Holly Lawyer, Michael Shepherd, Heather Larkin, Kathleen Callahan, Rose DiGerlando (42)

**Alliance for College Readiness: Alison Douglas**

- No report.

**Amendments: Dan Kocher**

- No Report

**Assessment Committee: Shawn Mikulay**

- No report.

**BOT Finance Committee: Linda Hefferin**

- The BOT Finance Committee will meet Monday at 2:00. Members of the negotiation team will be in attendance. Other faculty members can also attend to. The meeting will be in UBC 103.

**Communication Liaison: Gary Christenson**

- No report.

**COPE: Ron Kowalczyk**

- Last week ECCFA COPE and SSECCA mailed letters to each of the ECC Board of Trustee candidates inviting them to attend a forum to be held in the ATC Auditorium on March 9, 2011, from 11am-1pm. In addition to the invitation, we requested each participating candidate complete a questionnaire. Their responses will be distributed prior to the forum. At the forum, each candidate will have the opportunity to give a fifteen minute speech. Thereafter, the audience will be permitted to ask the candidates questions.
  - Faculty are encouraged to attend the Board of Trustees Candidate forum.
  - Roger Ramey said the have not received any responses from ECC Board of Trustees members to come to the forum.
  - Martinez said they board members don't want to face us.

- Russo said that students have expressed questions.
- It seems as though the Board of Trustee candidates aren't interested in attending a forum at the school they will represent.
- In addition, ECCFA COPE will be donating one thousand dollars (\$1,000.00) to assist with those protesting the elimination of collective bargaining rights in Madison, Wisconsin. As indicated by our IFT Field Service Director, "What is happening in Madison and elsewhere is relevant here in Illinois, where the state legislature began a move to strip educational employees of their collective bargaining rights over winter break."
  - Cassandra Wilson asked why it was necessary to still vote electronically after a quorum was reached.
  - Dye said Senators should still vote even after quorum is reached because records are kept of voting.

**Curriculum: Maureen Lange**

- Curriculum Committee did not meet for lack of a quorum.

**Elections: Bill Demaree**

- No Report

**Faculty Development: Beth Santell**

- No Report
- Elizabeth Becker reported that Faculty Development heard sabbatical proposals and made recommendations. The committee's expectations were fulfilled. It's now in the administration's hands. We did our part.

**FAVs Dan Kernler**

- Anyone interested in serving as Volunteer Coordinator beginning in Fall 2011 should contact Sarah Dye. If you have questions regarding what is required of the position, please feel free to contact the current Volunteer Coordinator, Dan Kernler.
- Dye said that Kernler doesn't want to be the Volunteer Coordinator next year. He has recommended someone.
- Martinez recommended that Rick Bonnom serve as the coordinator.
- Bonnom said he was thinking about it. He said he was aware of the frustration involved when good events are proposed and no one wants to do them.
- Ford recommended more on-campus activities.
- Russo said that it is good to have events outside the campus. He also said that he had raffle tickets for the Literacy Connection. The grand prize is two tickets on Southwest Airlines and a hotel stay near Orlando. The second place prize is an iPad, and the third place prize is dinner at Buckingham's.
- Dye said that she will appoint the FAV Volunteer Coordinator and will get Senate approval. The position will be filled after elections.

**GIST David Burke**

- No report.

**Grievance: Howard Russo & Sue Ford**

- Ford said that emails were received yesterday that a potential pay grievance was settled. Two faculty members were teaching four hours and only being paid for three.
- The sub pay issue has been settled. If someone subbed in CABS or Business, the sub pay was not correct. If a person subbed at FSQ, the sub pay will go back one full year from last fall. If a person subbed in VPA, the sub pay goes two years back. Check to make sure that pay was received. They seem to be paying people alphabetically.
- 27 new UA2s were entered into the unit one semester later than they should have been. It is being corrected now, but it may take awhile.
- One grievance issue is still pending.

**Honors:****Alice Biggers**

- The Honors Committee just included an Honors Capstone class (with an A or B) as one of the requirements for students to earn the “Honors Scholar” designation from the Honors Program. (This 3-hour class is included in, not in addition to the 15 Honors hours currently required for the designation). Additionally, we are always looking for faculty who are interested in teaching an Honors section.
- Johanna Cummings said that at the end of the Honors program, students will participate in a Capstone course and complete a Capstone project. The students will work with faculty and other students on their project. The students will present their project to the ECC community and other students. The program is intended to help prepare students for the research and intensive project building they will undergo when they transfer. The course will be situated in Humanities as a critical thinking and logic-based course. The students have the option of doing the Capstone project as an elective course with a faculty member. This is a course that already existed, not a new course.

**Humanities Center:****David Burke**

- No report.

**Insurance****Lynn Ducar & Vicki Walker**

- No report.

**Learning Communities (Steering) Alison Douglas**

- No report.

**MAGIC:****Kim Tarver & Clark Hallpike**

- No report.

**Membership:****Connie Orbeta****Spring Semester 2011**

- Full time faculty (98.6%)
  - 141 **Members**
  - (2 non-members)
  - 143 eligible
- UA1s (47%)
  - 81 **Members**
  - (88 non-members)
  - 169 **eligible**
- UA2s (86%)
  - 169 **Members**
  - (27 non-members)
  - 196 eligible
- INAs
  - 15
  - 3 **Members**
- Total signed members 394
- Total 523 Faculty

**Negotiations:****Luis Martinez**

- Here are some answers to some of the Work to Rule questions that have been brought to my attention.
- With regard to faculty serving in search committees, you must continue to do so. Same goes for tenure committees.

- If you are invited to attend a meeting of the Interiors Committee to give your professional opinion, and/or expertise, please do so.
- Please do not hesitate to contact your negotiation team if you have any questions or concerns.
- Once again, thanks for your support and solidarity.
- Martinez said he wanted to address something in regards to emails that he is receiving. He said that if he doesn't reply to emails in a timely manner or if the Negotiation Team members don't respond in a timely manner it's because they are busy, but they are trying to do their best. From the beginning, we said that Gary Christensen is the communications liaison, so we ask faculty to look at the ECCFA blog so that the negotiation team members don't have to send out long emails. The Negotiations Team talks to faculty members who are there at the end of negotiation meetings. It has to be understood that we can't disclose everything that is talked about at the table. If we tell everything, it will cause a reaction from the other side and impact negotiations. We are disclosing as much information as we can. There are certain things that we don't want to talk about because it could come back to us and create more delays. Martinez asked Senators to let their colleagues know they are doing their best. Negotiations are always like this. We have to be patient.
- Ford encouraged faculty to go to the blog before asking questions or reacting to rumors.
- Dye said she had had some faculty come to her who didn't know who their senators are—both full-time and adjunct. Senators have to talk to their constituents; emailing them is fine. We need to get the word out to people because they're feeling really isolated. Now, sometimes the isolation is the faculty members' fault because they don't read emails.
- Hutman said she had someone come up to her and say she didn't know who her Senator was. Hutman was her senator and had just sent the faculty member an email. Sometimes faculty are reading emails, but it's not sinking in.
- Martinez said he didn't want to excuse the members of the negotiations team, but they have plenty of things to do and are asking for help. If the senator doesn't know the answer, tell the faculty member to look at the blog. It's better to have them look at the blog and not say things that might cause a misunderstanding. The main source of information is the blog on the ECCFA website.
- Becker said that the blog is more information than we've had in the past and is faster and more accurate than previous negotiations.
- Martinez said that when going through negotiations training, one thing that is emphasized is confidentiality between the two teams.
- Dye said that it might be helpful that when Senators write to constituents that they put the blog address in the email. She said no matter how Senators communicate with constituents, they need to make sure they are serving their constituents better.
- Ford said that informational picketing is a great opportunity to interact with colleagues. We are begging you to get your constituents and colleagues to picket. Fewer are signed up this week than in previous weeks. Full-time faculty members have dropped off; adjunct numbers are up.
- Hutman said that people are burnt out. At some point, we have to talk about the value of informational picketing.
- Martinez said the team has kept that door open because they haven't reached a point where they can say with confidence that we can lift the informational picketing. We are 500 some faculty members, and there are 500 half hours of picketing a week.
- Dye said that an administrator had said that the process wasn't slow because our last contract was signed in early, mid-March the last time around.
- Ford said the difference was that four years ago, we had mountains of proposals going back and forth. This time we've gone weeks at a time with nothing back.
- Martinez said that at this moment we owe the board team seven responses. They owe us 29 responses, some of which are weeks old. The papers are ready for a mediator request. We have to ask the board team to agree to mediate. The papers are ready for today's meeting.
- Cathy Tomasik said that when she came in during the evening, that someone isn't closing the doors of the labs.
- Martinez said that the labs should not be left unattended. Labs with equipment should not be open to students without a faculty member present. If a lab is open, someone should be in there. My concern is that if we give

certain faculty instructions about when to open labs, then the administration may come in and make us open labs. In the meeting with Rose DiGerlando, the vice presidents had a conversation about the labs.

- Russo said that if the labs being open aren't impacting the administration not to worry about it. Work to rule is meant to disrupt the administration, not the students.
- Martinez said if it's a lab that is always open, it's not a concern. For labs with expensive equipment, we are not responsible for opening labs between classes.
- Tomasik said that every instructor has keys for all the labs except for one.

**Scholarship: Bev Augustine**

- No Report.

**Sentinel: Bill Demaree**  
*Submissions Due      Publication Date*  
Thursday, 3 March      Monday, 7 March

- Dye questioned whether or not the Sentinel should be held a week so that we have more information to publish or if we should use it as a vehicle to get information out.
- Martinez said we should go ahead with the publication. If something new comes up, we could come up with a special supplement.
- Dye said that probably wouldn't be a problem.

**Sick Bank: Ellie Swanson**

- No Report.

**Strategic Planning Committee: Elizabeth McNulty & Phil Garber**

- No Report

**Webmaster: Tammy Ray**

**ECCFA Website**

- There were **over 67,000 hits** on the ECCFA Website in the past month, with some days reaching over 7000 hits.
- Senate Agenda & Minutes – Most recent agenda and approved minutes are posted at <http://eccfaculty.org/minutes>, when they become available.
- Sentinel – The February issue of The Sentinel has been posted to the Web site.
- **ECCFA COPE News** – Two new posts were added February 24, 2011
- **ECC BOARD OF TRUSTEES CANDIDATE FORUM**
  - ECCFA COPE and SSECCA mailed letters to each of the ECC Board of Trustee candidates inviting them to attend a forum to be held in the ATC Auditorium on March 9, 2011, from 11am-1pm. In addition to the invitation, we requested each participating candidate complete a questionnaire. Their responses will be distributed prior to the forum. At the forum, each candidate will have the opportunity to give a fifteen minute speech. Thereafter, the audience will be permitted to ask the candidates questions.
- **ECCFA COPE HELPS WISCONSIN PROTESTERS**
  - ECCFA COPE donated one thousand dollars (\$1,000.00) to assist those protesting the elimination of collective bargaining rights in Madison, Wisconsin.
- **ECCFA Blog** – A link to the ECCFA Blog, *Dispatches* is available on the ECCFA Web site home page. The blog may also be accessed by going to <http://eccfaculty.org/blog>. Links to printable ECCFA Unity signs and the Negotiations Glossary are available from the blog, as well as a link to the newly created ECCFA Facebook Group page.
- **ECCFA Facebook Group** – The ECCFA Facebook page has had **over 55, 000 page views** in the past month. (Page views are the number of times fans and non-fans have viewed news feeds posted on the page.) Of those viewing the page, 35% fall in to the 18-24 age groups. Additionally, over 200 users have indicated that they like our page. Several photo albums have been added, along with links to relevant news articles. Check out the new ECCFA Facebook Group page by searching either Elgin Community College or ECCFA.

- **ECCFA Contact List** – Approximately 300 ECCFA members have entered their personal email address and cell phone number via the online ECCFA Contact List form. This information would only be used in the event of a job action and will not be shared with anyone outside of ECCFA. In order to maintain timely communication with members in the event of a job action, please remember to complete the form. Contact Gary Christenson or Tammy Ray if you need additional information.
- An account has been setup with Constant Contact, to distribute group emails in the event of a job action.
- Faculty are reminded to send their outside email address to the ECCFA website so that they can be contacted in case of a job action.

**Special Orders:**

***Approval of committee members (treat as Consent Agenda)***

**Old Business:**

**New Business:**

***Consultant—***

- Hefferin made a motion for the Senate to approve up to \$1000 for a consultant during negotiations. Pat O'Brien seconded. Approved.

***Ken White Emails—***

- Martinez said that Cindy Hutman and Mark Pelczarski had responded very well to the emails sent by Ken White
- Dye said that there are faculty who have sympathy for Ken. Don't assume that he stands totally alone.
- O'Brien said emails like this make us look like a house divided.
- Martinez said he also made comments back in October. Cindy made a point—how much work can we take on besides what we have. If he has in making copies of the contract, then let him do it.
- Hutman said that her home number is listed, and she has been getting phone calls at home from random faculty members. She said she can be sympathetic and give information at the same time. She said if faculty members didn't know how to respond to a colleague to have them call her. She said the negotiating team shouldn't have to be fielding all of the questions.
- Len Fitzpatrick commented that we did the all faculty meeting he counted less than 60 people. The people who aren't attending the faculty meetings are the ones asking for information. The 60 faculty members at the meetings are the same ones who participate in picketing and come to the vigils.
- Dye said she would like to congratulate Martinez for making the choice to invite everyone to come into the caucus room after negotiation meetings to get reports. Many people don't know that is happening. It should be mentioned to constituents that vigil attendees are given information at the end of meetings.
- Martinez said that they don't expect everyone to stay at the vigils until midnight, but the next day they should seek out information from colleagues.
- Dye said that Tammy Ray had a cell phone camera. Maybe she could send emails with photos of the faculty participating in the vigil. Then people can see who is there.
- Becker said a couple of those photos could be put in the Sentinel.
- Martinez said he needed to clarify something about work to rule. Faculty members still need to participate in search committees, standing committees and interior decisions for new buildings.

***MPC—***

- Turner reported that none of the instructors who teach at MPC are getting keys. He said he had filed two applications for keys for computer classrooms. He has been relying on security and housekeeping to open doors for him. In some cases, he has had to start class late because he had to find someone to open the doors.
- Bonnom said it had been two months, so getting keys shouldn't be a problem.
- Becker said someone should just automatically go through the building and unlock the doors.
- Dye said she will look into the situation and get more information.



**Grievance—**

- Russo said that there were faculty members who had been denied professional expense because they were told they didn't have the funds. The issue has been cleared up, and the amounts are being processed at 2010 levels.

**Board of Trustee Meeting—**

- Gary Norden asked if we will be picketing at next week's board meeting?
- Martinez said the negotiating team would discuss that tonight.
- O'Brien said she had students ask if they could come to the Board meeting.
- Martinez said they will let the faculty know what is going on. He told a story about a student who came up to him and asked what was going on. The student asked: "Who doesn't want me to succeed?" Martinez said the longer the process drags on, that keeps the faculty from focusing on what faculty want to focus on, and that is teaching. Not because we didn't make that choice, but because it's human to be worried. How can we ask a person to focus on teaching? The contract impacts the work here but our lives too. If the Board of Trustees would like us to focus on teaching as we used to for the benefit of the students, they could do that by resolving negotiations in the next week or so. How much do the board members care? As long as they keep dragging on, they are showing that they don't care about students. This is political. It's about elections coming up. They want to look tough in front of voters. At least, to me, that is what's going on. Maybe that is something we can tell students.
- Hefferin encouraged faculty to put the work to rule reply onto their Outlook email.
- Martinez said that for those who are wondering about work to rule. The team is asking us to follow the contract, nothing less, nothing more. It is time for the board to see what we do outside the contract. We are not being valued for that. It is time to show them.
- Hallpike said that if the board cared, they would recognize that voluntary work when it comes to a halt. He said that this process is impacting his feelings of the school.
- Ford said people should read the editorial in the Observer.

**Division Issues:****Adjournment:**

- Russo moved to adjourn. Turner seconded. Meeting adjourned at 4:19 pm.

**Respectfully submitted by Lori Clark, ECCFA Secretary**