



FEDERATION OF
HIGHER EDUCATION
FACULTY AND
PROFESSIONALS
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ECCFA Senate Minutes
Senate Meeting: Wednesday, February 16, 2011

Sarah Dye, President, presiding

Mary Arndt	Luis Martinez
Elizabeth Becker	Gary Norden
Rick Bonnom	Patricia O'Brien
Michele Brynelson	Joel Peck
Lori Clark	Mary Peterhans
Julie DeLong	Roger Ramey
Clark Hallpike	Howard Russo
Linda Hefferin	Manuel Salgado
Cindy Hutman	Cathy Tomasik
Crystal Kerwin	Glenn Turner
Dan Kocher	Scott Vaszily
David Lawrence	Vicki Walker
Marcia Luptak	Cassandra Watson

Absent: Josefana Aleman, Sumitra Duggirala, Len Fitzpatrick, Susan Ford

Meeting called to order by Sarah Dye at 3:08

Guests: Sarah Dye

Secretary's Report: Mary Arndt/Lori Macias-Clark

- Regular Meeting Minutes—January 19, 2011
 - Pat O'Brien motioned to approve the minutes from the January 19, 2011 meeting. Cassandra Watson seconded. Approved.
 - Lori Macias-Clark announced that her name had been changed to Lori Clark.
 - Maureen Lange sent an email to the Senate, thanking them for the sympathy card that was sent at the time of her mother's death.

Treasurer's Report: Linda Hefferin

- Hefferin reported that she went to a treasurer's workshop through IFT. She said we need to make a lot of changes in way reporting dues and handling dues money. The changes will be implemented in the fall. An example of a change that will need to be made is that any of the Senate officers who receive a stipend will need to file a tax return for that amount of money. She recommends that the Senate consider hiring an accountant to prepare the 1099 forms.
- She said another thing that will be implemented is having two people sign all of the checks. Doing so will make us more accountable financially. She said at the workshop that several examples were given of people who had absconded with members' money. She said that we have a fidelity bond with IFT. This insures our money, should it be absconded with.
- Report accepted.

President's Report:

Sarah Dye

- Due to snow emergency, the February 2, 2011, Senate meeting ended up being cancelled because the college was closed for two and half days.
- An agreement has been reached with Rose DiGerlando, VP for TLSD, representing administration on involuntary OL contracts for counselors and librarians: thus the new accounting software system will not be applied to that faculty group until January 2012. **Follow-up Report** from Ellie Swanson: On February 14th Armando Trejo, Dan Kocher and Ellie Swanson attended a demonstration of the new time and attendance system to learn how it would affect the situation of librarians. The system overall appears to be a good one and to solve some problems we now experience with the recording of comp time. A question remains about how the system would handle the recording of overload time. [Thank you to the ECCFA members who were able to go to this meeting in my place!]
- All ECCFA Faculty meeting held on Wednesday, January 26, 2011, to update faculty on lack of progress with negotiations.
- Sent notifications to ECC Police Chief Eassa, Dr. Sam, and Ms. DiGerlando informing them of ECCFA job action activities for week of January 31 – February 4, 2011.
- All ECCFA members invited to Senate meeting on Wednesday, February 9, 2011, in ATC Auditorium. 3:30-4:30 PM. Dr. Sam made a statement and answered questions.
- *Coming Events:*
 - TBA in March "Serving on Tenure Committees" for any faculty who did not attend one of the series of training sessions during Fall 2010 or who are being appointed to tenure committees for the first time for Spring 2011.

- **Construction Update from Paul Dawson:**

- **Report from Two Weeks Ago:** Student Services/Testing/Admissions to their new homes and started work on the new Jobe Lounge and Student Life area.

My main reason for this e-mail is to tell you that the elevator from first floor to second floor of the SRC Administration Wing will be ready Monday morning. It will be available from 8am until 5 pm. It can be accessed from the hallway past Admissions on first floor and outside HR on the second floor. It is still in a temporary condition with a plywood floor and concrete lobby. Those of us with hobbled knees welcome this event. The temporary walkway from the second floor (Library/Switchboard) to the SRC Admin. Wing by the Foundation will remain open as long as possible. I will inform you when that will close as soon as I learn that information from the construction manager.

The Jobe Lounge demolition is complete. The cantilevered stair and concrete sitting area benches have been removed. The outside two story windows to the courtyard are gone. The floor is gone in the lounge. Framing of new walls and mechanical and electrical above ceiling work is underway. Completion of this work will be spring break. Renderings of what this will eventually look like will be posted soon on the temporary barricades by my friends in Marketing. We will have some temporary plexiglass portholes into the new area to watch progress!

Over spring break, we will complete the bookstore area new ceiling work. Student Accounts will get new ceilings, sprinklers, ductwork, and lights in 9 glorious days. First Stop will move to a corner of the new Jobe Lounge until the end of Fall Semester. Repairs to terrazzo floors will occur during spring break along with the new floors from the Von Isser Gallery to Admissions. Financial Aid and Distance Learning will move to temporary quarters where Student Life has their new area. Financial Aid and DL areas will be done in another 2 glorious months and will reopen in late May. The Hub will close for remodeling along with the restrooms across from the cafeteria. These will take more than 2 months, but we will attempt to expedite.

The Health and Life Sciences Center construction is making good progress despite the winter conditions. The wing closest to the SRC has walls framed and drywalled on first floor and framed on second. Exterior finishes are complete and window installation is underway. It has a permanent roof. Major mechanical and electrical equipment has been delivered and set in place.

The Library is also making good progress. It has a temporary roof that is the first layer of the permanent roof. The elevator is being built. The walls are being framed on the first and second floor. Window framing is underway along with masonry walls.

- **This Week's Report:** I hope everyone is looking forward to the thaw coming this week. I know that I am and it will definitely help the Library and Health and Life Sciences exterior progress that has been at a standstill for a few weeks. Despite this, we still plan on having those buildings ready to go in time for Spring 2012 classes!
- The SRC remodeling project is going well. We put up some viewing windows into the Jobe Lounge along with banners provided by Marketing which shows what it will look like in five weeks. If you want to see why I appear to be always nervous, look into the window, look at the rendering, and think 5 weeks.
- Now for the reason for this e-mail. The SRC Remodel project has a new electrical switchgear component that needs to be installed. In order to keep progress going forward, we have scheduled a brief power outage for three hours starting at 1:30 a.m. this Friday morning. This will affect the power in the SRC, MSC, and SRC Admin. Wing. It will also affect the heat in those 3 buildings, ICT, CAC, and ATC. That is what we call our central plant and those areas are heated and cooled from the boiler room in the SRC. No negative effects are planned for this outage and any refrigerators should not be affected by this short duration. The buildings should be back to normal temperature by 8 a.m. No other buildings will be without power and the major network components should be powered by our emergency generators. As a precaution, you should shut down your computer if you are in any of these buildings.
- That's it for now. If you want to see what is going on in the construction world at ECC, I try to do a monthly update on the facilities master plan website.

http://elgin.edu/aboutus.aspx?id=9622&ekmense=c580fa7b_8_176_9622_1 Just click on a project or look at the photos in the digital café.

- Dye said they had been working on counseling and librarian voluntary overload. She said she will be meeting with Rose DiGerlando and Payroll
- She said that the new financial system software wouldn't be applied until January of next year. She was invited to see system.
- Dan Kocher, who has also seen the new system, said it will replace the current systems. Managers will automatically get payroll, so employees won't have to go to payroll. For those who have comp time and overtime or two job functions, each job will be reported. He said it is a decent system. It puts more on management. Also, employees will be able to see a modified timesheet, as opposed to seeing changes on paychecks. The system is separate from Datatel. Passwords will be the same. He said they are trying to roll the system out in April or May. If problems crop up, let us know as soon as possible.

1st Vice President's Report: Luis Martinez

- No Report

2nd Vice President's Report: Susan Ford

- No report

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3rd Vice President's Report: David Lawrence

- I'm currently working on a possible divisional instructor scheduling problem in addition to day-to-day answers to questions from UAF1 constituents.
- Lawrence reported that a couple of issues have come up, including Fire Safety classes being scheduled by an administrator who is acting as coordinator. The department is comprised of all adjuncts, yet none of them were asked if they wanted to be coordinator.
- A couple of instances have occurred recently where adjunct instructors have been consistently letting classes out too early. We have to let our people know that letting classes out early is not appropriate, especially when it is an hour early every time (night classes). We can't do that.

Committee Reports—

Academic Policy: Dawn Munson & Jennifer McClure

- APC met on Monday, January 31st at 3pm. We did not have a quorum of faculty so we held an informational meeting only.

- The following procedures are finished and will be in the next catalog:
 - Course Retake
 - Repeatable Courses
 - Course Auditing
 - Appeal of Final Grade Extra-and Co-curricular Mandatory Attendance Policy
 - Academic Integrity
 - Withdrawal Policy Students Called to Active Duty
 - Student Waitlist Registration Procedure
 - Absence Notification from Dean of Students
- We continue to work on several other polices that are in review or new for this year.

Academic Technology: Dan Kocher & Mary Peterhans

- The Academic Technology Committee is scheduled to meet at 10:00 AM on Friday, February 18th. Items scheduled for discussion include: Missions and Goals, Communication Plans, Infrastructure Expansion, Plus Roundtable.

Achieving the Dream: Linda Hefferin & Sarah Dye

- AtD chairs, work group co-chairs and administrators will travel to Indianapolis February 7-February 11 for the AtD annual Strategy Institute.
- Please continue to encourage your colleagues to become AtD champions! Send an email to Sarah Dye (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, Lindy 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)
- Dye reported that the AtD coaches will be coming in March. They are beginning to work on the budget for the next academic year.

Alliance for College Readiness: Alison Douglas

- No Report
- David Lawrence reported that at the end of February there is a significant activity with Kane County teachers. If we end up instituting "Work to Rule," it will be a very visible sign of what is going on at ECC with contract negotiations. Lawrence said his understanding is that the high school teachers are going to support the ECC faculty. A statement is being prepared for Alison to make. She is under contract to attend the end-of-February meeting.

Amendments: Dan Kocher

- No Report

Assessment Committee: Shawn Mikulay

- Assessment of Writing (rubrics and approaches) were discussed. Subcommittees were tasked with providing input for the annual report.
- The committee discussed plans for the semester, combining the informational literacy and technology literacy outcome, info/tech literacy outcomes, global awareness outcomes, and assessment for fall 2011.

BOT Finance Committee: Linda Hefferin

- No Report

Communication Liaison: Gary Christenson

- Following the all-faculty ECCFA meeting of Jan. 26, an email summarizing the meeting, along with the result of the strike authorization vote, was sent to all ECCFA members.
- Jessica Carpenter established ECCFA's first Facebook page, which should be very helpful in reaching students and members of the community. Tammy Ray is assisting that effort by crosslinking the Facebook page and Web site, as well as updating both. Administrators of the page will be Jessica Carpenter, Tammy Ray, Gary Christenson and Bill Demaree.
- A release about our strike authorization vote and informational picketing was sent to local newspapers the day following the meeting.
- A flyer in the form of Q & A has been prepared that picketers can hand out to anyone who is interested.
- Michele Brynelson reported that some of the Nursing students have bought pink t-shirts that they will be decorating in a show of support for faculty. They will be outside of ICT 126 at tonight's negotiation meeting. Several of the Nursing will be picketing, as well.

COPE: Ron Kowalczyk

- Five candidates have been certified to compete for **three seats** on the Community College District 509 Board of Trustees in the Tuesday, April 5, 2011, consolidated election.
- Listed here, in the order in which they will appear on the ballot:
 - Mr. John G. Dalton
 - Mr. John Duffy [*incumbent*]
 - Ms. Ellie MacKinney [*incumbent*]
 - Mr. Richard L. Geary
 - Ms. Robin Lisboa
- Trustees are elected at-large for six-year, staggered terms and winners will be seated on Tuesday, May 3, 2011.
- Working with SSECCA to set up forum. March 16 is the forum. Sending out questions to candidates this week. Anyone can call Ron for more specific information.
- Howard Russo motioned to adjourn to COPE. Glenn Turner seconded. Meeting adjourned to COPE at 3:24 pm.
- Howard Russo motioned to adjourn from COPE session. Elizabeth Becker seconded. COPE session adjourned at 3:33.

Curriculum: Maureen Lange

- The Curriculum Committee met on Friday, January 28. There was no old business. The following Proposals received first reading:
- **New Business**
 - A. WEL 214 Cutting Processes – Prerequisite Change
 - B. INS 204 Introduction to Religious Studies – Prerequisite Change
 - C. CLT 101 Phlebotomy – Prerequisite Change
 - D. ECE 101 Exploring Careers/Early Childhood Ed – Course Withdrawal
 - E. ECE 103 Issues in Early Childhood Education – Course Withdrawal
 - F. ECE 210 Family Child Care Management – Course Withdrawal

- G. GEO 216 Geography of the Developing World – New Course

Elections: Bill Demaree

- No Report

Faculty Development: Beth Santell

- We are currently involved in reviewing sabbatical proposals for this year.
- Reminder that Group Proposals for Spring consideration are due on February 28. Instructions are in the Faculty Development Handbook. They will be considered at our March meeting.

FAVs Dan Kernler

- **(Reported by Cassie Watson, UAF1 Senator):** On Saturday morning January 29th, 21 ECC employees, students and family members volunteered their time for charity. They served a total of 52 ½ community service hours at the Northern Illinois Food Bank in St. Charles. The majority of the crew worked on sorting large food donation bins into smaller boxes. They pulled out unlabeled items as well as candy, household items, baby food, cleaning products, cereal and pet products. Everything else filled up donated banana boxes. This group filled almost 300 banana boxes worth of food and another 50 or so boxes of the assorted items. A few other ECC volunteers worked with the donated cereal. They sorted a variety of cereals into boxes of approximately 12 pounds each destined for homeless shelters. A couple more volunteers worked on sorting the cleaning products. They wiped down the bottles and packaged them by product. The last few ECC helpers worked on sorting and packaging ranch dressing. The dressing bottles were wiped down and packaged into roughly 20-pound boxes. The crew from ECC worked alongside almost 80 other volunteers that morning. One volunteer commented that the morning was a very humbling and rewarding experience. This facility is always in need of volunteers; on any day of the week and at many times of the day. ECC could and should fill a more permanent volunteering role with the NIFB.

GIST David Burke

- No Report

Grievance: Howard Russo & Sue Ford

- No Report

Honors: Alice Biggers

- No Report

Humanities Center: David Burke

- No Report

Insurance Lynn Ducar & Vicki Walker

- Feb. 11 meeting cancelled. No Report
- By next meeting may know some proposals to discuss.

Learning Communities (Steering) Alison Douglas

- No Report

MAGIC: Kim Tarver & Clark Hallpike

- This spring, MAGIC is planning the following:
 - MAGIC will sponsor members interested in attending the Pan African Summit at Oakton Community College in February.
 - At least one MAGIC member will attend the conference, Black, Brown & College Bound in February.
 - Publish a newsletter and develop a webpage.

- Continue with educational activity or hot topic discussion at all meetings.
 - Most recently discussed anti-racism steps for whites and for people of color.
 - Topics are solicited and/or recommended by members
 - Topics may be related to current events at local, national or global level
- Participate in and/or sponsor Black History Month Activities including-
 - African American Read In Chain (Library)
 - The Problem We All Live With (VPAC, BHM & MAGIC joint effort)
 - BAM! The Human Rhythm Project on February 7. (MAGIC)
 - Book Discussions- 1) The Pact, 2) The Help, 3) Chindia
 - Support Student Government Relay for Life Teams at all MAGIC events
- Activities Pending Finalization-
 - Speaker, Loreto Prieto regarding curriculum infusion
 - Race the Power of an Illusion, Episodes II & III to be scheduled in March or April
- Activities being considered
 - Joint activities with Student groups- Asian & Muslim organizations
 - Attendance and Participation at local, state and national conferences
 - Annual educational event/conference/summit to be hosted at ECC

Membership:

Connie Orbeta (as of 2/14/11)

Spring Semester 2011

- **Full time faculty (98.6%)**
 - 141 Members
 - (2 non-members)
 - 143 eligible
- **UA1s (42%)**
 - 71 Members
 - (98 non-members)
 - 169 eligible
- **UA2s (86%)**
 - 168 Members
 - (28 non-members)
 - 196 eligible
- **INAs**
 - 15
 - 3 Members
- **Total signed members 383**
- **Total 523 Faculty**
- Dye encouraged Senators to ask their constituents to join if they aren't already a member of the union.
- Cathy Tomasik said that she had sent out an email to her constituents and asked if there was a way to get a list of those who aren't members.
- Cindy Hutman recommended that Tomasik email Connie Orbeta. She said when she emailed her in regard to the same thing, Orbeta responded right away.
- Luis Martinez said Senators are going to have to personally talk to those who aren't members and take the union form for them to sign.

- Cassandra Watson asked what would be the best reasons to give people to join the union.
- Dye said a huge reason to join is the liability insurance we are given. If a faculty member is fair share, he or she is not given that. The liability insurance pays up to \$35,000 in legal bills. A faculty member recently had to use the liability insurance.
- Dye said that she had talked to the fair share members and told them about the liability insurance. She also said that students are incredibly litigious now. We deserve to protect ourselves. She said another benefit is the opportunity to attend ULI workshops.
- Watson asked what happened with the fair share members if the faculty were to go on strike.
- Russo said those fair share members can be forced to cross the line. If they don't cross, they can be fired.
- Hefferin said those members are paying the same dues, regardless. Why not come and have a voice and have input?
- Lawrence said that some of the fair share members think that by paying dues they are members. However, they're not members until they sign up.
- Dye said that we have a better handle on membership than before, but there is still more work we can do.

Negotiations:

Luis Martinez

- Your ECCFA Negotiations Team met last night (Monday, Feb. 14) and continued to work and prepare for the upcoming negotiation meeting. In order to keep you updated, we are releasing a list of items that are still being negotiated (items at the table). See Luis' email to faculty for the list.
- No progress was made on these items during that last negotiation meeting. This list will give you a better idea of what we are dealing with in terms of the number of items that are still open.
- No later that tomorrow's morning you will receive an email from me with the work to rule guidelines. Still, you must wait until the ECCFA Negotiation Team give faculty the green light to implement work to rule. A determination on when to implement work to rule will be made Wednesday, at the negotiation meeting.
- Please remember that informational picketing is taking place this week and that we need to participate. Below you will find the links to the sign in sheets.
- There will be a vigil outside ICT 126 tomorrow evening, starting at 6:00 pm and until the negotiation meeting ends.
- **MPC** <https://spreadsheets0.google.com/ccc?authkey=Clv1gYoC&hl=en&key=t-JCL7cPRFTp09mQHlwHjA&hl=en&authkey=Clv1gYoC#gid=0>
- **SRC** <https://spreadsheets.google.com/ccc?key=0Ag-s7NgXn792dGZVRHh0NFpWbIQ5bmNmNVRHSIkteWc&hl=en&authkey=ClirzeME>
- **VPA** <https://spreadsheets.google.com/ccc?key=0Ag-s7NgXn792dEo4SkY2LWdFeUZtWkISM29Ib0FpWXc&hl=en&authkey=CN2hzSI>
- **ICT** https://spreadsheets.google.com/ccc?key=0Ag-s7NgXn792dEpDcm8xWWYwNTNETjMzaFVueF14aGc&hl=en&authkey=Clu1t_cM
- **ECCFA FACEBOOK** (from Jessica Carpenter):
 - ECCFA now has a presence on facebook here: <http://www.facebook.com/eccfaculty>
 - You do not need to own a facebook account in order to see the page, although if you are a facebook member you can "like" the page and thus follow the posts from the ECCFA. This page is intended for both members and friends of the ECCFA (so friends, family, students, etc. are welcome to visit and "like" our page).

- Since I have your attention, if you have not already done so please provide ECCFA with your off campus contact information. This information will be used in the near future to distribute important information, so make sure to check your off-campus email if you do not do so regularly.
- Martinez said that he expected a large number of students to be with the faculty tonight as they hold vigil outside of ICT 126. He reported one incident that happened in regards to one of the computer classrooms. When the teachers are done with those classrooms, they are responsible for making sure the computer classrooms are locked. We need to work out a way that if a teacher is done with a room and a vigiler wants to use that room, he/she needs to take responsibility for making sure that room is closed at the end of the night.
- Hefferin wondered if we could have some kind of sign-up sheet, so we have an idea of how many people are there.
- Watson suggested that the sign-in sheet distinguish between students and faculty.
- Turner commented that the spreadsheets used to sign up for informational picketing were very easy to work with. It was easy to plan picketing around classes and other obligations. He said doing it this way was a way to put the responsibility back on the faculty.
- Hutman said the spreadsheets made it easier to see who did and didn't sign up.
- Pat O'Brien reported that she had a retiree call her and ask why were begging people to picket. The retiree thought it looked bad.
- Russo thought it was genius to put the spreadsheet out there.
- Martinez reported that some of the items that had been TAd in the fall were now being reneged on by the board.
- Hutman said doing that was an unfair labor practice.
- Martinez reported that we can go ahead and tell colleagues that this has been happening.
- Clark Hallpike questioned if the board was being told that reneging on tentatively agreed upon items was an unfair labor practice.
- Russo said their response was the board wouldn't approve those things anyway, so why not negotiate those items now.
- Martinez said that the Unfair Labor Practice paperwork was ready to be presented at tonight's meeting. He said we want to use it as a way to get leverage on certain issues. He also stated that the ECCFA negotiating team has requested additional meeting dates. He said that during the all-faculty meeting with Dr. Sam that Dr. Sam had asked for meetings on Saturday. Martinez explained that the reason our team said no was because the team didn't want to sit there while their team wasn't being productive. When Martinez spoke with Mr. Kramer yesterday, February 15, the board team was considering additional meeting days. Mr. Kramer said they are willing to move towards making progress.
- Hefferin asked if we were also going to request a mediator.
- Martinez said he had sent an email to Lynette Sculuca, our IFT representative, asking her to start looking for a private mediator.
- Hefferin said that they have to find a mediator that is acceptable to both sides. The board has to agree to go to mediation. She also said this will be the longest we have gone without a contract in the history of the ECCFA.
- Elizabeth Becker said that once we enter mediation, it has to fail before job action can occur.
- Martinez said they will be asking the board team to be less formal at the table. They are going to ask if we can address issues at the table instead of going back to the caucus rooms. He's going to ask if they can move faster and get things done at the table. If they aren't empowered to make decisions, they won't do it.
- Watson asked what will happen if the board team doesn't agree to go to mediation.
- Hefferin said they have to be willing to bargain. We can't keep giving the same proposal. The Department of Labor filing will the attention of the public when it is in the press. In the meantime, we can keep hitting them with unfair labor violations, and they're not going to like it.
- Lori Clark reported that during informational picketing on Tuesday, a campus police officer came outside to check on the picketers. The officer said that he had been told from the "higher ups" to read the picketing signs the faculty were carrying.
- Martinez said that during the Student Government meeting last, the faculty negotiating team was surprised there was a member of the board team there taking notes on what we were saying. The person taking notes said she

was asked to be there. The Student Government president said that she had not asked this representative of the board to be there.

- Becker asked who was the person taking notes.
- Martinez said it was Michelle Skinder from human resources, who is not leaving because she got a new job.
- Hefferin said this means they are now short another member of the board team.
- Martinez said the purpose of her being there was evident—it was to check up and see what the ECCFA team was reporting to students, and Dr. Sam knew she was there. Martinez also questioned how her leaving the college will impact negotiations. Nobody else on their side knows the intricate side of human resources.
- Hefferin said that Skinder was one of the most organized members of their team.
- Dye said that she has been told that if the board team addresses the students, we can be there to take notes.
- Watson said that when she was doing informational picketing, some of the support staff wanted to stand out there with them.
- Martinez said that whatever the board does to the faculty, they will also do with SSECCA.
- Hutman said that the SSECCA members are also getting ready to negotiate once our contract is settled.
- Rick Bonnom said it would be nice if we could move the vigilers away from the computer lab in ICT. They can only close one door, and it gets a little loud. He suggested we set up a little further from the computer lab.
- Dye said that for those who are job action co-chairs, there are union song lyrics in their packets of information.

Scholarship: Bev Augustine

- No Report

Sentinel: Bill Demaree

- The latest issue was published Monday, 7 Feb.

Sick Bank: Ellie Swanson

- No Report

Strategic Planning Committee: Elizabeth McNulty

- No Report

Webmaster: Tammy Ray

- **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 Contact List** – Approximately 270 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.
- **ECCFA Facebook Group** – 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 News** – An article and photos regarding the ECCFA/SSECCA volunteer event, which took place on January 29, 2011, at Northern Illinois Food Bank were added to both the ECCFA Website and the ECCFA Facebook page.

Other Committees:

Special Orders:

Approval of committee members (treat as Consent Agenda)

1. **Tenure Committee for Lysbeth Eggert** (Jeff Boyd, Dean): Jill Russell (Coordinator); Stephanie Johnson; Glenn Earl
 2. **Tenure Committee for Ron Kowalczyk** (Vince Pelletier, Dean): Linda Hefferin (Coordinator role); Roger Ramey; Alison Douglas
 3. **Administrative Assistant for Sustainability Division Search Committee** (Jeff Boyd, Dean): Jesse Bader
 4. **FT Math Faculty Member Search Committee** (Julie Hartley, Dean): (Dan Kernler & Lauren Anderko, Co-Coordination); Terri Martin; Nicole Scherger; Parul Raval (MAGIC rep)
 5. **FT Anatomy Faculty Member Search Committee:** (Julie Hartley, Dean): Ed Kroll (Chair); Elizabeth Becker; Luis Martinez; Arturo Vasquez (Magic Rep)
 6. **FT Nutrition Faculty Member Search Committee:** (Julie Hartley, Dean): Mary O'Sullivan (Chair); Hani Qasmieh; Fred Vogt; Kim Tarver (Magic Rep)
 7. **Lab Assistant Search Committee:** (Julie Hartley, Dean): Donna Garcia (Chair); Dana Kurpius; Billie Barnett (Magic Rep)
- Watson asked whether these jobs have been posted.
 - Becker said she had spoken with Tammy Few yesterday. The jobs are in HR now and will be posted on the web in the next couple of days. The board approved two math faculty positions; one committee will look for both positions.
 - **Roger Ramey moved to treat the above items as a consent agenda. Howard Russo seconded. Approved.**
 - **Howard Russo moved to approve the items in the consent agenda. Luis Martinez seconded. Approved.**

The following were approved by Senators in an email vote on February 6 and 7, 2011:

1. **SSS-ESL Part-Time Coordinator** (Margaret Parker, Chair): Sharon Baker (MAGIC rep)
 2. **Administrative assistant (PT, 10hrs/wk) for the Title VI International Language and Area Studies grant program** (Mary Hatch, Chair): David Burke
 3. **Curriculum Committee** (Maureen Lange, Chair): Ted Eltzroth as a SP2011 substitute for Nicole Scherger
 4. **Production Baker Search Committee** (Note: this is a SSECCA position) (Shannon Quinn-Lasota, Chair): Stephanie Johnson; Jill Russell
 5. **Ed Thomas' Tenure Committee:** George Rosa to replace retired FT faculty member
 6. **Chris Sikora's Tenure Committee:** Tim Kaar to replace retired FT faculty member
 7. **Scott Adams' Tenure Committee:** Leticia Starkov to replace retired FT faculty member
 8. **ULI Course on OSHA Policies, Apr. 9-10, 2011:** The applicants are Gary Norden; Dan Kocher; Miroslav Rezac; Dave Reich; Howard Russo. [Note: Dean Hatch is going to pay the tuition and expenses for Howard Russo to go as representative for her division.]
- **Everything passed through electronic vote. All people on committees have been notified.**

Old Business:

ECCFA Support Buttons

- **Howard Russo motioned to approve up to \$500 for purchase of buttons and a button press. Pat O'Brien seconded. Approved.**

Work to Rule

- Martinez reported that he has been getting emails and questions about certain circumstances when it comes to the Work to Rule policy. He said there are certain questions he can answer; some of the questions he will have to take to the negotiation team. If anyone is asking about Work to Rule, we'll do the best we can to address those concerns as soon as we can.
- Hefferin said that, as a general rule, we continue to participate in Faculty Development. If a faculty member is paid on a committee as a chair, that person must still meet his/her obligations.
- Becker asked what the policy would be in regards to interacting with online students over the weekends.

- Martinez said they will answer these questions in an email. He said it was a good thing that faculty members were asking questions because it meant they were reading the emails that have been sent out.
- Hefferin said that the situation is a lot different than it was four years ago.
- Hallpike said that for some faculty, teaching an online class was what they were paid to do. He thought that if faculty were paid to do anything, it would continue in the same manner.
- Martinez said that activities were limited to time in class and office hours. It will be difficult to monitor whether faculty are honoring Work to rule. He stressed that faculty do have to be in their office during office hours.
- Mary Arndt asked about an accreditation program being worked on in the Nursing program. It's an elective; they don't have to have it, but is it considered a program review?
- Martinez said if it is an elective and no one is getting release time, they shouldn't participate if we go Work to Rule.
- Brynelson said they would be moving into a new building next year. In the new building, they will have simulation labs. Sales reps for equipping those labs will be coming to campus on Friday.
- Martinez said they will have to reschedule those visits for office hours.
- Salgado said the same thing was happening to the librarians.
- Martinez said that any delay on those buildings will have a monetary impact on college.
- Brynelson said a concern is that someone else will make the decision and choose the equipment for those labs.
- Martinez said that if they go outside the guidelines of work to rule, the work to rule starts to crumble, and it won't work.
- Dye said it may have more of an effect if people are standing up and not making decisions.
- Martinez said that no matter what you ask for, you will get what the administrators want, not what is chosen. It's difficult because the director is the one who has the knowledge.
- Kocher said that they could always tell the sales rep that they would be unavailable and ask that the meeting be deferred instead of saying they won't go.
- Tomasik asked if we go to work rule, how will that impact lab students. She said that she does her office hours before class, but she doesn't give her students breaks during class, so the students are released early, but she always stays until the end of class. She said that 90 percent of her students stay after they are released, and some stay later. She asked if she would have to leave when class is over and not allow the students to stay after.
- Martinez said that faculty have to have their office hours at their designated office spaces, not in labs.
- Hefferin suggested that faculty mark their Outlook calendars as busy when not in class or office hours.
- Turner asked if faculty members would still participate in The Write Place.
- Dye said full-time faculty should still fulfill their hours in The Write Place because they are serving office hours in The Write Place, and office hours are contractual. She also said that faculty need to be careful about being in their offices during their office hours and not being somewhere.
- Martinez said office hours need to be conducted in office spaces, unless there is an agreement with an administrator. He said that faculty should not let students have extra time in labs or in classes. As long as you are addressing an issue with a student, it is okay, as long as a lab is not being opened for student use. He also said that if there is a situation with 13 instructors in the same office at the same time, we should let the students know that they can go to Dr. Sam and say that the faculty need more space. We do not have a contractual obligation to be here during lab time.
- Tomasik asked if she can tell her students prior to class about the Work to Rule guidelines.
- Martinez said it is better that students know what is going on.
- Tomasik said she will tell her students if they don't like what is going on, they can take their concerns to the administration.
- Martinez said to let students know we are available during our office hours and no other times and to send them to Dr. Sam if they have concerns.

New Business

Request for Senate to authorize the expenditure of money to pay for the job action headquarters at the Elgin Labor Temple (Roger Ramey & Howard Russo)--\$750 per month.

- Ramey said that the Labor Temple provides heat, space, electricity, a bathroom, a copier, a kitchen, and access to the internet. Senate meetings would also take place there if a job action were to occur.
 - **Luis Martinez moved to approve usage of the Elgin Labor Temple for \$750 a month. Elizabeth Becker seconded. Approved.**

Informational Picketing

- Martinez thanked Scott Vaszily for being at the SRC entrance by himself on the first day of picketing when the weather was bitterly cold.
- Ramey said he is disappointed that we don't get a better turn out for what we're doing. Is there some way to get people involved? Do we have to put pressure on people? They should have expressed their reasons for not supporting negotiations before we took a vote. We're a faculty; we're a united group.
- Hutman said that this happens every single time. She said try not to get discouraged if we aren't seeing good numbers. If we go on strike, they'll be out with us, or they'll have a great deal of difficulty walking through those doors when we come back.
- Hefferin said that it is encouraging for all of the Senators to send emails to constituents and let them know that we need people to help. Anything we can do to approach people in a positive way is helpful.
- Tomasik said along with teaching, she also has a full-time job. She said she may not be out there picketing, but she wants to be there.
- Russo said the bottom line is that everyone can see who is out there and who is not out there. People who owe their jobs to the union and the Grievance Committee are not out there.
- Marcia Luptak said that she has constituents who are still asking her for help and not signing up to picket. She said that people need to either support us now, or we will see you on the picket line when we go on strike. Show unity now or don't blame us when things don't turn out well.
- Kocher said that Susan Ford wrote a letter this morning thanking those adjuncts who have helped with informational picketing and asking those who haven't picketed to help out.
- Lawrence said he took the same letter and sent it to his UAF1 faculty constituents
- Becker said the same letter should be sent out to full-timers
- Joel Peck said he was dumbfounded on the excuses as to why people couldn't be there—both valid and not valid excuses

Ten-Day Intent to Strike Notice

- **Elizabeth Becker made a motion to authorize the Negotiations Committee to file the 10-day intent to Strike notice. Cindy Hutman seconded.**
- Becker said if we file the notice now, it gives us the ability to go on strike at anytime if mediation fails.
- Hutman said that if Martinez recommends against it, they will back down. This is just another thing to put out in the press: we intend to go out on strike if negotiations and mediation don't work.
- Becker said that in the past, the 10 day notice has been filed as early as January, so if the team needed to call it, we could. We won't have to wait until the next Senate meeting or have to call a special meeting.
- Russo said that the faculty gave the Senate the right to authorize a strike.
- O'Brien asked if a strike occurs, would we go out before midterm?
- Dye said we might be close to midterm.
- Hutman said it's hard to say because we have to go through mediation first.
- Watson said that filing the intent to strike tells the state that we can strike in 10 days (once mediation has occurred and failed)
- Salgado said he thought it was a bit premature to authorize the negotiation team to file the 10 day paperwork. Once we do this, it will end up in the media.
- Becker said it is her thought that, should it become necessary, we get a mediator. If mediation fails, if this is done, then our team can call a strike any time after mediation fails.
- Hutman said this is leverage that could be held over the board's head

- Martinez said this was a way to expedite the process.
- Kocher said that negotiation team would make the decision to file. Having this authorization will expedite our decision as a negotiation team to call a strike.
 - **The motion to authorize the Negotiating Committee to file the 10-day intent to strike paperwork approved with one abstention.**

Strike Authorization

- **Howard Russo motioned to give the authority to the Negotiation Team to call a strike. Marcia Luptak seconded.**
- Becker said this will allow us to expedite the process. It let's us make our own timetable, not the board. This shows that we trust our team.
- Russo said that by no means does this mean we're going to go and call a strike. It will only happen if the ECCFA team believes it is necessary.
 - **The motion to give the Negotiation Team the authority to call a strike approved unanimously.**

Division Issues

Adjournment

- **Marcia Luptak moved to adjourn. Elizabeth Becker seconded. Approved.**
- **Meeting adjourned at 4:46 pm**

Respectfully submitted by Lori Clark, ECCFA Secretary