



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



**ECCFA All Faculty Meeting 12:00-1:45 PM**  
**Opening Day- August 16, 2012,**  
**B180-181 (Community and Heritage Rooms)**

**Welcome and Let's Eat!**

**Kimberly Tarver ECCFA Secretary**

**Call to Order-**

**Luis Martinez ECCFA President**

Luis introduced new faculty- Kristen Campbell, Nicholas Obradovich, Chrystie Wojcik  
New officers Howard Russo, VP; Marcia Luptak, 1<sup>st</sup> Vice President; Cassandra Watson, 2<sup>nd</sup> Vice President; Linda Hefferin, Treasurer; Kimberly Tarver, Secretary  
Senators were introduced.  
Luis introduced guests Jane Lehmann & Susan Spengler-Abel

**Guests- ECCp3**

**Jane Lehmann, ECCp3 President & Susan Spengler-Abel**

Jane shared information about ECCp3 activities and need for support and continued attention to legislative action in the Illinois House. She is a retired faculty member from ECC of 44 years; she extended a membership invitation to ECC Pension Program Participants consist of 300 members of retired and current employees (largest category of members). Legislative update- tomorrow HB1447 is scheduled for a vote on Friday August 17. It impacts state employees (not SURS) but the impact on SURS is looming- 3% annual increase compounded is at issue OR state subsidized health insurance. Retirees only get ONE, not both. Please contact your legislators to VOTE NO. Constitutional Amendment # 49 is on the ballot in November- it must be defeated, the electorate must vote on this amendment. 3/5<sup>th</sup> vote of general assembly on any legislation relating to an increase in any pension benefits. It is highly complex and confusing and may impact benefits relating to initial placement and advancement on the salary schedule. Potentially, it could impact compensation! She clarified it is not a Pension Crisis but rather a REVENUE CRISIS- SUAA Attorneys and Lobbyists are worried about #49 as it could grant unprecedented powers which may eliminate uniformity in the pension code; all protections currently in place would no longer exist. We need to combat the advertising that will target an un-informed public.

**Reports**

**Secretary Report Kimberly Tarver, ECCFA Secretary**

Howard Russo moved to approve the minutes; Tammy Ray seconded; the motion passed.  
Minutes of January 12, 2012 meeting were approved.

**President's Report- Luis Martinez, ECCFA President**

Luis shared information with a PowerPoint presentation.  
Group from ECCFA attended AFT in Detroit- H. Russo, G. Norden, L. Hefferin, L. Martinez,  
Issue Driven Union is the new direction. Where do we want to go? Who are we? Our definition is very narrow.  
Luis is encouraging us to expand; engage with students, invest. Luis briefly discussed each of the following characteristics ECCFA strives to demonstrate. He challenged us to think about how we might individually and collectively demonstrate-  
Transparency. Unity. Equity. Inclusion. Community. Voice. Participation.

**Treasurer's Report- (20 minutes)**

**Linda Hefferin, ECCFA Treasurer**

Luis thanked the officers and Dan Kernler for their work on the budget.  
Linda clarified AFT/IFT methods of calculating dues (FT, Half, Quarter & Eighth) compared to ECCFA.

ECCFA collects based on base pay, percentage and maximum.

ECCFA has been overestimating income and underestimating expenses due to this method.

Our method was a move toward equity with a hybrid model of percentage with a maximum.

Our shift is to lower the percentage and keep the cap at the same level and progressively lower the rate and raise the cap. This year, the rate will be reduced from 1.35 % to 1.25% with the cap remaining at \$825 and \$325.

She reviewed the budget- computer, software, printer; ECCFA Brick; election software; our printing; ULI training & conferences increase to prepare for negotiations; fully endow the ECCFA scholarship; increase social expenses; Elizabeth Becker moved to approve, Miroslav Rezak seconded the motion. Discussion: Manuel Salgado proposed we increase the scholarship amount to \$1000 from \$500. There was discussion of the budget process and the ability to accommodate such a request. The question was called. The motion passed.

#### **Amendments Committee- Dan Kocher, Chair**

The committee is carrying over the tabled items relating to the negotiating committee and term limits. There are no other recommendations or proposals at this time and defer to the January meeting. Dan will send the tabled proposals to the membership for review, per request of Sue Ford.

#### **Grievance Committee- Susan Ford & Howard Russo, Co-Chairs**

##### **Know your contract—benefits, rights, and obligations—Start with your Job Description, Load assignment protocol, leave time, payscale**

- Self evaluations—due June 30 every year for all unit faculty; April 15 in triennial years for fulltime and unit II adjuncts. There are or will be samples on our web site
- Attendance at Division meetings is mandatory for all fulltime faculty. If you are absent, you will likely be docked a full day's pay.
- **Know your officers, senator, and Grievance Committee members**
  - ❖ If you have a meeting with an administrator that may result in discipline, contact grievance or your VP or senator. Do not attend the meeting alone.

##### **Issues of Concern:**

- Seniority in schedule development: Most departments seem to be doing very well in adhering to seniority and protocol in staffing. But violations do occur.
- Extra-contractual work—do NOT individually bargain for compensation for any work or project with ANY administrator, including Dr. Sam
- Individual bargaining also includes
  - ❖ “trades” for low enrolled classes
  - ❖ Consultations with deans that lead to decisions affecting all faculty members in a department or division—it could be in conflict with contract language, and only the negotiating team is authorized to engage in contractual negotiations.
- “Bumping”—We do discourage the practice and have new contract language to minimize the effects when it is necessary.
  - ❖ You can replace a class only if it is cancelled.
  - ❖ You cannot change your schedule because of some inconvenience that has arisen that makes the timing difficult—especially in the month before classes start.
- Independent Study
  - ❖ If you are required to meet with you class as scheduled in ACCESSECC, the class must be paid as full, not IS. This can happen with an IS section of 5 or more students.
  - ❖ Some deans are trying to use IS as a pay rate rather than a special accommodation to meet student needs.
  - ❖ If the enrollment increases after the class starts, it may need to be refigured as full.

Something “NEW”--Changes in law or enforcement of law may seem strange and unusual. If your dean suddenly makes new or unusual demand of you regarding scheduling or any aspect of your job, let us know. Our new Chief Human Resources Officer is a stickler for rules—doing thing by the book. We can easily find out if the dean is dreaming or complying with previously ignored law.

### **Timely report of problems:**

We do have time limits for grieving a situation—30 days from the event or when the union becomes aware of it.

- Come to us as soon as you believe something is not right.
- Don't convince yourself not to do so with an excuse, such as,
  - ❖ "I avoid rocking the boat so I don't take anything to Grievance."
  - ❖ "I can handle it myself...or I can live with It being the way it is...it isn't forever."
  - ❖ "I don't have time to get involved with a grievance on the matter—takes too much time."
  - ❖ "What difference does it make."
- Do not fear reprisals from an administrator.

### **Recent settlements affecting all of us:**

- Telecourses will be phased out AFTER the next negotiation. Because they are included in the contract, the administration cannot unilaterally eliminate them.
- 457B now is available to all college employees
- Extra-contractual work chart—equity at its best!

### **Sick Day Bank- (5 minutes)**

**Bill Demaree**

Sick day contribution forms were distributed and requested to return to Bill Demaree as soon as possible. This is the only time of year to donate to sick bank. Please donate, we have 400 days in the bank.

### **COPE- (10 minutes)**

**Ron Kowalczyk, Chair**

District 509 Elections are a concern.

COPE contribution forms were distributed and requested to return to Roger Ramey.

### **Old Business**

#### **Elections- Committee & Senate Openings**

Please attend to elections at division meetings.

### **New Business**

#### **Social Media**

**Dr. Jessica Carpenter**

[www.eccfaculty.org](http://www.eccfaculty.org) [www.facebook.com/eccfaculty](http://www.facebook.com/eccfaculty)

Jessica described the four primary functions of social media for the ECCFA-

- 1.) To keep membership informed about the activities of the ECCFA (i.e. meeting dates/times, events, etc)
- 2.) To publicize faculty success stories
- 3.) To inform membership about ECC events
- 4.) To inform membership about current legislation and events relevant to the ECCFA (via IFT/AFT)

#### **IFT Updates**

**Luis Martinez, ECCFA President**

Luis will send out information via email as it becomes available.

#### **Sentinel**

**Lori Clark, Sentinel Editor**

Lori requested our help and contributions (stories, gossip) to the Sentinel. She gave kudos to Bill Demaree,

### **Adjournment**

Motion to adjourn was seconded and passed.