



ECCFA ALL FACULTY MEETING MINUTES

UBC DINING ROOM

Opening Day, January 10, 2013

Call to Order at 12:08 PM - Luis Martinez, ECCFA President

WELCOME:

Luis Martinez welcomed the membership to the lunch/business meeting.

RECOGNITION OF VISITORS & GUESTS

Welcome to Lynette Scalucca, Illinois Federation of Teachers (IFT) Field Representative to ECCFA.

Welcome to **ECCP3** representatives Polly Nash and Paul Dawson. They expressed the importance of membership in the organization as it is the only group that formally advocates and lobbies for SUAA. Current and former ECC employees and ECCFA members are very involved in the organization as Jane Lehmann, Rick Green, Tom Youngren, and Linda McKewan have leadership roles. ECCP3 currently has more active employees than retirees. Tier II folks have already been impacted by legislation. Membership in ECCP3 costs \$1.35 per pay period or \$35/year. Your spouse also qualifies for membership. Benefits include briefings from ECCP3 by email, advocacy opportunities, calls to action, social outings, and more. Polly Nash is distributing packets and forms that enable employees to opt for payroll deduction. Every member increases the volume of our voice and impact. There is power in numbers. Please consider membership. The packet includes a brochure that explains the tiers and a copy of the most recent mini-briefing.

SECRETARY'S REPORT: KIMBERLY TARVER

APPROVAL OF MINUTES- Roger Ramey moved to accept the minutes. Pat O'Brien seconded. The motion passed.

TREASURER'S REPORT: LINDA HEFFERIN

The taxes have been filed. Donations were made to union brothers and sisters at CTU and district 300. The ECCFA purchased a laptop computer. A contribution of \$6800.00 was made to the ECC Foundation to endow the ECCFA scholarship. An ECCFA brick was purchased for the Pathway to Knowledge Campaign. Four members are attending the IFT Union Leadership Institute (ULI). They are: Ellie Swanson, Marcia Luptak, Gary Norden, and Jessica Carpenter. The ECCFA is on track with the revised budgeting approach.

PRESIDENT'S REPORT: LUIS MARTINEZ

Luis Martinez recognized John Mravik and congratulated him on his new status as a full-time faculty member in the English department.

What does 2013 look like for us as union members and the upcoming negotiation process?

- 1) Board of Trustees (BOT) elections: The Senate has actively engaged potential candidates as and have been invited to attend senate meetings. The ECCFA is hoping to identify candidates to support. There are 3 vacancies held by Dalton (resigned), McBride (retiring), and Ollayos (seeking re-election). Candidates

Jennifer Barconi and Nadia Daley both visited a Senate meeting and shared their desires to serve and why. We anticipate visits from Art Saucedo, Elias Palacios, and Angela Causey.

- 2) Negotiations: The team will be elected later this semester. Please support the team and the chief negotiator. The team will be ready and prepared.
- 3) Extra-contractual compensation chart will go to January BOT meeting for approval. This is particularly relevant for members involved with Student Success Infrastructure (SSI). Compensation will start following approval and will not be retroactive.
- 4) Have a great semester and good health!

1ST VICE PRESIDENT'S REPORT: HOWARD RUSSO

The Vice-President reminded members to share their syllabi and office hours with their administrators.

Negotiations- Steps include electing the team and developing a questionnaire for the members. The team will review the membership questionnaires and begin preparation. Elected team members are encouraged to attend the summer ULI. Due to a new timeline, if negotiations start in October, mediation, if needed, will not occur until December. The goal is not to strike, the goal is to negotiate a fair and equitable contract. The ECCFA is committed to ensuring that HB 4996 is interpreted correctly regarding hiring retirees. There are many unknowns regarding legislative deliberations and actions. Question/Comment- Marc Healy; I like that we are not aiming for a strike. There is a presumption that we don't have the power to strike. Will we follow our leadership? We need to have collective discussions. Linda Hefferin responded that Trustee Redmer will serve as the BOT chair; the BOT elections are essential. She encouraged members to financially contribute to COPE. Manuel Salgado emphasized that more time and preparation likely would have had an impact during the last contract negotiation.

2ND VICE PRESIDENT'S REPORT: MARCIA LUPTAK

The 2nd Vice-President encouraged UAI members to serve on the Senate. Representatives are especially needed from Business and Career Technical Education (CTE) divisions. She also reported that 15 new UAI members were added.

3RD VICE PRESIDENT'S REPORT: CASSANDRA WATSON

Luis Martinez reported for Cassandra Watson stating that 13 instructors now qualify for UAI status and reminded the ECCFA that membership is not automatic and members must be signed.

COMMITTEE REPORTS –

- **Grievance Report:** Sue Ford reported that Janelle Crowley has a good understanding of labor law which is very helpful. She stressed that members remain vigilant and aware of member rights and responsibilities. She expressed that the discipline process is very frustrating. She requested that in the event of any violations, members must first comply and then contact grievance committee within 30 working days. It is important to contact the grievance committee as early as possible. Members are not advised attend any meetings that may result in disciplinary action without union representation.
- **COMMITTEE ON POLITICAL EDUCATION (COPE):** Joyce Fountain
Joyce Fountain is the new COPE chair. She teaches in the Sociology department. She is becoming more familiar with COPE. Our Committee on Political Education can help to advance needs of the ECCFA. Local, state and national elections are all important. Locally, the BOT elections have 4 people running for two 6-yr terms, and 2 people running for one 4-yr term. Candidacy is closed. We look forward to identifying any

candidates the ECCFA would like to support that will be good for ECC and fair to the ECCFA. Roger Ramey is the COPE treasurer. Payroll deduction forms are available. Please contribute to COPE. Candidates need financial support, and our time and energy. Message, money, and machine! The ECCFA can be a part of that. Pension issues and other legislative issues need to be monitored. Question- How much money do we have and how many contributors? Answer- There is \$9500.00 in the COPE fund. Less than 50 members currently contribute. Question: Who should members contact to confirm contributions? Answer- Refer to your pay advice or contact Roger Ramey

Payroll contribution forms are on tables and the form is on the ECCFA website at www.eccfaculty.org. There is also a link to ECCP3 on website. Question- Might we consider a one-time donation to assist with the BOT elections? Answer- It is preferred that members contribute through COPE. Roger Ramey stated that COPE will accept a check if members prefer. Members are encouraged to inform COPE and the ECCFA if they have concerns or issues relating to any candidates. COPE funds are also used to support participation in training and conferences.

OLD BUSINESS

- Elections- Openings were clarified. CABS division has a need for spring semester. Faculty Development Committee needs are representative from LVPA for the spring semester
- The ECCFA collected over \$2000.00 for the Northern Illinois Food Bank.
- The Dean's Meeting scheduled for today was initiated by Dr. Glickman during her tenure and has been re-initiated. Today is a contractual day, therefore members should attend the cross-divisional Dean's meeting.
- IFT Updates- Lynette Scalucca reported that the lame duck legislative session was not successful in passing any pension reform measures. Thanks to a very well attended event in Springfield, legislation impacting all public employees (TRS and SURS) was halted. Our ongoing diligence and support is necessary. Options include looking at increasing revenue, corporate loopholes AND we will need to pay more. Some bad ideas persist. The IFT needs members to communicate with their legislators. Regarding negotiations, recall past difficulty, and the ECCFA has very cohesive support as compared to other associations. It is suspected that the BOT will pursue items to eliminate hiring retirees in addition to compensation issues.

NEW BUSINESS

- Sentinel: Lori Clark requested members to submit articles and photographs.

ADJOURNMENT

Howard Russo made a motion to adjourn at 1:10 PM. Pat O'Brien seconded the motion. The meeting was adjourned.

NEXT ALL FACULTY MEETING: August 15, 11:00 AM-12:30 PM, UBC Dining Room

Addendum: ECCFA Important Dates for 2013 Fall Semester

August 14, ECCFA Senate, Library C-120, 3:00-5:00 PM
August 15, College Convocation
August 16, New Student Convocation
August 28, ECCFA Senate, Library C-120, 3:00-5:00 PM
September 2, Labor Day
September 11, ECCFA Senate, Library C-120, 3:00-5:00 PM
September 25, ECCFA Senate, Library C-120, 3:00-5:00 PM
October 9, ECCFA Senate, Library C-120, 3:00-5:00 PM
October 23, ECCFA Senate, Library C-120, 3:00-5:00 PM
November 6, ECCFA Senate, Library C-120, 3:00-5:00 PM
November 20, ECCFA Senate, Library C-120, 3:00-5:00 PM
November 28, Thanksgiving Holiday
December 4, ECCFA Senate, Library C-120, 3:00-5:00 PM
(Note: Classes End Thursday, December 12)
December 13, Grading Day & Graduation
December 16, Grades Due by 8:00 AM

Midterm Dates & Withdrawal Dates: elgin.edu/withdraw