

Roll Call: Pat Brutchin, Michele Brynelsen, Kristen Campbell, Jessica Carpenter, Diane Flahaven, Patrick Gordon, Rabi'a Hakima, Clark Hallpike, Christina Marrocco, Luis Martinez, Laura Meyer, Mary O'Sullivan, Joel Peck, Howard Russo, Eleanor Swanson, Danielle Straub, Kimberly Tarver, Janet Whitsitt, Steven Wood

Absent: Bill Akers, Therese Carpizo, Lincoln Davis, Mary Elfring, Libby Hope, Pat O'Brien, Tammy Ray, David Reich, Scott Vaszily, Sabina Zeynalova

Recognition of Visitors & Guests

Treasurer's Report: Steven "Woody" Wood

Highlighted reconciliation with minor bank error detected; anticipate correction.

Approval for Summer Work Compensation for 44 ½ hours of grievance work and activity: Motion to approve made by Patrick Gordon and seconded by Ellie Swanson. The motion passed with 1 abstention.

Secretary's Report: Kimberly Tarver

Approval of September 7, 2016 Minutes

A motion to approve the minutes made by Laura Meyer and seconded by Michele Brynelsen. The motion passed with 2 abstentions.

President's Report: Luis Martinez

Meeting with Dr. Sam- several topics were discussed.

Luis clarified a matter involving fire science classes being cancelled on opening day.

Dr. Sam is requesting faculty participation in Chuck Underwood's research; please refer to his email sent to all faculty.

The BOT is exploring the impact of external conversations relating to community colleges offering Bachelor's degree, specifically Nursing. Interested faculty are encouraged to participate in these conversations amongst their respective colleagues and professional organizations to stay informed.

Questions regarding placement of non-credit students participating in music and theater credit courses will be discussed with Peggy Heinrich.

Please consider the Labor Education Program at University of Illinois at Champaign as an alternative to ULI Professional Development. (Luis shared this with the membership via email.)

2019-2020 Academic Calendar was shared. Please review for feedback.

Faculty should anticipate and email from FAVs Coordinator, Elizabeth Hultman, to invite participation in and activity with SSECCA to support the Northern Illinois Food Bank.

The IFT submitted proposed dues increase for 2017-2019.

1st Vice President's Report: Patrick Gordon - no report

2nd Vice President's Report: Diana Flahaven

Questions regarding email from Marcy Thompson about administration of student evaluations; there is a question about individuals in their triennial assessment year and the promised paper format.

3rd Vice President's Report: Sabina Zeynalova

She spoke with police chief Emad Eassa about parking for UAF1. He said the rule is as follows: all instructors employed on a regular basis are to be given a permanent parking permit. "Regular" means teaching more than once. I let him know that this has been problematic for some people. He said that there's no way for them to cross check with HR about who is regular or not, but he had a talk with his employees and let them know that the default permit from now on should be considered permanent unless the employee states that s/he is not a "regular" basis employed instructor. Still, it would make things extra clear if the instructors let whoever is at the police window know that they are employed "on a regular basis". This will avoid any further confusion.

COMMITTEE REPORTS-

- **Negotiations-** (Patrick Gordon) – The first session was held this past Friday; 2 additional sessions have been scheduled. Tim Malone volunteered to serve as the communications liaison. Michele Brynelsen will be on call to represent Health Professions division issues.
- **Grievance-** (Co-Chairs: Howard Russo & Ellie Swanson) – The Surgical Technology program is waiting for final signatures on paperwork. Topics addressed include: Lane movement matter was resolved; Culinary vacancy temporary position work load compensation was negotiated; Calculator workshop compensation is being investigated; Extension granted for a grievance; Fire Science issue resolved; A matter involving seniority and a change in credentials required to teach is being investigated; Timesheets for committee work are not necessary for release time or credit hour compensation; hourly rate of pay should be accompanied by a time sheet report; A matter relating to compensation for subcommittee chairs is being addressed; Question regarding compensation for vice-chairs was asked; Committee requests for faculty should come from the Dean or VP, the emphasis is on PROCESS. A class was cancelled and the member was not aware of ability to “bump.” It is very important to be aware of the contract and to know your rights.
- **Sick Bank Committee** (Ryan Kerr) Significant increase in donations; full report to follow.
- **COPE-** Howard Russo & Kris Campbell moved and seconded a motion to adjourn to COPE. Invitations to candidates for IL State Senator & question preparation. Howard shared that local candidates are in need of support Christina Castro, Anna Moeller, and a third candidate. A motion to adjourn from COPE was made by Kris Campbell and seconded by Woody.

ELECTIONS & COMMITTEE REQUESTS

Motion to approve items # 1, 2, 3 as a consent agenda made by Christina Marrocco and seconded by Ellie Swanson. The motion passed.

Motion to approve consent the agenda made by Howard Russo and seconded by Patrick Gordon. The motion passed.

1. Clark Hallpike volunteered to serve on the Strategic Planning Committee
2. Tim Malone volunteered to serve as Communications Liaison for Negotiations Team
3. Kimberly Tarver & Clark Hallpike have volunteered to share the Faculty Co-Chair position for the SSI Student Goal Completion Task Force
4. The ECC Foundation requests 1-2 ECCFA members to serve on planning committees for 2017 Founders' Day and the 2017 Golf Classic. Each committee meets monthly (Sep-Mar for Founders' Day, and Jan-Jul for Golf). Brian Thompson (UAF1 EMT/Fire), Liddy Hope (UAF2)

Howard Russo moved to approve item # 4 and Kris Campbell seconded the motion. The motion passed.

Old Business

1. IELRA Booklet Posting Status (K. Tarver)- Kim requested senators return booklets and affidavits.
2. Safety & Security Training Update: problems relating to D2L courses, CFD 400-771 Classroom Management: Motivating Students and Creating A Dynamic Learning Environment and CFD 400-772 Dealing with Difficult Students and Having Difficult Conversations, should be resolved soon. Access to CFD 400-770 Identifying Pre-Incident Indicators to Violence and Taking Appropriate Action is now available.

New Business

1. SSECCA Partner Opportunity- Addressed in President's Report
2. Community Crisis Center Coat Drive (Pat O'Brien) The Coat Drive will run from October 1 to December 31. Donations of the following items are needed: men's winter coats and heavy duty gloves, women's plus size winter coats, heavy duty parkas. Please do not send wool dress coats, long coats or raincoats, light weight jackets, sweat shirts, sweaters, etc.

Patrick Gordon moved to adjourn to closed session and Ellie Swanson seconded the motion. Clark Hallpike moved to adjourn from closed session and Christina Marrocco seconded the motion.

3. Visioning- Adjunct Equity Progress- Kris Campbell reported that UAF will be included in future college catalogs!!!!
4. Woody reported that every member of the bargaining unit in Building O is a signed member!!!
5. Clark Hallpike promoted a MAGIC Event- Microaggressions on Campus: The BIG Impact of "little" things.
6. Jessica Carpenter moved to approve Christina Marrocco to develop criteria for student groups to apply for funding.

Division Issues

None

Adjournment

Next Meeting: Wednesday, September 21, 2016 in C-120, 3:30-5:00

Committee Reports & Information

Information from Bill Pelz: Labor Education Programs as approved alternative to ULI courses.



Labor Education Program

815 West Van Buren, Ste. 110, Chicago, IL 60607

t) 312.996.2623 f) 312.413.2997 illinoislabored@illinois.edu

Certificate Program Course Offerings Fall 2016 - Spring 2017

Advocating Before the NLRB: Procedure and Substance of the NLRA- Saturday, September 24, 2016

9AM-5PM

This course will provide union and nonunion workers with the tools they need to assert and protect their rights under the National Labor Relations Act. The course will be taught by NLRB Region 13 Field Attorney, Lisa Friedheim-Weis who has worked at the Board for sixteen years and earned her undergraduate degree in Industrial and Labor Relations from Cornell University and law degree at the

University of Illinois at Urbana-Champaign. Students will not only be educated about how the NLRA can protect worker rights but how they can determine what criteria is necessary for bringing cases to the board.

Steward Training – Saturday, October 8, 2016 9AM – 5PM

The class will discuss how to investigate, screen, write, and negotiate a grievance; the seven principles of just cause; the law including the legal right of union stewards, unfair labor practices, and the duty of fair representation; and past practice grievances. The class will discuss several common grievance areas, and we will practice resolving grievances.

Lessons from the Past: A Look at U.S. Labor History – Saturday, November 5, 2016 9AM – 5PM

What does the history of the U.S. look like when viewed from the point of view of those who built the country? The class reviews working class and labor history since the Civil War, but focuses (with films) on some key labor struggles such as the 1894 Pullman Strike; organizing in the mine and textile industries; the rise of the CIO and the autoworker sit-down strikes; the impact of McCarthyism on the labor movement; and the expansion of public sector unionization (1968 Memphis Sanitation Strike and the 1970 Postal Workers Strike).

Internal Organizing – Saturday, December 10, 2016 9AM – 5PM

The class will discuss ways to educate, organize, and mobilize the members. We will review examples of how some locals have succeeded in transforming their unions. Topics include collective action around grievances; confronting and overcoming divisions such as over race, gender, or immigration status; responding to apathetic or anti-union members; organizing member-to-member action networks and contract campaigns; and building strategic campaigns and labor-community alliances.

Collective Bargaining – Saturday, January 14, 2017 9AM – 5PM

This class introduces the student to the process and content of collective bargaining. It addresses among other items the legal obligations to bargain, mandatory and permissible subjects of bargaining, types of bargaining relationships, styles of bargaining and takes the student thorough multiple stages of labor negotiations. The class also examines the critical information necessary to bargain successfully. Students learn to analyze a contract, cost out a contract, develop a bargaining proposal, practice good table behavior, negotiating skills, how to use the caucus, keep records, and write appropriate contract language.

Labor and Employment Law – Saturday, February 18, 2017 9AM – 5PM

The class covers the basics of labor and employment laws that every union activist should know. The class reviews the laws, the agencies that administer the laws, and the effectiveness of the laws and their enforcement. The course covers both the National Labor Relations Act on union organizing, strikes, lockouts, and the rights of unionists to take on-the-job actions to defend their contract; and employment laws that impact all workers such as the Occupational Safety and Health Act, the Fair Labor Standards Act, and non-discrimination laws.

Joining the Debate Over the Economy – Saturday, March 18, 2017 9AM – 5PM

As the Great Recession continues, the country is embroiled in debates over economic issues. This class gives you the information you need to effectively enter these debates. Some topics to be discussed include: What is the response to the argument that raising the minimum wage will hurt workers by increasing inflation? What is the answer to the argument that free trade raises all workers' standard of living and lowers prices? What arguments do unionists use to rebut the argument that so-called "right to work" laws are needed to improve the business climate? Are corporate taxes too high, and would lowering them create more jobs? Do prevailing wage laws hurt or help workers? Should private sector workers welcome legislation to cut or eliminate public sector workers' pensions? What are union proposals to improve the economy for all working people?

To pay by credit/debit card please FAX to 312-413-2997 (secure fax).

Classes take place in the Chicago Labor Education Office. Payment is expected first day of class.

Please contact Maria Dokes mdokes@illinois.edu for registration inquiries.