

Wednesday, September 6, 2017

SENATE MEETING MINUTES
3:00 PM – 5:00 PM, ROOM C-120

Called to Order

| Name | Div/Term | Name | Div/Term | Name | Div/Term |
|---|-----------------------|----------------|------------------|---|--|
| Luis Martinez, (President) | Pres., 2016-18 | Kris Campbell | MSE, end 2018 | Diane Flahaven, (2 nd VP) | UAF2, 2016- 18 |
| Ellie Swanson | LRIE/A/CEWD, 17-19 | Ruby Sanny | CABS, 2016-18 | Danielle Straub | UAF2, 2016- 18 |
| Clark Hallpike | SBCT, 2016- 18 | Pat O'Brien | CABS, 2017-19 | Pat Brutchin | UAF2, 2017- 19 |
| Patrick Gordon (1 st VP) | SBCT, 2016- 18 | Dawn Munson | CABS, 2017-19 | Steve Wood, (Treasurer) | UAF2, 2017- 19 Temp FT |
| David Reich | SBCT, 2016- 18 | Parul Raval | CABS, 2017-19 | Tammy Ray | UAF2, 2017- 19 |
| Kimberly Tarver (Secretary) | HP, 2016-18 | Open | UAF1 | Mary Elfring | UAF2, 2017- 19 |
| Karen Taylor | HP* | Open | UAF1 | Liddy Hope | UAF2 |
| Les McTighe | LVPA, 2017- 19 | Open | UAF1 | Open | UAF2 |
| Bill Pelz | LVPA, 2017- 19 | | | Open | UAF2 |
| Mary O'Sullivan | MSE, 2016-18 | | | Open | UAF2 |
| Janet Whitsitt | MSE, 2016-18 | | | Open | UAF2 |

* Michele Brynelsen's term

ABSENT: Les McTighe, Janet Whitsitt, Ruby Sanny, Parul Raval, Pat Brutchin, Liddy Hope

RECOGNITION OF VISITORS & GUESTS

REPORTS – Written Reports submitted are included at the end of the agenda.

SECRETARY'S REPORT: KIMBERLY TARVER

APPROVAL OF August 23, 2017 MINUTES

Motion to approve made by Dawn Munson, and seconded by Bill Pelz. The motion passed.

Inquiries: Commencement Regalia for UAF; Luis Martinez reported that regalia will be rented as the college is no longer purchasing regalia. Please RSVP when invitations are sent out.

T-Shirts for ECCFA Members- Mary Elfring will investigate costs for lots up to 100.

Appreciation expressed for assistance posting fair share booklets. Luis reported that he went to Streamwood location and was unable to post; he will reattempt.

TREASURER'S REPORT: STEVE "WOODY" WOOD

Most recent dues income was \$7,500.00 for the first payroll of the semester.

Final fiscal year expenses pending invoices for printed copies of contract & picnic.

Met with Diane Kubitz (IFT) to review dues assignment and AD&D insurance; members are able to complete pink cards for \$5,000 AD&D insurance, and additional .60 per member annually for additional \$5,000; meeting also revealed more accurate IFT/AFT payment and expect greater percentage of dues to stay local. We also learned the "Treasurer" is bonded by IFT up \$60K.

Working on IFT dues adjustment in coordination with Mary Elfring & Kim Tarver.

IFT Treasurer Workshop: September 28, 2017

PRESIDENT'S REPORT: LUIS MARTINEZ

Contracts have arrived; apparently, the administration did not order enough copies of the contract. They will not be distributed to ECCFA members until we have a sufficient number of copies. Kris requested they be disbursed to the coordinators. Ellie requested members of grievance committee be provided contracts.

Meeting with Dr. Sam: Dr. Sam's perception is that people are unhappy because the email regarding DACA did not criticize the U.S. President. Discussion: regarding the emotional needs of students who are impacted by DACA. Discussed possible activities to show support: Chalk the Walk; Sponsor Immigration Rights Event; Host an immigration attorney. Kris will purchase chalk for chalking event on Monday to support DACA students. Danielle suggested contacting The Observer and getting literature to educate the community.

Dual Credit Task Force- Dr. Sam shared that enrollment is down 3% but the enrollment numbers of students who are currently in high school is increasing. Luis expressed that ECCFA wants to protect jobs/faculty load AND ensure instructors have the credentials to teach. The Task Force will meet next week.

Toya Webb has requested a small group of faculty members to discuss a plan to respond to current events- Patrick, Kris, Clark & Kim volunteered. Motion to approve made by Pat O'Brien and seconded by Bill Pelz. The motion passed.

1ST VICE PRESIDENT'S REPORT: PATRICK GORDON

Draft constituent list was distributed. There were no comments. He will send the list out.

A committee of 4 is needed to examine salary chart. Patrick and Kris volunteered. Kris recommended we establish a back room team. This committee is advisory in nature. The charge is to research and discuss models of compensation. Terri Martin and Jessica Carpenter were recommended.

2ND VICE PRESIDENT'S REPORT: DIANE FLAHAVER

APPROVING OVERLOAD; UAF MEMBER IS ASKING ABOUT FMLA AND SICK BANK.

Luis discussed compensating Diane for doing both 2nd and 3rd VP role currently. There was consensus that Diane be compensated until the position of 3rd VP is filled.

3RD VICE PRESIDENT'S REPORT: VACANCY

Committee Reports - (REFER TO REPORTS SUBMITTED INCLUDED ON THE AGENDA)

Negotiations- Patrick Gordon

Membership- Mary Elfring reported that the numbers change daily with new member forms.
Grievance- Ellie Swanson submitted written report; see below.
Sick Bank- Ryan Kerr submitted written report; see below.
COPE- Luis Martinez

ELECTIONS & COMMITTEE REQUESTS

1. Greg Robinson requests approval of faculty to continue service on Administrative Procedures Review Cross Functional Review Teams. They include: Christina Marrocco, Andrew Erbach, Dawn Munson, Ruby Sanny, Keith Lewis, Katrina Chan-Larsen. If unable to continue, please replace members. Regrets: Andy Erbach; Confirmed: Katrina Chan-Larsen, Dawn Munson, Ruby Sanny; Pending: Christina Marrocco, Keith Lewis. **OPENINGS should be filled.** Volunteer is needed for Andy Erbach's seat.

Motion to approve Katrina, Dawn, Ruby, and Keith made by Pat O'Brien and seconded by Diane Flahaven. The motion passed.

2. Marc Battista requests Kimberly Rother (a volunteer) to serve on search committee for Full Time CRJ Faculty.
3. Michele Brynelsen requests the following Tenure Committee Approvals: Kathleen Mika: Lisa West as Kathleen's choice, and Mary Arndt as Dean's Designee. Amy Markowski: Lisa West as Amy's choice, and Karen Taylor as Dean's Designee
4. Curriculum Committee: Leticia Starkov submits the following requests for Curriculum Committee. CABS: Akers, Lewis, and Rosenfeld are willing to serve and they need to be confirmed by the Senate. HP: Nannette Dukes & David Martin are willing to serve. **LVPA: One open seat. SBCT: One open seat. CABS: two open seats. Patrick volunteered to represent SBCT.**
5. Michele Brynelsen requests faculty to serve on search for full time nursing faculty; Catherine Incapreo & Karen Taylor volunteered.
6. John Long requested two members for the Student Affairs Committee. Woody volunteered to continue serving. Luis will consult with Pat Brutchin regarding her willingness to continue to serve.

Move to consider consent agenda of items 2, 3, 4, 5, 6 made by Pat O'Brien and seconded by Diane Flahaven. The motion passed. Motion to approve the consent agenda made by Pat O'Brien and seconded by Kris Campbell. The motion passed.

OLD BUSINESS

- ECCFA Picnic, September 9, 2:00 pm at Roxanne Bell's in St. Charles. Invitations sent via email and shared on Facebook.
- Contributions for Senate Snacks: \$20 for FT and \$10 for UAF to Mary O'Sullivan.

NEW BUSINESS

- Janet Whitsitt resigned from Senate to serve as chair of SLAAC; Luis will recruit faculty from MSE to serve on senate.
- Professor McTighe is on leave for the semester. Bill Pelz will recruit a temporary senator from LVPA.

DIVISION ISSUES

ADJOURNMENT

NEXT MEETING: 3:00-4:30 PM, C120

2017-2018 Meetings:

Fall 2017: 9/6, 9/20, 10/4, 10/18, 11/1, 11/15, 11/29, 12/13

Spring 2018: 1/17, 1/31, 2/14, 2/28, 3/14, 4/4, 4/18, 5/2, 5/16

COMMITTEE REPORTS

Grievance Committee Report

Grievance has addressed the following issues since the last report:

- Class being inappropriately classified and paid as independent study—please be aware that if an independent study section has the same characteristics as a regular class (more than one student, meets on a regular schedule, etc.) it should be paid as a class, not independent study.
- Office hours issues
- Special pay request payment issues
- Discipline issues

Respectfully submitted,

Howard Russo

Ellie Swanson

Grievance Committee Co-chairs

Committee: Sick Bank

ECCFA Members of Committee:

Liz McNulty (LRIE/ESL/ABE), Heidi Eaton (SBCT), Ryan Kerr (CABS) – **Chair**, David Martin (HP), Nicole Scherger (MSE)
Bill Pelz (LVPA), Virginia McHugh-Kurtz (UA2), Kristina Stavroplos (UA1)

Committee Activities:

This past year, the sick leave bank fell to its lowest numbers of sick days since 2001. As such, the sick leave bank committee, as outlined in section 5.8 of the contract, worked to revise the general guidelines for distribution of banked days.

In the past, ECCFA and eligible SSECCA and admin employees drew from our faculty-supplied bank on equal footing, even though SSECCA and admin both have their own sick banks that are only open to their own employee groups. This generosity on the part of ECCFA was, until recently, sustainable.

However, last year we took in a large number of sick days, 112, but awarded 145.3.

For context, 104.3 of the awarded sick days went to either SSECCA or admin employees, while only 41 went to ECCFA employees.

While the contract allows those other groups to draw from our sick bank, we considered what would happen if faculty had access to a larger number of sick days in a given year.

Here is the newly approved language in the sick leave bank procedures, which are live and available in full on enet:

Employees may make multiple requests from the Faculty Sick Leave Bank. Faculty are limited to a total of 50 work days per 12 months. All other eligible employees are limited to a total of 10 work days per 12 months. In special circumstances the Faculty Sick Leave Bank Committee may allow for withdrawals outside of the limitations herein. Such exceptions must be approved by a majority of the members of the Committee.

If non-faculty withdrawals from the bank had been limited to 10 days last year, those groups would have only received 72.8 days from our faculty-run sick bank. That would have meant a total award for last year of 113.8 days. We would have only gone about two banked days into deficit spending, as opposed to 33.

As such, for the fidelity of the bank, we decided these new caps were best for the future. We remain the only employee group on campus that offers banked sick days to other employee groups, and the committee would like to again thank all those who have donated days to this worthy cause.

We have received 88 donated days this semester, so we are short of last year's total. Please consider donating if you can afford to, especially if you have your own accumulated sick leave. If you do not have many days to work with yourself, do not feel pressured.

Activities to Be Addressed:

We will continue to collect donations from adjunct and full-time faculty. (Per the new ECCFA contract, all faculty members may donate 1 or 2 sick days per year to the sick leave bank).

Forms were distributed at the Fall Opening Day meeting and via email. They can be returned to Ryan Kerr in person or by interoffice mail to his office (B 341). Please return all donation forms by September 15, 2017.

Proposals/Recommendations/Motions to be Presented: None.

Submitted By: Ryan Kerr