



February 19, 2020

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2018-2020	Kris Campbell	HP/MSE, 2018-2020	Danielle Straub	UAF2, CABS 2018-2020
Ellie Swanson 1 <sup>st</sup> VP	LRIE/A/CEWD, 2019-2021	Ryan Kerr	CABS 2018-2020	Baudelaire Ulysse, 2 <sup>nd</sup> VP	UAF2, LVPA 2018-2020
Clark Hallpike	SBCT, 2018-2020	Pat O'Brien	CABS, 2019-2021	Terri Birch	UAF2 LVPA 2018-2020
Patrick Gordon Negotiations Chair	SBCT, 2018-2020	Ruby Sanny	CABS, 2019-2021	Tammy Ray	UAF2, SBCT 2019-2021
George Rosa Grievance Co-Chair	SBCT, 2018-2020	Manuel Salgado	CABS, 2019-2021	Mary Elfring	UAF2, CABS 2019-2021
Mary Arndt (Secretary)	HP/MSE 2018-2020	Susan McGrath (3 <sup>rd</sup> VP)	UAF1, HP/MSE 2018-2020	Bruce McLane	UAF2 2019-2021
Susan Robinson	LVPA, 2019-2021	OPEN	UAF1	Kate Thommes	UAF2 2019-2021
Les McTighe	LVPA, 2019-2021	xxx	xxxx	Daniel Hernandez	UAF2 2020 - 2022
Luis Martinez Grievance Co-Chair	HP/MSE, 2018-2020	xxx	xxxx	OPEN	UAF2
Nicole Scherger	HP/MSE, 2018-2020	xxx	xxxx	OPEN	UAF2
Steve Wood	Treasurer (non-voting)	xxx	xxxx	xxxxx	xxxxx

**Absent:** Clark Hallpike, Susan McGrath, Pat O'Brien, Ruby Sanny, Kate Thommes.  
Mike Marin substituted for George Rosa.

### Recognition of Visitors & Guests

### Secretary's Report: Mary Arndt

- Approval of February 5, 2020 Meeting Minutes. Ryan Kerr moved to approve these minutes. Tammy Ray seconded. Motion approved with 3 abstentions.  
For the next ECCFA Senate meeting on 3/4/20, Mary Arndt will be absent. Patrick Gordon volunteered to take

minutes for that day.

### **Treasurer's Report: Steve "Woody" Wood:**

Kim Tarver reported for Steve Wood that the ECCFA account is doing well. No further report.

### **President's Report: Kimberly Tarver**

1. Meet & Greet with Res Vazquez, General Counsel and SSECCA leaders: discussed his role facilitating clinical and business contracts; general introductions
2. Meeting with Dr. Sam: rescheduled
3. Attended AFT Regional Meeting for Local Presidents from 5 states at Rosemont Hyatt Regency February 8-9: sessions included tech tools available through AFT including website, blog, data base, email, and texting with tech support; they can help us with free websites, session on accessing data with previously mentioned tech tools; professional development opportunities via AFT with online and/or face to face options; learned about *Summer*, a group to assist with loan forgiveness, *Summer* completes the paperwork, analyzes the situation and tells if someone qualifies for loan forgiveness; COPE topics. Kim is thinking we can start formulating a website this summer with AFT's help, one that can – send out mass emails, text messages (people opt in), single text messages.
4. Attended Grievance Committee as ex-officio.
5. ECCFA Leadership Meeting: AFT Regional meeting topics, elections, COPE, *Summer* & loan forgiveness program; timelines for ADA Accommodations; UAF sick bank/sick day process
6. Attended Black History Month Breakfast. Kudos! "Bessie Coleman" was fantastic!
7. VP TLSD & CHRO Meeting: future senate meeting invitation extended to Anna Marie Schopen to discuss HLC and assessment; 3<sup>rd</sup> Party Whistle Blower process compliance; sub-pay compensation resolution; verified UAF sick bank/sick day process; investigated administration sick bank process. Anthony Ray said that up until now, all employees, except unit adjuncts, take own sick days, then SURS days, then get sick bank days. Unit adjunct days were not carried over but were credited to SURS. Going forward, the adjunct sick day process will be the same as everyone else.
8. Susan Rice, Senior Director of Digital Communications & Social Media: discussed recent request for photos of students in labs/classrooms; ensured process includes safeguards and protections.
9. Met with Elizabeth Hobson to discuss internship opportunities at ECC for Bachelors/Masters students with ECC faculty/staff/admin as facilitators; next steps include outlining existing processes.
10. Frequent correspondence with Terri Birch regarding membership; we are looking forward to reviewing AFT Database management option; I appreciate her time and attention to detail.

### **1<sup>st</sup> Vice President's Report: Ellie Swanson**

- Fielded questions from faculty on various topics.
- Met with TLSD VP and CHRO – topics included: GSD 120, proctoring of online class assessments, faculty involvement in IT committee, VP TLSD/CHRO visit to Senate, etc.
- Attended Black History Month breakfast.
- Participated in ECCFA Leadership meeting.
- Met with TLSD VP and CHRO – topics included: timelines for FMLA response for employees; implementation of whistleblower program; correction of sub pay to faculty member; syllabus template; confirmation of clarification of treatment of sick time for adjuncts.
- Met with Respcio Vazquez, General Counsel for general introduction.
- Syllabus template – noticed some issues, being adjusted to comply with contract. Not accessible at this time.

## 2<sup>nd</sup> Vice President's Report: Baudelaire Ulysse

Attended ULI Workshop on *Building and Sustaining Union Power* 2/8/20 through 2/9/20, the second of a 3-weekend series.

Started writing proposal for a *Contract Negotiations Campaign*, which centers on one fundamental premise: the groundwork for successful contract negotiations must be laid well in advance of the election of the next Negotiation Team members and must follow the simple but proven blueprint of engaging Union members—*socialize, organize, and mobilize*. The ramifications for ECCFA are both salient and urgent, especially since the next Negotiation Team will be hard-pressed to socialize, organize, and mobilize during the summer, a stretch during which most members go 'MIA' and or become less inclined to engage.

## 3<sup>rd</sup> Vice President's Report: Susan McGrath: Attended leadership meeting.

### Committee Reports

**Negotiations: Patrick Gordon** - Sulementa assignment chart, dual credit see membership email.

**Grievance: Co-Chairs Luis Martinez & George Rosa** -

Dealing with an issue with Fire Science area regarding medical clearance to return to work.

Kris Campbell moved to adjourn to COPE. Mary Elfring seconded. Motion approved.

**COPE: Chair, Luis Martinez**

Truman Dinner: Kim Tarver and some other ECCFA Senators will join her at this Kane County Event.

Kim Tarver and Ellie Swanson will be joining Bruce McLane and Susan Robinson at the Local 1211 Legislative Breakfast in Hoffman Estates on 2/29/20.

### Elections & Committee Requests

—Patrick Gordon moved to approve Steve Wood to serve on the Industrial Manufacturing/Computer Integrated Manufacturing search committee and remove Steve Wood from the Welding search committee. Bruce McLane seconded. The motion was approved by email vote.

1. Committee Openings:
  - a. COPE Chair
  - b. Retiree Chapter "Faculty Guide" to support establishment and transition.
  - c. Curriculum Committee: Full Time or UAF members may serve: HP/MSE (1) and CABS (1)
  - d. Faculty Development Committee: UAF at-large member
  - e. SLAAC: FT or UAF from Library

#### 2. FT Faculty Search Committee

ENGINEERING (4 persons requested): Ted Eltzroth, Kris Campbell, Manuel Salgado were approved at the 2/5/20 ECCFA Senate meeting. **In an effort to obtain a fourth person for this search committee, Dr. Miller requests Dave Lawrence to serve, pending successful completion of Hiring for Cultural Competence Workshop, per section 2.9 of the contract, After ten (10) school days, if the Association is unable to fulfill the request, the Administration shall appoint, in consultation with the Association, faculty representatives to the committee.**

It was clarified that the dean has the right to choose this person to serve; Dr. Sam has the right to require him to complete the cultural training.

3. Last meeting we approved Ed Kroll for the biology search committee. Dr. Miller wants to move Ed Kroll to the chemistry search committee and put Dana Krupius in his place. Dr. Miller informed Kim Tarver of this request to rearrange members.

Kris Campbell moved to deny the request by Dr. Miller. Ryan Kerr seconded. Motion approved. Kim Tarver will communicate this to Dr. Miller.

## **OLD BUSINESS:**

Kris Campbell moved to untable the subject below. Luis Martinez seconded. Motion approved.

- Tabled at February 5, 2020 Meeting. ECCFA OPERATIONAL GUIDELINES: NON-TENURED FACULTY CONSIDERATIONS GIVEN THE RIGOR ASSOCIATED WITH THE TENURE PROCESS, AND POTENTIAL VULNERABILITY OF THE NON-TENURED FACULTY MEMBER, IT IS RECOMMENDED THAT THE MEMBER REFRAIN FROM CERTAIN ACTIVITIES. IN THE EVENT OF EXTRAORDINARY CIRCUMSTANCES, ECCFA MAY DEVIATE FROM THESE RECOMMENDATIONS, HOWEVER, THE POTENTIAL IMPACT OF SUCH SHOULD BE THOROUGHLY DEBATED AND REVIEWED.
  1. Search Committees
  2. Instructional Coordinator – appointed by the Dean, faculty must agree to the appointment.
  3. Tenure Committees
  4. Other?

*Luis Martinez proposed change to include “Key ECCFA Leadership positions.”*

Discussed that this is our philosophy for faculty regarding taking positions like Instructional Coordinators, etc.

Kris Campbell moved to accept new language for the last line of the proposal to read ..... *as defined in the Constitution.*” Tammy Ray seconded. Motion approved with 3 opposed and 1 abstention.

Les McTighe moved to strike *Instructional Coordinator* from the above list. Patrick Gordon seconded. Motion approved with 2 opposed and 1 abstention.

## **NEW BUSINESS**

Baudelaire Ulysse discussed what needs to be done before next negotiations to ensure ECCFA unity and support. He has information from the meetings he attended regarding encouraging members to socialize, organize and mobilize. He inquired about an allocation of funds to have events to unite members.

Kim Tarver talked about the budget. It would be difficult to allocate money at this time until our fee structure changes.

Tammy Ray – Elgin Literacy Connection is sponsoring a Trivia Bee on 4/25/20; to be held at ECC this year. ECC can have one free team.

Cost = \$400 per team up to 4 members, beyond the first free team. Kris Campbell volunteered to pay \$400 to sponsor an ECCFA team.

Contact Tammy Ray to donate items for raffle purposes.

## **DIVISION ISSUES**

## **ANNOUNCEMENTS**

## **ADJOURNMENT:**

Ryan Kerr moved to adjourn the meeting. Terri Birch seconded. Meeting adjourned.

**SPRING 2020 ECCFA Senate Meeting Schedule:** Mar 4, Marc 18, Apr 1, Apr 15, Apr 29, May 13