



April 8, 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 st VP	LRIE/A/CEWD, 2019-2021	Ryan Kerr	CABS 2018-2020	Baudelaire Ulysse, 2 nd 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 rd VP)	UAF1, HP/MSE 2018-2020	Bruce McLane	UAF2, HP/MSE 2019-2021
Susan Robinson	LVPA, 2019-2021	OPEN	UAF1	Kate Thommes	UAF2, ABEC 2019-2021
Les McTighe	LVPA, 2019-2021	Xxx	xxxx	Daniel Hernandez	UAF2, HP/MSE 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: Mary Elfring, Daniel Hernandez, Pat O'Brien, Tammy Ray, Ruby Sanny. Steve Wood substituted for George Rosa.

Recognition of Visitors & Guests: Chris Cunningham, FT Math; Debra Freedland Unit Adjunct, Music; Armando Trejo, Professor I, Archives/Interlibrary Loan Librarian

ANNOUNCEMENTS

- Zoom Etiquette & Timeline
- FAST Fund Grant awarded to TIDE, MAGIC & ECCFA: grant supports emergency funding for students and requires faculty oversight; Kudos to Susan Timm for applying; thanks to Antonio Ramirez for introducing the idea! A \$5000 grant was given for student emergencies. ECCFA members who were originally involved in securing the grant will continue to administer it. There are no restrictions on this money as far as who can receive it. TIDE and MAGIC will give input as to where the needs are.

Secretary's Report: Mary Arndt

- Approval of March 4, 2020 Meeting Minutes. Kris Campbell moved to approve the minutes. Ellie seconded. Motion approved with 3 abstentions.

Treasurer's Report: Steve "Woody" Wood

Banks are open. Steve usually gets a monthly statement from IFT mailed to the school. He doesn't have the statement from March to do those figures. No checks have been written since last meeting. Deposits for membership dues are still occurring. There are \$66,761 currently in the fund; this is without the March payments that are due. Honorariums are due next month. March and April IFT payments still need to be paid.

President's Report: Kimberly Tarver

1. Senate did not meet March 18 or April 1 due to COVID-19 emergency closing. The situation was in a constant state of flux in addition to increased demands on individual faculty members' time and workload.
2. Attended Board of Trustees Meeting on March 3; thrilled that around a dozen faculty members were in attendance; uneventful although Abigail Swick steals the show reporting out student activities!
3. Attended Committee of the Whole: presentation topics included bringing ECC website into ADA compliance and HLC Concerns regarding criterion 4B specific to faculty involvement with assessment of student learning; ECC must demonstrate significant involvement of faculty in general education outcomes assessment. Aside: Kudos to faculty members on SLAAC and faculty chair Angelika Stachnik; this effort will require their time and concerted effort. Please lend your support and cooperation.
4. Telephone meeting with Tammy Ray and AFT Website Developer; questions answered; appears to meet our needs; will follow up
5. Met with Dr. Sam on March 10: raised concerns regarding book buyers on campus with Dr. Sam; he will investigate. Requested consideration of Fair Tax Forum on campus; discussed cancellation of travel; discussed campus funding for teaching technology tools and need to expand budget; spoke with Dr. Sam by phone regarding COVID-19 response; requested and offered ECCFA participation in COVID-19 response decision making.
6. Discussions with Tim Moore regarding Zoom; discussed using D2L tools to support assessment of general education outcomes; also met with Accessibility Workgroup to discuss early stages of planning and possible structure to specifically engage/include faculty.
7. Prior to campus closing: discussions with Emily Kies regarding campus response to COVID-19 and requests for supplies including hand sanitizer, wipes, and signage; requested and offered ECCFA participation in COVID-19 response decision making.
8. Investigating impact of COVID-19 response across campus with regard to faculty safety, requirements to be on campus, workload, labs, special programs and grant related criteria.
9. Multiple IFT and AFT webinars regarding impact bargaining, essential personnel, principles for higher education, workplace readiness, return to campus issues, legal issues specific to CARES act and adjunct eligibility for unemployment insurance.
10. Connected with IFT, AFT, Senator Castro, and Representatives Moeller and Villa to advocate for unemployment benefits for adjunct faculty. The issue is that summer school class offerings have been decreased. Only classes that can be offered online will run. Hybrid courses, if they can be converted, will also be offered. With the help of Kate Thommes, it was discovered that adjuncts will be able to qualify for unemployment insurance for the summer – confirmed by Peggy Heinrich, VPTLSD & Anthony Ray, CHRO. This is for adjunct faculty who were on the schedule to teach but won't be able to because the summer schedule has been lessened. It also applies if a teacher had a face-to-face course that is now online, and that teacher is not equipped/prepared or approved by administration to teach online at this time. Changes to the summer school schedule will be considered by administration up until May 1st. ECC has training for teachers who are teaching an online course

for the first time. (This is not contractual but several deans across campus strictly require it.) Communicate with your dean regarding concern/issues with summer courses. ECCFA is advocating for equity and consideration for adjunct faculty despite lack of contractual language.

11. Multiple communications with VPTLSD Dr. Heinrich. Note that our regular meetings with Ellie and me have not been taking place as Peggy was acting President while Dr Sam was away and continued demands on her time limit availability; much of our communication has been by phone and/or email. Topics include but not limited to faculty support, training and technology needed to shift to online/alternative learning; emphasis on equity for students and access to learning; faculty survey; unemployment eligibility due to expansion of benefits under CARES Act; professional expense benefit and unanticipated expenditures associated with online teaching; workplace safety to minimize transmission of COVID-19, classes with labs; impact on ABEC and GED students, faculty and programming; communications, rumors (fact or fiction); technology needs, clinical education experiences and clinical faculty; concerns with impact of ramping up online instruction; impact of Pass/Fail grading options; impact on faculty due to summer semester scheduling; requested and offered ECCFA participation in COVID-19 response decision making.
12. Attended TIDE meetings emphasizing instructional shift online that ensures student success and minimizes barriers to success
13. Participating in impact bargaining preparation, research, team meetings and bargaining
14. Answering more emails than I can count. I'm in the trenches with all of you. Currently seeking feedback from faculty regarding summer schedule and whether or not online classes are being approved to replace face to face classes and fast tracked for approval. How is that working?
15. I am sure there is more to share... too much to talk about. Trying to keep my sanity.

1st Vice President's Report: Ellie Swanson

1. Established process to collect donations to support healthcare workers at Advocate Sherman Hospital and Amita St. Joe's Hospital in Elgin. ECCFA family have been very generous! Continuing to accept donations! Thanks everyone! The link is in Ellie's email. A meal to Advocate Sherman Hospital's health care workers is going out in the next few days; will set one up for St. Joe's.
2. Ditto to much of Kim's report!

2nd Vice President's Report: Baudelaire Ulysse

Attended impact bargaining meetings and ECCFA leadership meetings.
Submitted item for New Business: Electronic Voting for Contract Ratification
Proposal is included at end of agenda.

3rd Vice President's Report: Susan McGrath

1. Attended the last BOT Meeting
2. Participated in collaborative efforts with Susan McGrath to secure disinfectants and tissues for Adjuncts' offices.
3. Participated in countless ECCFA leadership meetings and email threads.
4. Fielded various questions from UAF2s on transition to online instruction and summer course scheduling.
5. Collaborated with Kate Thommes in getting ABEC concerns to ECCFA Leadership.
6. Participated in Impact Bargaining with Admin alongside ECCFA President Kim Tarver, Chief Negotiator Patrick Gordon, 1st VP Ellie Swanson, 3rd VP Susan McGrath, and Negotiation Liaison Jessica Carpenter.
7. Relayed ECCFA decisions and actions to UAF2s.
8. Crafted Resolution on Electronic Voting for Future Contract Ratification in consultation with Danielle Straub.
9. Relayed to UAF1s and UAF2s potential dearth of summer teaching opportunities at ECC, particularly from the purview Article 6.14 of the 2019 Contract.

Committee Reports

Elections: Luis Martinez

Online Elections: The original time line is not on track, due to COVID-19 restrictions. The faculty on the committee are very busy with redesigning courses for the students. It is unclear if the company will be able to support us during these circumstances. Luis has called the contact person at the company and has not heard back.

Elections Committee: Elections will not be possible by mid-April as the constitution stipulates. There was discussion on letting the semester end and having the election by mid-June, maybe even in the fall. Kris Campbell will check the rules in the constitution and report back to the Senate.

Negotiations: Patrick Gordon

The committee is discussing the impact of COVID-19 and negotiating conditions. The team will discuss working conditions and pay for faculty if lab classes need to shift to another format for completion of the spring 2020 course objectives to occur.

Grievance: Co-Chairs Luis Martinez & George Rosa

There are issues that are being attended to regarding the reopener terms.

COPE: Chair, Luis Martinez

- Congratulations to Corinne Pierog for winning the Democratic primary election for Kane County Board Chair.

Elections & Committees

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. Administration requested ECCFA leadership to join the safety committee charged with return to campus safety issues. Kim Tarver & Ellie Swanson will join Jill Turro and Bruce McLane. It is anticipated the committee will meet remotely.

OLD BUSINESS

NEW BUSINESS

1. Survey the Senate
 - a. Safety issues/concerns
 - b. Contract issues
 - c. Constituent concerns
 - d. Hot topics
 - e. Other?
2. Baudelaire Ulysse requests Senate to discuss the electronic voting option for future contract ratification. After some discussion, Baudelaire motioned to table this topic till the next meeting. Les McTighe seconded. More discussion ensued. Motion approved.
3. Student Evaluation of Instruction: There will be no student evaluations done this semester, either paper or electronic. It will be discussed in the impact bargaining for COVID-19 as to how the evaluation of faculty, who are due for triennial and tenure-track evaluations, will be affected. ECCFA and the administration are

collaborating on a solution. The Negotiations team is confident we will be able to come to an agreement so faculty will not be negatively impacted.

4. The next ECCFA Senate meeting will take place remotely (as this one did) on 4/15/20, as originally scheduled.

DIVISION ISSUES

ADJOURNMENT

SPRING 2020 ECCFA Senate Meeting Schedule: Apr 15, Apr 29, May 13

Kris Campbell moved to adjourn. Mary Arndt seconded. Meeting adjourned.

New Business Item: Electronic Voting for Contract Ratification

Submitted by Baudelaire Ulysse for NEW BUSINESS

Basis and Precedent: The Senate approved electronic voting for the elections of officers, senators, and committee members for the purpose of increasing participation of members, particularly adjuncts who have historically had a low turnout in voting on key Union decisions. The same principle/justification should apply in ratifying contract, as fewer than 20 adjuncts were able to vote in the ratification of the last contract extension.

Purpose: To enable maximum participation of adjuncts who are otherwise unable to vote in person.

Procedures: Allow a month between **Tentative Agreement (TA)** and the vote for ratification of any new contract, or two weeks if it is a contract extension. The period between **TA** and ratification vote will be used *to educate members about key changes from the existing contract and how such changes will impact benefits, salary and working conditions of both full-time and part-time faculty*. No ratification vote should be held until most questions of most Union members have been satisfactorily answered. For a ratification to be valid, at least sixty percent of full-time faculty members and fifty percent of part-time faculty (UAF1 and UAF2) must participate. Voting window shall be no less than five (5) days. All negotiation team must have access to the voting process and the counting of votes. Results will be announced by **Negotiation Chair**. If the TA is approved, then its implementation shall proceed according to existing procedures. If voted down, then the Board shall be notified of results and invited for renegotiation. It is the responsibility of the Negotiation Team to ensure that any TA contains all the benefits and changes that will be agreeable with most constituents in order to avoid a mass opposition from either full-time or part-time faculty. That is how the Union will sustain its power and maintain Unity.