

April 15, 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: Daniel Hernandez, Pat O'Brien, Ruby Sanny

Recognition of Visitors & Guests

Guests include: Dr. Mia Hardy, FT Assoc. Prof. of Sociology; David Das, UA 2 Psychology; Kathleen Dahl, UA 1 ESL

ANNOUNCEMENTS:

Online training available through ICCB. Ssee recent email sent by Kris Campbell, offered by U of I. Email to be sent to faculty regarding this opportunity.

Secretary's Report: Mary Arndt

- Approval of April 8, 2020 Meeting Minutes. Kris Campbell moved to approve these minutes with stated amendments to Baudelaire Ulysse's 2nd VP report. Ryan Kerr seconded. Motion approved.
- Participated in impact bargaining meeting.

Treasurer's Report: Steve "Woody" Wood

Steve Wood not present. Kim Tarver said Steve filed the quarterly COPE report with the state and it was accepted.

President's Report: Kimberly Tarver

1. Attended Board of Trustees Meeting on April 14 remotely; shared remarks expressing appreciation for college wide response to support students; summer enrollment is down. She praised the efforts of Abigail Swick, Student Trustee. Kim complimented Peggy Heinrich, VP of Teaching, Learning and Student Development and Anthony Ray, Chief Human Resources Officer, for their help during these difficulty times.
2. Participated in campus Safety Committee Meeting discussing return to campus options
3. Messaging regarding unemployment benefit application process (LOTS of questions... Thanks to Joann Griese for assistance) and distance learning classes; checked with ECCP3 for direction on SURS question: communicated with Adjunct Faculty Members affiliated with IEA locals around collar counties
4. Impact bargaining session as ex-officio member
5. Zoom meeting with Elections Committee
6. Meeting with VPTLSD & CHRO
 - a. Logistics of Pass/Fail aka Credit/No-Credit being worked out; F will automatically convert to NC; students must participate in advising to opt for P/F; withdrawal date is extended prior to final grade assignment
 - b. Recent survey distributed to faculty by Peggy Heinrich is anonymous; no identifiers; they need data to move forward
 - c. Shared concern with intentional advising and messaging (use Remote Hub); ongoing challenges; maximize use of Spartan Alert
 - d. Reciprocity/in-district tuition for summer classes is being facilitated
7. Sharing easy access to resources via Remote Hub on ECC Website: <https://elgin.edu/life-at-ecc/services-resources/>
8. AFT Convention: July 27-30; registration and delegate certification. This convention may be delayed. We can register for the convention but cannot make hotel reservations at this time. This subject to be revisited before the May 2020 deadline application. Anyone wishing to attend needs to notify Kim Tarver.
9. Any questions regarding unemployment insurance need to be directed to Anthony Ray.

1st Vice President's Report: Ellie Swanson

- Fielded questions from faculty on various topics.
- Arranged for meals for staff at Sherman and at Amita/St. Joe's from ECCFA. They were much appreciated.
- Met with VP/TLSD and CHRO – topics mostly involved details of campus shutdown.
- Participated in contractual impact bargaining and in negotiations team meetings.
- Participated in safety committee meeting—meeting has not occurred as of this writing but agenda topics primarily revolve around how to provide a safe environment on campus at whatever point some employees return
- Multiple/emails/Zoom meetings/phone calls regarding the current situation and faculty needs.

2nd Vice President's Report: Baudelaire Ulysse

Participated in impact bargaining meeting.

Communication with core leadership team about various issues.

3rd Vice President's Report: Susan McGrath

Participated in impact bargaining meeting.

Committee Reports

Elections: Luis Martinez

Plan includes:

Email membership to describe/explain the issue

Explanation includes rationale for extending the existing terms for existing chairs for Grievance, Negotiations, senators, and officers until the special senate meeting.

Ask for nominations for ECCFA President
Hold electronic election for president via Outlook
Ask membership to approve delay of general elections to be final no later than mid-July via Outlook
Call for nominations before end of semester
Hold elections via Election Buddy
Call special senate meeting for sole purpose of ratifying election results and election of officers
Request the Senate to approve Kris Campbell to assist with elections

Luis Martinez received a response from the Election Buddy contact person; said they can help us, but because of the way our elections need to occur (individual divisions, FT, UA1, UA2 categories, etc.), it will take some time to develop a plan. It won't be possible to have elections completed before the end of the semester.

In order for newly elected members to start their terms in the fall, voting needs to be completed by mid-July 2020.

Luis Martinez is drafting an email to explain all of this to the ECCFA membership. This means that current officers and senators will continue to serve until the elections takes place. Luis states we need to ask the membership for an approval for the delay in voting.

Proposed plan: We need to at least vote for president. It could be done through Outlook – allows for a simple yes or no vote. Then the election committee will work to have the general election by the end of June or first week of July. Voting will be open for a certain amount of time. Email reminders will be given for those who still need to vote.

In anticipation for the general election, an email will call for nominations for positions.

Membership will be asked to approve an extension by the electorate. The email will have 2 parts – extending voting and voting for the president.

ECCFA has the authority to grant the president a special meeting to amend the constitution.

Plan to inform electorate before the semester ends so that questions can be asked and the voting dates are known ahead of time.

Luis Martinez made a motion for Kris Campbell to join the Elections Committee. Ryan Kerr seconded. Discussion ensued regarding her value to this committee, considering she is the Parliamentarian for ECCFA.

Motioned approved with one abstention.

Discussion continued on this topic regarding how to properly proceed with delaying the ECCFA elections, according to rules in the Constitution.

Kris Campbell moved for Kim Tarver, President, to have an electronic vote with the general membership (in lieu of a general membership meeting), to extend the deadline for elections. Luis Martinez seconded. Motion approved.

The Elections Committee and Kim Tarver will work on how to properly manage delaying the elections and electing the new president.

Negotiations: Patrick Gordon

Interim bargaining to address COVID-19 issues.

Safety training due date postponed to fall 2020.

Grievance: Co-Chairs Luis Martinez & George Rosa

No report.

COPE: Chair, Luis Martinez

No report.

Elections & Committees: No action required.

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

OLD BUSINESS

- Kris Campbell – Dr. Joseph T Cipfl Faculty Research or Workshop Grant, ICCFA, deadline extension. This item was not addressed at this meeting.
- Request Motion to Un-table: Proposal for Electronic Voting for Contract Ratification
Baudelaire Ulysse moved to untable. Ellie seconded. Discussion ensued regarding concerns over time lines mentioned in the proposal. (See end of minutes).
Luis moved to look at what is being done at other schools to encourage participation members to approve a tentative agreement. A second was not obtained.

NEW BUSINESS

DIVISION ISSUES

ADJOURNMENT: Kris Campbell moved to adjourn. Mary Elfring seconded. Meeting adjourned.

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

REPORTS:

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.