

May 13, 2020

Senate Meeting Minutes

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

**Recognition of Visitors & Guests**

Elizabeth Becker, Marc Beth, Jessica Carpenter, Diane Flahaven, Tara Latto, Dave Lawrence, Armando Trejo, Loretta Mielcarek, Dawn Munson, Michele Noel, Dave Reich

**ANNOUNCEMENTS:**

- **POST SEMESTER INSTRUCTION NOTICE DUE MAY 18, 2020 PER MOA SPRING 2020 IMPACT BARGAINING**
- **CONGRATULATIONS TO RETIRING FACULTY! LEO BACINO, ELIZABETH BECKER, MELINDA BRUMBALL, DEWITT CROFOOT, GARY GROHS, NASREEN KHAN, DENISE LAURIN-DONETELLE, RONALD PURSER**

**Secretary's Report: Mary Arndt**

- Approval of April 29, 2020 Meeting Minutes. Baudelaire Ulysse moved to approve the minutes with the inclusion of Marc Beth and Dawn Munson as guests. (Upon review, their names had been included in the 4/29/20 draft minutes as guests).  
Manuel Salgado seconded. Motion approved.

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

- Budget Preparation Information provided at end of agenda. Seeking volunteers to assist with budget planning and dues structure review. Volunteers include Dan Kernler.

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

1. Safety Committee Meeting, Tuesday, May 12, 2020
2. Follow up with Dr. Robinson & Dr. Heinrich re: Joint Agreement/Charge Back; this option is for PROGRAMS and not individual courses; Dr. Heinrich will suggest flexibility in discussion with ICCB
3. Course Assessment Due Dates: under discussion with Dr. Heinrich & Annamarie Schopen
4. Impact bargaining sessions as ex-officio member
5. Higher Education Constituency Council 5/5/20: advocacy for federal legislation; shared ECC IDES success and action plan to organize for fall
6. Attended Committee of the Whole Meeting 5/11/2020 via telephone; extensive Compensation Study Report
7. Attending Board of Trustee Meeting 5/12/2020 via telephone; inviting Board to participate in advocacy at federal level; shared letter prioritizing **State Budget Stabilization, Enhanced Student Aid, Staff and Faculty Protections, Technology Support for Students and Institutions; BOT approved SSECCA Contract with 2 members voting NAY; April Special BOT Meeting approved funding to purchase 600 S. McLean Blvd for Regional Training Center.**
8. Meeting with VPTLSD & CHRO: Fall plans pending; discussed stopping clock for Inactive Status, if needed; Dual Credit oversight resolution; anticipate email with HR updates; anticipate VP/TLSD email with important updates & MOA impact; addressed requirements to develop online courses and to teach online (load assignment protocol); consider additional opportunities for D2L training to teach online, consideration process priorities (gen eds, IAI, etc.); excessive number of emails (member complaints)
9. AFT Webinar: Higher Education, COVID-19 & Organizing
10. TIDE Meeting Participation
11. AFT Convention scheduled for July 27-30 has been moved to a virtual format on July 28-30, 2020. Elections will be conducted by US Mail. The resolution is included at the end of the agenda. Pending ECCFA compliance with budget and elections, we may identify up to 5 delegates prior to June 27, 2020
12. Higher Education Constituency Council: Shared ECCFA member comments; supported appeal to governor to require testing and tracing as condition to open college campuses across the state due to ICCB & ISBHE role and lack of position
13. Surveys: Surveys reviewed include student survey to assess impact of COVID19 on spring 2020 success and on enrollment for summer and fall of 2020 and a survey for isolated course assessment. Recommend establish formal process for survey review by ECCFA.

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

- Fielded questions from faculty on various topics.
- Multiple/emails/zoom meetings/phone calls regarding the current situation and faculty needs.
- Participated in weekly safety committee meetings—topics have revolved around preparations for a return to campus and phased reopening and have included: welcome back safety kits for employees; chemistry kits for summer online classes; physical barriers at service desks; water fountains/bottle filling stations; bathrooms; and disinfecting stations—final decisions are made by a policy committee comprised of administrators
- Participated in contractual impact bargaining and in negotiations team meetings
- Met with VP/TLSD and CHRO—fall class planning (a decision has not yet been made on in person/online); Family First Act; students paying out of district rates for courses we don't offer; campus access; course assessment report due dates; ability to use regular leave time; and concerns about inconsistencies among divisions as to which faculty are qualified to teach online
- Attended insurance committee meeting
- Attended Finance Committee and Committee of the Whole
- Attend BOT meeting

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

Attended Negotiations meetings with the team and with the administration.  
Engaged in numerous conversations with UAF1s and UAF 2s.

## **3<sup>rd</sup> Vice President's Report: Susan McGrath**

Attended Negotiations meetings with team.

## **Committee Reports**

### **Elections Committee: (Refer to end of agenda) Luis Martinez, Mary Elfring, Armando Trejo & Kris Campbell**

- ECCFA Elections **July 6<sup>th</sup> to July 10<sup>th</sup>**, using online voting system, ElectionBuddy; Nominations for Senate and committees will be accepted until **3 pm on Friday, June 5<sup>th</sup>**.

### **Negotiations: Patrick Gordon**

MOA created with administration – see end of the agenda for the report.

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

One issue occurred today – the committee will address ASAP.

### **COPE: Chair, Luis Martinez**

#### **Kris Campbell and Ellie to adjourn to COPE**

Patrick Gordon stated Adrianna Badika-Green might be interested in running again for a BOT seat.  
Kate Thommes related many positive characteristics about Ms. Badika-Green that she gathered from her own experiences with her.

Ryan Kerr moved to adjourn from COPE. Patrick Gordon seconded. Motion approved.

### **ECC Foundation Liaison Report: Clark Hallpike (written report at end of agenda)**

## **Elections & Committees:**

Ryan thanked the committee for their work. Kris Campbell referred to the report at the end of the agenda. Discussed the work necessary to use ElectionBuddy for the Senate/committee chair elections. Kris Campbell is asking for help with the process going forward.

1. Committee Openings:
  - a. COPE Chair
  - b. Retiree Chapter "Faculty Guide" to support establishment and transition.
2. Elections Committee requests volunteers to serve and facilitate transition to ElectionBuddy. Volunteers include Loretta Mielcarek, Kate Thommes, Terri Birch, Jessica Carpenter, Tara Latto, Dave Lawrence, Dawn Munson, Susan Robinson.  
Kris Campbell moved to approve these volunteers. Luis Martinez seconded. Motion approved.
3. John Long requests up to SEVEN (7) faculty to participate in Early Engagement Planning Workshop 7/13-16 to transition Spartan Alert to CRM Advise. Volunteers include Susan Robinson, Chasity Gunn, Terri Birch; Liddy Hope, Erin Menig, Todd Ramljak, Diane Kondratowicz  
Manuel Salgado moved to approve these volunteers. Luis Martinez seconded. Motion approved.
4. Elect 5 delegates to attend AFT Virtual Convention July 28 – July 30, 2020.  
Kim Tarver to put out a call for volunteers.
5. Kate Thommes, Loretta Mielcarek, Terri Birch, and Jessica Carpenter all volunteered to help type in email addresses that need to be done to facilitate using ElectionBuddy for the upcoming ECCFA election.
6. Regarding the recent ECCFA Presidential election, judges' reports were emailed to the Senate during this meeting by Kris Campbell. Dave Reich and Tara Latto were the independent judges.  
279 ballots were cast (75% of the membership).  
Kimberly Tarver received 220 votes.  
Baudelaire Ulysse received 35 votes.  
Ken White received 24 votes.

7. Ellie Swanson moved to accept the committee's report and results. Danielle Straub seconded. Motion approved with one abstention.
8. Mary Arndt moved to grant the Elections Committee power to destroy any paper copies of the ballots (as opposed to giving these copies to the ECCFA Secretary for destruction as stated in the Constitution). Ellie Swanson seconded. Motion approved with one abstention.
9. Kris Campbell asked the Senate for permission for the committee members to delete the voting record emails from their Inboxes. Patrick Gordon moved for the Election Committee Members to keep the emails/not delete them. Baudelaire Ulysse seconded. Discussion ensued. Motion failed to pass.
10. George Rosa moved for the Senate to grant permission to the Elections Committee to delete the emails in the Inboxes of the Election Committee members. Manuel Salgado seconded. Motion passed with 9 in favor, 3 opposed, and 2 abstentions.
11. The Elections Committee is asking for help with assigning unique identifying numbers, sending text messages to members, and new challenges the committee will face for this next ECCFA election. Kris Campbell moved to approve the Election Committee to recruit members (non-precedent forming action) to help with the unique work that will go into using ElectionBuddy for the first time. Ellie Swanson seconded. Motion approved.
12. Kris Campbell asked if anyone wanted a recount of the ECCFA Presidential election. She referred to the process the Constitution outlines regarding how to hold a recount:

RONR (11th ed) p. 419 II 1-9

*A recount may be ordered by the voting body, by a majority vote, at the same session at which the voting result was announced, or at the next regular session if that session is held within a quarterly time interval. A recount may also be ordered at a special session properly called for that purpose, if held within a quarterly time interval of the session at which the voting result was announced and before the next regular session.*

No one asked to have a recount.

## **OLD BUSINESS**

Luis Martinez asked Senators to encourage people to run for open Senate/committee seats.

## **NEW BUSINESS**

1. Special Meeting: request special meeting following elections; agenda restricted to seating Senators, electing 1<sup>st</sup> VP, 2<sup>nd</sup> VP, 3<sup>rd</sup> VP, Negotiations Chair, Treasurer, Secretary, Volunteer Coordinator, COPE Chair, Sentinel Editor, Communications Liaison, Webmaster, Social Media Coordinator, Membership Chair, Parliamentarian; consider Wednesdays, July 15 or 22, 2020. Details as to date, time and agenda for this meeting to be determined.
2. Review PROPOSED 2020-2021 Senate Meeting Calendar

Kris Campbell moved to approve the calendar for future meetings (see below). Mary Elfring seconded. Motion passed with one abstention.

Mary Elfring will refer someone to Grievance regarding a load assignment.

Kim Tarver to set up an end-of-the-semester Zoom meeting.

## DIVISION ISSUES

### ADJOURNMENT

Kris Campbell moved to adjourn. Luis Martinez seconded. Meeting adjourned.

**PROPOSED ECCFA Senate Meeting Schedule:** Special Meeting following Elections; August 19, September 2, September 16, September 30, October 14, October 28, November 11, November 25, December 9; 2021 January 13, January 27, February 10, February 24, March 10, April 7, April 21, May 5, May 19

### REPORTS

**ELECTIONS COMMITTEE:** Mary Elfring, Kris Campbell, Armando Trejo, Luis Martinez  
**Open seats for ECCFA General 2020 election:**

#### Negotiation Committee:

| <u>Division</u> | <u>Number of Seats</u> | <u>Eligible Members</u> |
|-----------------|------------------------|-------------------------|
| HPMSE           | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| CABS            | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| LVPA            | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| SBCT            | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| LRIE/LIB/ABE    | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| UA2             | <u>1</u>               | <u>UA2</u>              |
| UA1             | <u>1</u>               | <u>UA1</u>              |

#### Grievance Committee:

| <u>Division</u> | <u>Number of Seats</u> | <u>Eligible Members</u> |
|-----------------|------------------------|-------------------------|
| LVPA            | <u>1</u>               | <u>FT</u>               |
| SBCT            | <u>1</u>               | <u>FT</u>               |
| LRIE/LIB/ABE    | <u>1</u>               | <u>FT</u>               |
| UA2             | <u>1</u>               | <u>UA2</u>              |
| UA1             | <u>1</u>               | <u>UA1</u>              |

#### Senate:

| <u>Division</u> | <u>Number of Seats</u> | <u>Eligible Members</u> |
|-----------------|------------------------|-------------------------|
| HPMSE           | <u>4</u>               | <u>FT</u>               |
| CABS            | <u>1</u>               | <u>FT</u>               |
| SBCT            | <u>3</u>               | <u>FT</u>               |
| UA2             | <u>7</u>               | <u>UA2</u>              |
| UA1             | <u>5</u>               | <u>UA1</u>              |

**Curriculum Committee:**

| <u>Division</u>     | <u>Number of Seats</u> | <u>Eligible Members</u> |
|---------------------|------------------------|-------------------------|
| <u>HPMSE</u>        | <u>2</u>               | <u>FT, UA1, UA2</u>     |
| <u>CABS</u>         | <u>4</u>               | <u>FT, UA1, UA2</u>     |
| <u>LVPA</u>         | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| <u>SBCT</u>         | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| <u>LRIE/LIB/ABE</u> | <u>1</u>               | <u>FT, UA1, UA2</u>     |

**Honors Committee:**

| <u>Division</u>     | <u>Number of Seats</u> | <u>Eligible Members</u> |
|---------------------|------------------------|-------------------------|
| <u>HPMSE</u>        | <u>1</u>               | <u>FT</u>               |
| <u>CABS</u>         | <u>1</u>               | <u>FT</u>               |
| <u>LVPA</u>         | <u>1</u>               | <u>FT</u>               |
| <u>SBCT</u>         | <u>1</u>               | <u>FT</u>               |
| <u>LRIE/LIB/ABE</u> | <u>1</u>               | <u>FT</u>               |
| <u>UA1 &amp;UA2</u> | <u>1</u>               | <u>UA1, UA2</u>         |

**Sick bank:**

| <u>Division</u>     | <u>Number of Seats</u> | <u>Eligible Members</u> |
|---------------------|------------------------|-------------------------|
| <u>LRIE/LIB/ABE</u> | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| <u>UA1</u>          | <u>1</u>               | <u>UA1</u>              |

**SLAAC:**

| <u>Division</u>     | <u>Number of Seats</u> | <u>Eligible Members</u> |
|---------------------|------------------------|-------------------------|
| <u>HPMSE</u>        | <u>2</u>               | <u>FT, UA1, UA2</u>     |
| <u>CABS</u>         | <u>2</u>               | <u>FT, UA1, UA2</u>     |
| <u>LVPA</u>         | <u>1</u>               | <u>FT, UA1, UA2</u>     |
| <u>SBCT</u>         | <u>2</u>               | <u>FT, UA1, UA2</u>     |
| <u>LRIE/LIB/ABE</u> | <u>1</u>               | <u>FT, UA1, UA2</u>     |

**A Message from Your Elections Committee:**

We thank our members for being understanding of the challenges we faced and supportive of our attempts to ensure that:

1. All signed members of the union had the opportunity to vote
2. No unsigned members cast a vote that was recorded
3. No vote was counted more than once

We hope that all members of the ECCFA seriously consider volunteering to serve on next year's Elections Committee. Even more, we hope you volunteer to join us for the rest of this year's elections. We have a lot more work to do as we run the first ever electronic voting for ECCFA and could use your help.

This is the work that your Elections Committee has done so far.

## **Before the Election**

We requested a certified list from the Membership Coordinator to ensure all signed members of the union would have a vote. There were some discrepancies between the cover spreadsheet and the unit spreadsheets resulting in a few signed members mistakenly being listed as unsigned members, but we were able to work closely with the Membership Coordinator to rectify those incidents and said members were given the opportunity to vote.

- The committee apologizes to our members for the confusion and delay in receiving a ballot that some experienced and thank them for their understanding and patience.

## **Day One - Monday, May 4**

- Ballots were emailed just after midnight on Monday, May 4.

Note: We had a certified membership list which was used to come up with the email address list for ballots.

- Initial mass ballot receipt verification emailed just after that.

Note: Mass ballot receipt verification emails were sent to all members of the bargaining unit. We did this in case there were any mistakes in our membership list or in the email addresses that we were using. As noted above, there were some errors in our list, but we were able to resolve all inquiries that were submitted to us. We also identified a few members that HR had said (incorrectly) were inactive. We apologize to the members where we had a typo in the email address. All subsequent emails were sent by individually looking up the email address in Outlook.

- Follow up mass ballot receipt verification emailed at 10:30 am.
- Zoom meeting of the Elections Committee at 4:00 pm to take the temperature on our plan and discuss any adjustments we felt were necessary.
- Third and final follow up mass ballot receipt verification emailed at 5:30 pm. All other emails sent were targeted to members who had no recorded vote.

When a response was received to one of the ballot receipt verification emails, the certified membership list was checked to confirm membership status. If not listed, the Membership Coordinator and the respondent were emailed to confirm membership status.

Note: We thank the Membership Coordinator for her quick responses to these inquiries.

- If confirmed as a signed member, the email address was verified.
- The member of the Committee in charge of emailing ballots was notified of the correct email address to send/resend the ballot to any signed members who notified us they did not have the ballot.
- Follow up email sent to the respondents who had sent an email about not having a ballot, had not yet voted, or had not confirmed receipt of the ballot at 7:15 pm to ensure they had received the ballot.
- At 8:00 pm, a member of the Committee called the three remaining people to confirm receipt of ballot.

Note: As votes came in, we

- Responded with an acknowledgement that the vote was received, and
- Forwarded them to the other members of the Elections Committee.

We each tracked votes independently so that we had four sets of eyes on it.

### **Day Two - Tuesday, May 5**

- Fielded additional inquiries throughout the day about ballots (missing ballot, how to vote, deadline for voting).
- At 6:30 pm, sent an email to the remaining list of three people who had not received ballots to see if they had them yet.
- We contacted the Membership Coordinator at 6:30 pm to confirm membership status of all members that we had listed as unsigned.
- The committee held a zoom meeting at 7:30 pm to compare counts as of 5:00 pm.
  - We reconciled our counts.
  - We designated a single member of the committee to print paper copies of all votes up until then.
  - We had 160 confirmed votes with a corresponding hard copy at this point.

### **Day Three - Wednesday, May 6**

- Emails were sent out just after 9:00 am to signed members for whom we did not have a vote recorded with a hard copy to support it.

Note: There was a rash of responses early Monday morning that resulted in some responses to the ballot email being buried in email chains and unrecoverable by the members of the committee. This was due to limitations from the web application of Outlook. We apologize for the inconvenience that resulted from this and thank the members who resubmitted their ballots to us. We ask that the members understand that we did not have access to the full computing power available at ECC and had to adjust according to what electronic and software resources we had on hand.

- Fielded additional inquiries throughout the day about ballots (missing ballot, how to vote, concerns about missing votes)
- Just before 3:00 pm an email was sent to members who requested a ballot be sent/resent to them and for whom we had not yet recorded a vote to ensure that they had a ballot.
- At 5:30 pm, a member of the Committee called those signed members who had requested a ballot, had not confirmed receipt of said ballot, and had no recorded vote.
- The committee held a zoom meeting at 7:30 pm to compare counts of votes received as of 5:00 pm.
  - We reconciled our counts.
  - The same designated member of the Committee printed paper copies of all votes up until then.
  - We had 242 confirmed votes with a corresponding hard copy at this point.

### **Day Four - Thursday, May 7**

- Emails sent out just after 10:00 am to signed members for whom we did not have a vote recorded with a hard copy to support it.
- Fielded additional inquiries throughout the day about ballots (missing ballot, how to vote).
- The committee held a meeting at 7:30 pm to compare counts of votes received as of 5:00 pm.
  - We reconciled our counts.
  - The same designated member of the Committee printed paper copies of all votes up until then.
  - We had 269 confirmed votes with a corresponding hard copy at this point.

### **Day Five - Friday, May 8**

- Due to complaints about inboxes being filled, we did not send out another reminder email.
- Fielded additional inquiries throughout the day about ballots (missing ballot and how to vote).
- Email sent at 3:00 pm telling all members of the bargaining unit that the polls were closed and requesting two volunteers to serve as election judges to validate our counts.



- The committee held a zoom meeting at 7:00 pm to compare counts and confirm the election judges.
  - We reconciled our counts.
  - We had 279 confirmed votes with a corresponding hard copy.
  - We had 14 volunteers to serve as election judges. We selected one FT and one UA2 to serve as election judges.
  - We called the prospective judges and confirmed that they were willing to serve in this capacity and that they understood the need to preserve secrecy and privacy of the vote as much as possible.

Note: The designated member who had the hard copies of the ballots had to break quarantine to deliver the ballots and so we chose two volunteers who lived close by each other to limit exposure. Both volunteers were made aware of the fact that our designated Committee member had exhibited symptoms and we are thankful that they were willing to take on the risk in order to validate the election results for the rest of the membership.

#### **Day Six - Saturday, May 9**

- Our designated member delivered the only hard copies of ballots to the first Election Judge (a signed UA2 member) at 3:00 pm.
- Our designated member delivered the only hard copies of ballots to the second Election Judge (a signed FT member) at 5:00 pm.

Note: The Election Judges

1. Verified the number of ballots.
2. Verified that no member voted more than once.
3. Independently counted the number of votes for each candidate.

Note: The committee has signed affidavits from each of the Election Judges stating the above information to be entered into the Senate record. There were no discrepancies between the counts of all four members of the Elections Committee and the independent counts of each of the Election Judges.

We are prepared to clarify any of the processes we followed through this election before presenting the results to the Senate.

Note: Upon the decision of the Senate to either accept or reject the results of this election,

We request that someone in the Senate make a non-precedent setting motion to allow the Committee to bypass the guidelines outlined in Robert's Rules where we turn over the sole set of paper ballots to the Secretary for destruction and instead allow the Elections Committee to destroy them.

We request that someone in the Senate make a motion to allow the members of the Elections Committee to delete all email correspondence with respect to the election of the President of ECCFA and to empty our deleted folders.

#### **Volunteers Needed**

As we get ready for the pilot of online voting for ECCFA through ElectionBuddy, we have a significant need for volunteers. We need

1. Detail oriented people who can create a typo-free list of emails for all 400+ signed members of the ECCFA. The existing Elections Committee members failed miserably at this and so we need your help.
2. A volunteer to generate unique identifier numbers for all 400+ signed members of the ECCFA.

3. Volunteers who will participate in a phone tree to make calls to all signed members of the ECCFA to ensure that the members have received notification of voting information and who will interface with the Elections Committee to notify us of any discrepancies.
4. Volunteers who will be ready to assist us as we identify other challenges in this process.

We request that someone in the Senate make a motion to allow the Elections Committee to recruit volunteers as needed and grant the Committee the power to oversee said volunteers when the actions of the volunteers fall outside the explicitly designated powers of the Elections Committee granted in the ECCFA constitution. This should be a one-time extension of the powers of the Committee that is a non-precedent setting action to allow for the best possible pilot of online voting with a recognition of the outstanding circumstances behind the need.

Respectfully submitted by your duly appointed Elections Committee:

Mary Elfring  
Kris Campbell  
Luis Martinez  
Armando Trejo

## **RESOLUTION AUTHORIZING 2020 AFT VIRTUAL CONVENTION**

WHEREAS, the members of the American Federation of Teachers are the essence of our union, and those members exercise their rights to elect their national leaders and to consider constitutional amendments, and policy resolutions, biennially as our constitution requires through election of delegates who meet in convention; and

WHEREAS, the AFT is a national labor organization governed by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) and elects its national leadership pursuant to the act; and

WHEREAS, since the union’s founding in 1916, the AFT has a nearly unbroken record of holding our convention in person and as scheduled with two exceptions—in 1921 when the union had insufficient finances to conduct a convention and in 1945 when, during World War II, the convention was not held pursuant to President Roosevelt’s urging that “this was no time to hold conventions”; and

WHEREAS, the 2020 AFT Convention has been scheduled to be held July 27- 30 in Houston; and

WHEREAS, the COVID-19 pandemic has upended the world’s public health and economies, leaving with it a devastating loss of life; a paused economy; and a continuing threat to the health, safety and economic well-being of the people we represent and the people we serve; and

WHEREAS, much of the nation is still combating this virus, and will be for an indeterminate period of time, as a vaccine is months from fruition; and

WHEREAS, many of the localities in which we serve, as well as the city of Houston and Harris County, Texas, have also adopted stay-at-home orders that remain in effect as of the date of this resolution; and

WHEREAS, the arc of the pandemic is such that communities across America, including Houston and Harris County, will still be operating on some physical distancing guidance, including among other things sheltering in place, or limiting or prohibiting the physical gathering of large numbers of delegates in one place that would be necessary to hold a traditional in-person AFT convention; and

WHEREAS, many members, in the absence of a vaccine, are concerned about their and their families’ safety and may not feel comfortable traveling; and

WHEREAS, the AFT places the highest priority on ensuring the safety and health of our members, leaders, delegates invitees and staff; and

WHEREAS, the safety and health concerns arising from the COVID-19 pandemic make it impossible to plan for and undertake a traditional in-person convention; and

WHEREAS, AFT affiliates, other national labor organizations, the Democratic National Committee and numerous other organizations have taken action to either postpone their conventions entirely or hold certain convention sessions virtually; and

WHEREAS, AFT members and leaders have been or have now become very familiar with participation in virtual meetings utilizing computer-based video teleconferencing; and  
WHEREAS, the AFT executive council intends to carry out the mandates in its governing documents concerning the convention set forth in: Constitution Article V, § 1 (officers are elected by the convention delegates for a term of two years); Constitution Article VII, § 1 (conventions are to be held biennially in even-numbered years at a place of the executive council's choosing); and Bylaws Article IV, § 1 (convention is to convene in July and/or August at a time and place determined by the executive council); and  
WHEREAS, Article VI, § 10 of the AFT Constitution states, in relevant part, "The executive council shall have the power to interpret and enforce [the AFT] constitution and to make rules not in conflict with ... [the] constitution. ...":  
**RESOLVED, to address the ongoing safety and health concerns arising from COVID-19, as well as with national, state and local public health guidance, including Centers for Disease Control and Prevention recommendations concerning social distancing, the American Federation of Teachers will modify its adopted plan for the 2020 Convention; and**  
**RESOLVED, the dates of the convention will be July 28-30; and**  
**RESOLVED, the AFT will plan for a fully virtual convention where delegates will attend via the internet and where delegates will consider duly noticed constitutional and by-law changes as well as resolutions; and**  
**RESOLVED, the AFT will hold an election for AFT officers among convention delegates via U.S. mail, following LMRDA-compliant procedures with ballots to be returned and received within 30-days from the commencement of the election. In the event a runoff election is necessary, an additional 30-day voting period for ballots to be returned and received will be provided from the time of the certification of results from the first round of voting; and**  
**RESOLVED, the executive council will develop a modified convention agenda and set of procedures that are suitable to an entirely virtual format, and ensure the right of duly elected delegates to meaningfully participate in their national union's convention.**

## BUDGET PREPARATION: Dues Structure

Currently, dues are dependent on the estimated base salary.

UAF pay .98% of their base salary with a cap of \$310.

FT pay 1% of base salary with a cap of \$895.

- Full Time Faculty (~82 capped)
  - 1% of base with \$895 cap
- Unit Adjunct Faculty (~15 capped)
  - .98% of base with \$310 cap

This structure supports faculty who make less money; they pay lower dues. *"Given the benefits that result from an effective union, membership dues for adjunct faculty should be set at a high enough level for the local union to be strong, while at the same time taking into account the compensation part-time/adjunct faculty receive."* (AFT Standards of Good Practice in the Employment of Part-Time/Adjunct Faculty)

This chart explains where our dues go and the total expense we incur per member. You can see that full, half, quarter and eighth members are classified by their base salary. This determines how much ECCFA PAYS to AFT, IFT, etc. With our dues structure, we have some UAF who pay as little as \$50 but no UAF pays more than \$310. It's actually not a sustainable structure and we requested folks to volunteer to serve on a committee to discuss our dues structure. I anticipate that we will move toward raising the cap, and likely, lowering the percent. The information that is lacking is the amount we collect for dues. Minimally, 138 HALF Members pay \$310 or less and do not contribute the full amount of external liabilities and nothing toward internal liabilities.

| # of members, status and earnings range. | <b>133 - FULL ≥\$49,161</b> | <b>138 - HALF &lt; \$49,161 and &gt; \$18,323</b> | <b>56 - QUARTER &lt; \$18,323 and &gt; \$9,814</b> | <b>31 - EIGHTH &lt; \$9,814</b> |
|------------------------------------------|-----------------------------|---------------------------------------------------|----------------------------------------------------|---------------------------------|
| AFT                                      | <b>234.96</b>               | <b>117.48</b>                                     | <b>58.74</b>                                       | <b>29.37</b>                    |
| \$1 MILLION LIABILITY INS.               | <b>4.29</b>                 | <b>4.29</b>                                       | <b>4.29</b>                                        | <b>4.298</b>                    |
| AD&D INS.                                | 1.20                        | 1.20                                              | 1.20                                               | 1.20                            |
| AFL-CIO                                  | 6.72                        | 6.72                                              | 6.72                                               | 6.72                            |
| IFT                                      | <b>379.80</b>               | <b>207.40</b>                                     | <b>121.20</b>                                      | <b>78.10</b>                    |
| Elgin Trades Council                     | 1.40                        | 1.40                                              | 1.40                                               | 1.40                            |
| <b>TOTAL Expense per member</b>          | <b>628.37</b>               | <b>338.49</b>                                     | <b>193.55</b>                                      | <b>121.08</b>                   |

**INSTITUTIONAL ADVANCEMENT AND ECC FOUNDATION UPDATES  
MAY 2020**

Fundraising

As of April 30, the Foundation has raised over **\$610,000** in cash and pledges, 76% of the way toward the fiscal year 2020 goal. The Foundation has also received close to \$1.8 million in In-Kind donations of equipment and supplies so far this year! As part of its fundraising, the Foundation has raised over \$77,000 in funds for the Complete to Compete pilot program set to launch in Fall, 2020. Additionally, with the advent of the COVID-19 crisis, the Foundation launched the Emergency Student Relief Fund to support student’s economic and educational needs. Our goal of raising over \$50,000 by the end of April was successful and fundraising continues.

Scholarships and Grants to the College

As of February 25, the Financial Aid and Scholarships office had rewarded **\$256,000** in 2019-2020 academic year scholarships for a total of **259 scholarships awarded to 220 students**. With the recent launch of our **Complete to Compete scholarship**, we expect to award about 20 scholarships to an at-risk cohort of students which will greatly increase their chance to graduate.

### ECC Foundation Alumni, Affinity, and Stewardship

The ECC Foundation Board also made the difficult decision to cancel the **22nd Annual Golf Classic** that was to be held on June 22. The beloved Golf Classic will be back better than ever next year on **June 21, 2022. Please save the date!**

### Institutional & Foundation Grant Updates

The Foundation currently has applications outstanding with:

- **Motorola Solutions Foundation** for \$30,000 for public safety and STEM scholarships as well as \$25,000 for the Emergency Student Relief Fund;
- the **Chase Foundation** for \$50,000 for Emergency Student Relief;
- the **Kane County Grand Victoria Riverboat Fund** for \$30,000 for Complete to Compete scholarships;
- \$25,000 from the **American Welding Society** for welding equipment, and;
- \$4,300 from the **Gordon Flesch Foundation** for assistive reading software.

Most recently, the Foundation has been looking to complement fundraising efforts for the Emergency Student Relief Fund with grants, and was successful in receiving **\$5,000 from the FAST Fund**. Proposals in process include requests to: the Union Pacific Foundation, Chase Bank, and the Walmart Foundation. Institutional Advancement also helped coordinate ECC's submissions for the CARES Act funding, and assisted the Workforce Development Department in obtaining a \$21,000 grant from Kane County for adult and dislocated worker job readiness training workshops.

### Institutional Advancement and Foundation Board Updates

The ECC Foundation continues to work with a group of committed retirees on a potential fundraiser to name a space after the late, beloved administrator, **Polly Nash**. Since the Celebration of Life scheduled for April 4 could not happen due to the COVID-19 crisis, alternative dates are being explored. **Please contact Wendy Breitmeyer, Susan Spangler-Abell, and Jack Weiss to discuss how you can help support this effort.**

Staff Contact:

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