

April 20, 2022

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2020-2022	Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	Tara Latto	UAF2, HPMSE, 2020-2022
Stacey Shah	LRIE/ABEC 2021-2023	Kris Campbell (Parliamentarian)	HP/MSE, 2020-2022	Terri Birch (2 nd VP, Membership)	UAF2, LVPA, 2020-2022
Len Fitzpatrick (Gary Norden Sub)	SBCT, 2020-2022	Greg Wheaton	HP/MSE, 2020-2022	Tammy Ray (Webmaster)	UAF2, SBCT, 2021-2023
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Chris Cunningham	HP/MSE Seated Today	Diane Flahaven	UAF2, HP/MSE, 2020-2022
Clark Hallpike	SBCT, 2020-2022	VACANT	HP/MSE*	Janice Petit-Sollenberger	UAF2, LVPA, 2020-2022
VACANT	SBCT*	Lori Clark (1 st VP)	CABS, 2021-2023	Jeffrey LaRocque	UAF2, LVPA, 2021-2023
Les McTighe	LVPA, 2021-2023	Ruby Sanny	CABS, 2021-2023	Lisa Del Giudice	UAF1, 2021-2023
Susan Robinson	LVPA, 2021-2023	Ryan Kerr (Communications Liaison)	CABS, 2021-2023	Janice Amos	UAF1, LVPA 2021-2023
Steve Wood (Treasurer)	NON-VOTING 2020- 2022	Jessica Carpenter (Social Media Coordinator)	CABS, 2020-2022	Amanda Smothers (3 rd VP)	UAF1, CABS, 2020-2022
Dawn Munson (Secretary)	NON-VOTING 01/2021	Jason Walczak	UAF2 2020-2022		
*indicates vacancy due to new division total		Danielle Straub	UAF2, CABS, 2020-2022		

Absent: Danielle Straub, Ruby Sanny, Tara Latto, Janice Petit-Sollenberger

Announcements

Secretary's Report: Dawn Munson

- Approval of March 30, 2022 Minutes.
- Patrick asked that we make a small change. Change made by Dawn.
- Janice motions; Lori seconds. Motion carries.

Treasurer's Report: Steve "Woody" Wood

- Request assist with audit

- Request assist to continue resolution of UAF summer dues overpayments
- Still working on details for adjuncts. Our IFT representative Lynnette has been doing it line by line.

President's Report: Kimberly Tarver

- a) Secured contributions from Dr. Sam, Dr. Heinrich, Dr. Wagner and Anthony Ray to contribute \$250 each for End of Semester Party at Carmina's on Thursday, May 19, 2022 at 5:00 PM; ECCFA needs to send an invoice
- b) Leadership meetings with Peggy Heinrich, Lori Clark, Anthony Ray: discussed process and timeline for reimbursement of COVID days; requested COW slides be displayed during presentation; concerns with dual credit liaison role; process to receive donations to the library collection; feminine hygiene product availability on campus needs to be more expansive; qualifications to teach dual credit coursework; light & heavy labs deferral due to no changes; supplemental assignment chart topics- grants & other initiatives; consider process to discuss social distancing for fall (refer to Negotiations); gender neutral bathroom maps/locations; questions relating to dual credit *required* textbooks; follow up with international students and "dropping" practices; Human Resources has a FULL team for the first time since Anthony Ray arrived; Corrected W2 forms available; end of semester party contributions
- c) Attended 403b Review Planning Team with Clark Hallpike: ECC is considering a fiduciary advisor to service participants
- d) Directed distribution of annual ECCFA Honorarium
- e) Attended Achieving the Dream Coaches Visit Meeting
- f) BOT Elections: ongoing discussions regarding potential candidates
- g) Attended Meeting with Dr. Sam: gender neutral bathrooms; meeting requests, timelines, and lack of notice associated with investigations; future retirement incentives not likely; reorganization; fitness center remodeling on schedule; advocacy for library under TLSD oversight
- h) Attended Grievance Meeting: Request representative from SBCT Division
- i) Met with VP Lori Clark to discuss transition matters
- j) Met with ECC Campus Union Leaders
 - a. Discussed Scabby's presence on campus
 - b. Reviewed ECC's exploration of a fiduciary advisor for 403b and 457 participants
- k) Attended Committee of the Whole: Presentations regarding Developmental Education; HLC Coaches Visit Report
- l) Attended Board of Trustees Meeting; remarks to BOT posted in addendum; Mr. Duffy received an award
- m) Attended All College Meeting: Dr. Sam talked about reorganizations and how much money it saves the college; he also discussed remote work; Construction Updates; Mobile App will replace Student Planner
- n) Following up with Summer Dues over payment and reimbursement process; ongoing
- o) Attended Elgin Trades Council Meetings: candidates attended meetings including candidates for Kane County Board Bill Tarver (10th District) and Ted Penesis (16th District), and 83rd District State Rep. Matt Hanson

Diane asked about comments made by Dr. Sam at all college meeting. Tammy asked about dual credit liaison work. Some faculty are going out and doing the work but not being compensated. Janice asked about administration reorganization. Kim explained that Dr. Lulu Blacksmith will be reassigned as AVP and John Long will be Dean of Students and Dr. Toya Webb will take over some new responsibilities. Diane asked about social distancing for Fall 2022 semester. This needs to be discussed with negotiations. Discussion ensued on social distancing. Len asked about the grievance representative from SBCT.

1st Vice President's Report: Lori Clark

- Remarks to BOT at April 12 Meeting (See addendum)

- Lori attended the COW, BOT and the Achieving the Dream meeting. She made remarks at the BOT, see addendum.

2nd Vice President's Report: Terri Birch

Fielding emails

Attended: CETL & textbook meetings.

Attended: Collar County meeting:

- a. College of Lake County Adjuncts pay no more than ¼ %.
- b. Unemployment: SB 3009
- c. SURS calculation: SB 3046
- d. Minimum salary: HB 4361

Amends the Board of Higher Education Act and the Public Community College Act. Provides that the Board of Higher Education and the Illinois Community College Board shall require each board of trustees of a public university or community college district in this State to establish a minimum salary for instructors that is not less than \$1,333.33 per credit hour taught. Allows the minimum salary to be subject to an increase based upon a cost-of-living adjustment. Requires an annual report concerning compliance with minimum salary requirements. Provides that nothing in the provisions shall prevent the paying of instructors at a higher rate than the required minimum salary. Amends the State Mandates Act to require implementation without reimbursement.

- No co-sponsors, assigned to Appropriations – Higher Ed on 3/1
- Will be entered after the November election
- Shout out to Diane for negotiations work and advocacy for adjuncts.

Discussion ensued about COVID days and adjuncts.

3rd Vice President's Report: Amanda Smothers

Committee Reports

- Negotiations: Luis Martinez

Shout out to Kim for all her hard work!

Luis expressed appreciation for the current negotiations team and all their hard work!

- Grievance: Co-Chairs: David Reich & Peter Han
- Membership: Terri Birch
- COPE: Chair, Patrick Gordon

IFT is engaged in the endorsement process. Patrick will be attending the meeting in our region. Patrick does not plan to run for COPE again.

Elections & Committee Requests

1. Accept Elections Committee Report (See Addendum)
 - a. Request committee chairs to submit officers, membership roster and bylaws changes, if any, to senate for adoption prior to May 18 Senate Meeting.

Ryan motions; Janice seconds. Motion carries with 2 abstentions.

2. Seat the President
3. Congratulate and Seat Senators; Extend Appreciation to Outgoing Senators
4. Election of Officers
 - a. 1st VP: Patrick nominate himself. Kim nominates Stacey. Discussed ensued about how to hold vote via Zoom poll. Yeah = Patrick Neah = Stacey. 9 votes for Stacey. 8 votes for Patrick. Stacey is new 1st VP of ECCFA Senate.
 - b. 2nd VP: Luis nominates Terri Birch. Kris seconds. Motion carries with 1 abstention.
 - c. 3rd VP: Luis nominates Amanda Smothers. Tammy seconds. Motion carries with 3 abstentions.
 - d. Treasurer: Luis nominates Woody. Janice seconds. Motion carries with 2 abstentions.
 - e. Secretary: Kris nominates Dawn Munson. Tammy seconds. Motion carries with 2 abstentions.
 - f. Parliamentarian: Luis nominates Kris Campbell. Terri seconds. Motion carries with 2 abstentions.
 - g. Negotiations Chair: Kim nominates Ryan Kerr, Luis seconds. Motion carries with 3 abstentions.
 - h. Webmaster: Tammy Ray
 - i. Social Media Chair: Jessica Carpenter
 - j. Membership Chair: Terri Birch
 - k. COPE Chair: Kim suggested we defer the COPE chair discussion to the next Senate meeting.
 - l. Communications Liaison: Lori would like to defer this to the next meeting.
 - m. Other?

OLD BUSINESS

1. END OF SEMESTER PARTY AT CARMINA'S, THURSDAY, MAY 19 AT 5:00 PM

NEW BUSINESS

1. May 4 Senate Meeting: Lynnette Sculuca IFT Rep, in preparation for the IFT convention, the IFT requests feedback session to assist in setting IFTs priorities. She will review some slides reflecting feedback the IFT gathered from members in recent polling and gather even more feedback on the findings. From these sessions, the IFT "Must Win Battles" will be refined and resolutions created for the Convention. ECCFA Senate has been selected to participate.
2. AFT Convention: Boston, July 14-17, 2022; lodging rates vary from \$219-\$258 per night + 16.45% interest (RSVP June 8)
3. Summer ULI: 3:00 June 26 – 12:00 June 30; \$1025 per person (RSVP May 19)
 - a. Building Member and Union Power in Non-Bargaining States
 - b. Effective Grievance Administration and Organizing
 - c. Introduction to Negotiations and Contract Campaigns
 - d. Organizing with Parents and Communities
 - e. Union Leadership Skills to Help Build a Strong Union

Discussion was held in chat about adding an amendments chair and to add a volunteer coordinator.

AFT convention is upcoming. Please consider attending. Kim believes we can send four delegates. Treasurer will explore finances by the next meeting.

Jessica attended the ECCP3 meeting. There are a lot of retirees. They are interested in having a retiree table at the end of semester party.

Kim said that natural resources is having a fishing derby. They need people to help kids fish. It is June 4th and there will be 2 shifts. [https:// fishelgin.eventbrite.com](https://fishelgin.eventbrite.com)

Susan reminded us about The Games Afoot happening April 29-May 8.

DIVISION ISSUES

ADJOURNMENT

ECCFA Senate Meeting Schedule: 3:15-4:45 p.m.

Spring 2022
April 6, 2022 (cancelled due to lack of business)
April 20, 2022
May 4, 2022
May 18, 2022

Faculty are encouraged to attend ECC Board of Trustee Meetings:

ECC Board of Trustee Meetings, 6:30 PM

ECC BOT: Committee of the Whole Meetings, 3:30

May 10

May 9

June 14

June 13

ADDENDUM

ECCFA President's Remarks to BOT April 12, 2022

Greetings,

I'd like to congratulate Student Trustee James Allen as his term comes to an end. I hope your experience has been valuable. I can honestly say that we are better because of your service. Well done and thank you.

Like you, my term as president of the ECCFA is coming to an end. In fact, this is my last formal address to the board on behalf of the faculty. It is a bittersweet moment.

I want to extend appreciation and gratitude to members of this board and the administration for their cooperative spirit and solution minded approach to many of the issues we've successfully faced, together. Thank you to especially to college leaders Dr. Sam, Dr. Wagner, Respicio Vazquez, and Dr. Robinson. My deepest gratitude, however, goes to Dr. Heinrich and Mr. Anthony Ray.

Mr. Ray, I have served on many search committees at ECC and I am most proud of co-chairing the committee with Dr. Sam that resulted in welcoming you to our ECC Family. I can't imagine anyone in this room who wants you to be successful more than I. You have proven to be steadfast in your commitment to fairness in all of our interactions.

Peggy, much of the success I have had in working with this administration, is due to you. Thank you for being accessible, approachable, collaborative and kind. We have had some good times and some hard times. We sometimes struggled with

the where, the what, and the how... but we never struggled with the why. We've always focused people (students, faculty, staff, administrators, the community), and improving their lives through learning.

Upon being elected to my first term, the SCOTUS Janus decision threw me into the role of organizing and mobilizing. Shortly thereafter, the state of Illinois budget crisis and the underfunding of higher education and ECC, presented unique challenges for all of us in this room. Fast forward to ripping the scab off of the festering wounds of racism and the murder of George Floyd. (pause) We've struggled to meet the demands of legislation dictating delivery of dual credit and developmental education. And then, there was, and is, COVID. COVID is not finished with us, yet. Enough said. We've experienced the politicization of nearly everything, including many issues faced by this board, ECC, and by our community.

ECC has an important role to play moving forward. We must renew our commitment to improving lives through learning... by teaching ourselves and teaching others, by learning about our history, the impact of racism, and the inequities that exist in education and those that exist here at ECC. My title may change, but my commitment to that which is right, fair, and just, will not waver. May those who come behind me, and all of us, find us faithful to our commitment and to our work. People's lives are depending on US.

Sincerely,
Kimberly Tarver
President, ECCFA IFT Local

ECCFA Vice-President's Remarks to the Board: April 12, 2022

Some of you may have heard about or may have noticed the rat outside of ECC on McLean Blvd. for the last week.

The reason for the rat is because ECC hired a demolition company that did not pay fair wages. In fact, this company was even fined by the Illinois Department of Labor for violating the Illinois Prevailing Wage Act.

Our colleagues in local labor expressed their concerns about this company and their history, which includes the prevailing wage violations and multiple company name changes. These concerns were expressed to the Board by some of these local labor leaders last fall. But the board approved this current vendor.

Last fall, union leaders asked for the Board to consider "responsible bidder" versus the lowest bidder. Union leaders have even proposed possible language for the Board to review in regard to "responsible" bidders. So far, the Board has said nothing.

ECC's website says "We are proud to serve our students and community members...we strive to cultivate, expand, and strengthen relationships and partnerships with the communities." Infringing on our community members' right to make a fair wage contradicts this statement and our Shared Values of ethical practices and accountability, and our strategic goal of partnerships. Not only that, but not hiring responsible bidders over the lowest bidder cultivates a lack of trust.

ECCFA demands quality work, safety, fair compensation, responsibility to workers and the community in all aspects of the college.

Lori Clark
1st Vice President
ECCFA IFT Local 3791

ELECTIONS COMMITTEE REPORT

Date: April 6, 2022
From: Joseph Rosenfeld, Chair of the 2022 ECCFA Elections Committee

To: The ECCFA Senate
Subject: Election Results

Below are the results of the 2022 ECCFA election. I would like to thank the committee: Alison Douglas, T. J. Latto, and Terri Birch who did an outstanding job.

For **SLAAC** the winners are:

- Arturo Vazquez - CABS
- Kellen Bolt - CABS
- Angelika Stachnik – HP/MSE
- Loretta Mielcarek - LVPA
- There was no candidate for the HPMSE second position
- There was no candidate for the either SBCT opening

For **Sick Bank** the winner is:

- Beth Hultman – LRIE/ABEC

For **Honors** the winners are:

- Carissa Millers – CABS
- Javier Aliegro - LVPA
- Ginger Bohlen – HP/MSE
- Maria Ashton-Stebbing – UA1/UA2
- There was no candidate from BUS/SSSCT

For **Curriculum Committee** the winners are:

- Jeffrey Weisman - CABS
- Alison Douglas _ CABS
- Joshua Thusat - CABS
- Dan Kernler – HP/MSE
- Abby Bailey – HP/MSE
- Leticia Starkov – SBCT

For the **Grievance Committee** the winners are:

- Kimberly Tarver – HP/MSE
- Blythe Burren – HP/MSE
- Peter Han – LVPA
- There was no candidate from SBCT

For the **Faculty Development Committee** the winners are:

- Colleen Stribling - LRIE
- Marc Healy - CABS
- Dana Kurpius – HP/MSE
- Fabio Martinez - SBCT
- Heidi Eaton - SBCT
- Janice Petit-Sollenberger - UAF
- Roxanne Bell - UAF
- Loretta Mielcarek – UAF
- The was no candidate from HP/MSE for the second open position

For the **President of ECCFA** the winner was:

- Lori Clark

For the **Senate** the winners are:

- Jessica Carpenter - CABS

- Patrick Gordon - SBCT
- Clark Hallpike - SBCT
- Len Fitzpatrick - SBCT
- There was no candidate for the fourth SBCT position
- Kimberly Tarver - HP/MSE
- Chris Cunningham – MP/MSE
- Luis Martinez – HP/MSE
- Kris Campbell – HP/MSE
- There was no candidate for the fifth HP/MSE position
- Terri Birch – UA2
- TJ Latto – UA2
- Jason Walczak – UA2
- Janice Petit-Sollenberger – UA2
- Diane Flahaven – UA2
- There were no candidates for two UA2 positions

For the **Negotiations Committee** the winners are:

- Dawn Munson - CABS
- Stacey Shah – LRIE/ABEC
- Michelle Kershner – HP/MSE
- Len Fitzpatrick - SBCT
- Dave Zacker - LVPA
- Blythe Burren – UA2
- Jason Walczak – UA2
- Roxanne Bell – UA2
- Amanda Smothers – UA1
- Diane Flahaven [A UA2 running for a UA1 seat]

Recommendations for next year:

None at this time. I will poll the committee members.