



# The Sentinel

Voice of the ECC Faculty Association  
Local 3791/IFT [www.eccfaculty.org](http://www.eccfaculty.org)  
May 2006

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## From a Vice-President's Perspective Rick Green

We are soon to end the first complete semester with the UAF I group as part of the ECCFA. Again, ECC is first and foremost in the state when it comes to providing union benefits to as many faculty as possible. I want to thank all the ECCFA Presidents who had the foresight to establish and maintain our organization as a leader in the state.

With the diversity of membership, it is important that we all understand our contract and the rights, privileges and responsibilities it affords us all. We also must keep a focus on the fact that a union is only strong and effective when members believe that it exists for basically one good and that is the good of all the members.

The ECCFA is made up of three groups of faculty defined primarily by their level of responsibility to the college and our students. The ECCFA exists

to protect all ECCFA jobs within the language of the contract.

In Linda's absence, I had the privilege to be acting president of the ECCFA this spring. I want to thank all faculty for their patience with me as I worked to meet the challenges of Presidency. A special thanks to 1<sup>st</sup> Vice-President Sue Ford and to Rick Bailey and all the Senators as they provided tremendous leadership and support to me and to the ECCFA as we all worked through a very difficult semester.

I also want to express my appreciation and awe to all faculty who have volunteered for participation on the ever growing number of committees. I cannot remember a time when there have been so many committees, from hiring to tenure. I believe some faculty are spending as much if not more time on committee work than in the classroom teaching.

One result of my brief time in the President's seat was to begin to understand that the ECCFA is now approaching 400 members and a diversity of issues that has never before been experienced by our organization. The role of President is becoming very complex and large for the amount of release time allowed. As a result, I have recommended and the Senate has agreed to explore a change in structure for our organization that may help

spread the responsibilities out over more leadership positions. It is clear that with the size of our organization and the limited release time, the President's level of responsibility is a recipe for burnout. Whether or not we make a change, I think it will be healthy for the ECCFA to explore some alternative organizational structures. A committee has been formed for that exploration.

### **Negotiations update**

Look for a negotiations survey to be sent by e-mail this week. There will be a short version for those of you leaving for far away places immediately. There will also be an opportunity for you to respond with contract issues in a more detailed way. The results will be tallied over the summer and reported on opening day.

Please be prepared in the fall to elect a negotiating committee. We will be looking for some key people to help address contract concerns brought forth in the survey.

I wish you all a happy end to the semester and a safe and great summer.

Rick Green ECCFA V.P

## **Spring 2006 End-O-The -Semester- Party**

The Elgin Community College Faculty Association is happy to announce the spring semester social gathering will again be held at the Blu Raz Restaurant and Lounge on Randall road. The festivities will commence on May 18<sup>th</sup>, immediately after the ECC awards ceremony on. The Blu Raz is located south on Randall Road by the Super Target sign. All ECC is invited to come and enjoy some off campus fun with your friends and co-workers.

The ECCFA will provide snacks. Beverages are on your own. We are going to continue to collect donations at the party to help the AFT support those still suffering the tragic effects of hurricane Katrina. We had a great time last December at the party. I hope to see you there on the 18<sup>th</sup>.

### **Good Bye for Now**

**Rick Bailey**

I decided I'd say my good-byes to Elgin Community College in the *Sentinel*; I'll just say good-bye on the 18<sup>th</sup>.

I want everyone to know that this is not my personal decision to leave the college. I also don't want to leave anyone out in thanking them for their

help, support and dedication in helping shape the past and future of the college.

I started here in 1983, teaching part-time for about \$16.00 per contact hour; we didn't have any collective bargaining then. ☺

When I started full-time, in 1985, the contract was one academic year old. Brent Steel encouraged me to apply for a "no future" one year temporary full-time position; Jack Gualdoni took a leave of absence to see if he really wanted to retire. I left a position at the College of Lake County (CLC) and the rest of the story is the last twenty-one (21) years.

I actually wasn't part of ECCFA when I first started here full-time. In January, 1986, Walt Garrett announced that the faculty association was going to seek fair share, and Brent told me to join to have a voice. I never expected where that involvement would lead. When I helped negotiate the contract in 1987, I learned what it took to reach a compromise. Walt Garrett, Tom Amato, Fred Lifton, Marv Dittman, Mike Shirley, ULI, and others helped educate me in negotiating.

By the time the next contract rolled around, Rick Green, Dave Sujak and I were in our second year of negotiations training through ULI. To this day we still have sections of the

contract crafted by Tom Amato and Fred Lifton. Gil Feldman always says, "Ah, another Amato contract." Our training and the work we did eventually resulted in Dave, Gary Christenson, Rick and I facilitating ULI workshops. (For those of you that don't know, Tom Amato was our IFT representative and Fred Lifton was the board attorney.)

To this day, I still marvel at how Marv and Dave manipulated numbers using Schedcal, and I still don't know how they did it!!!

We've come a long way as an association and as a college. In 1987 we were 38<sup>th</sup> out of 40 community colleges in Illinois for salary and benefits. Today we can still boast of having the number one benefits package and we are in the top four for salaries. This is due to the work of a lot of folks on both sides of the table, let alone our entire faculty support. We've only had one contract settled before it expired and only one strike in our history.

The folks that I've worked with directly that have us where we are include: Sue Ford, Linda Hefferin, Gail Shadwell, Linda McEwan, Linda Hartley, Cindy "Lady Hawk" Hutman, Sherry Hellmuth, Jane Lehmann, Jane Mooberry, Lyn Ducar, Mary Peterhans, Cathy Tomasik, Linda Perez, Gretchen Wirtz Goodyear, Polly Nash, Diane Petersen, Pam Weedman, Vicki Bethke, Julie Henderson, Jane Gondek,

Sharron Meade, Agnes Hoffman, Nancy Hake, SSA, Brent Steel, Rick Green, Doug Fraley, David Sujak, Marv Dittman, David Campbell, Gary Christenson, Tom Youngren, John Slawson, Bill Demaree, Bill Kolton, Dennis Lynch, John Bradburn, Walt Garrett, Travis Houser, Roger Spayer, John Duffy, John Jilek, Kathe Pava, Janette Mihalec, Ellen Roberts, Fred Steffen, Paul Heath, Roy Flores, Charles Rorie, Tom Amato, Bob Piekert, Denny Roschmann, Fred Lifton, Terry Creamer, and Jim Zuehl. If I have been remiss in mentioning a specific name, please know that without the entire college, we wouldn't be where we are today.

I really owe all of my non-military employment to Brent Steel. Every teaching position I've had, all three of them, Brent was involved in some way. Brent and I, until his retirement, have taught together since 1980. Also, not too many of you might know that Gene Taylor was my boss in the Navy from 1978 to 1979.

In 1989, the lives of my family and extended family changed forever: we lost our daughter in a car accident. If it wasn't for Sarah Dye, Cindy Hutman, Lois Robley and Brent, I would never have returned to ECC that fall. So some of you may want to thank them, and others may want to .... ☺. I know I want to **THANK** them for caring and helping me return; I owe you four a lot for your encouragement and ability to make me work. I

also wouldn't have made it without the help and support of the college family. Everyone at ECC was there and helped; we all worked together to help me but also help the college. I had students coming to my home, mowing the lawn and making sure things were in order. Of course, they were under the expert guidance of Brenty.

I remember Rick Green and Ken Ronzheimer dropping what they were doing to help fix a problem on my Dad's van. Many others within the college **worked together as one family**. If memory serves me correctly, Carol Akemann used to advertise the college based on family values and spirit. Paul Heath used to make it a point to talk about the college family. We weren't a byline on the eNet.

ECC is and has been my life -- ask my family ☺. Growing is good but not at the expense of its people. Working together is paramount if you want to see the college community succeed. I know the college won't go away and folks will be retiring or moving on to other positions. But we need to stop, take a deep breath, and really think about what is important. Without each other, this community will continue to flounder in mistrust.

I'm going to ramble but try to make my point. Mike Shirley and I have worked together for the past 21 years. In those years we have negotiated contracts,

worked on and settled grievances, and many times have disagreed on issues. We've argued, shouted at each other and picked on each other's military background (I always win there ☺). And when we walk out of a heated discussion, we go down to the cafeteria and have a cup of coffee together. We all have a job to do to make ECC successful; we all need each other to make that happen.

All of you have no excuse now, Rick Green is Rick Green, not Rick Bailey and he teaches automotive, not electronics. The other half of R<sup>2</sup> is moving on. I'm not leaving though; Sue Ford has already informed me that I have to finish the constitution revisions before I go anywhere. ☺ I also intend to keep an eye on things and help in any way I can.

We've grown up so fast we haven't had time or a chance to rekindle that spirit throughout the college and that's a shame. We've lost the trust and caring attitude as a whole. I'm not saying we don't still have it; it's just in little pockets around the campus. I'd like to see the whole college family at Blu Razz on May 18<sup>th</sup> ... please come.

Though not my choice to be leaving, as Brent has said, "things happen for a reason."

I'll finish by saying I have been very fortunate to call ECC home and for being part of its family. I have friendships that will

never let go of and will work to always keep.

Thank you for letting me share my professional and personal life with you for these 21 years.

In Unity,  
Rick Bailey

## **ECCFA Negotiations Team Explains RIF**

In the March, 2006 issue of the *Sentinel*, the "Good Grievance" article noted that the implementation of the new minimum competencies and resulting cuts in course offering in IAI approved courses could lead to a RIF for adjuncts in those areas. After consulting our IFT field rep and attorney, we have a better, more complete explanation for all of you.

In Unity,  
The ECCFA Negotiations  
Team, 2005-2006

### **Reduction in Force**

A "RIF" occurs when a union position is permanently eliminated or lost. The College is mandating a 20% cut in summer and fall '06 course offerings in departments with courses that have an IAI reading, writing or math component in preparation for the implementation of ECC's new minimum competency requirements. As a result some unit adjunct faculty and unit adjunct faculty-I have not been offered courses (6 credit or

contact hours for UAFs; 3 credit hours for UAF-Is) to teach. If the situation (reduced course offerings and/or low enrollment because of minimum competencies) persists beyond spring '07, union positions will be in jeopardy, and the ECCFA will invoke the appropriate contract language in Articles IV, VIII, and X to maintain union positions. (Our IFT Field Representative and lawyer have been consulted. The list of sections not applicable to UAFs in 8.1 is in error. New language added to 4.22 in the last contract negotiation supersedes that list.)

A UAF-I position would be permanently lost in the fall '07 if a UAF-I is not offered the minimum 3 credit hour load for a third consecutive semester. He or she would be entitled to teach a course for which he or she is qualified and that is scheduled as overload for a fulltime faculty member if the mandatory reduction in course offerings is still in effect, and all fulltime faculty and UAFs have been assigned their minimum loads (15 and 6 credit or contact hours respectively) and any fulltime faculty in the department have been assigned overloads.

In accordance with current contract language, all unit adjunct faculty should be assigned a minimum load before any overload is scheduled for fulltime faculty whenever a RIF may occur due to a called-for reduction in course offerings. .

**4.22 Reduction in Force.** Prior to the layoff or reduction of any bargaining unit adjunct or full-time faculty member covered by this Agreement, the Board shall eliminate all non-unit adjunct faculty, then all voluntary overload assignments to courses which the full-time faculty member is competent to fill pursuant to the qualifications of this provision provided the Board may retain those adjunct or voluntary assignments to courses which unavoidably run at the same time as other identical adjunct or voluntary assignments to courses. Therefore, bargaining unit adjunct faculty positions shall be eliminated prior to the layoff of full-time faculty.

## **8.2 Unit Adjunct Workload.**

### **1. Teaching Faculty.**

The minimum workload for unit adjunct faculty shall be six (6) credit or contact hours per semester and shall not exceed nine (9) credit or contact hours each semester without the written approval of the Vice President for Instruction and Student Services and the Association within 48 hours. A unit adjunct faculty member on a reduced load below six (6) credit or contact hours will have preference over non-unit adjunct faculty for courses they are qualified to teach.

### **3. Determination of Load.**

Following the determination of load and overload for full-time faculty and prior to determination of work schedules for non-unit adjunct faculty, unit adjunct

faculty shall have the opportunity to select at least the minimum workload of six (6) credit or contact hours. However, the dean/supervisor maintains the discretion to assign courses or workload based on the interest of the College.

**10.2 Eligibility/Qualifications.** In accordance with Article 10.1, Recognition, Unit Adjunct Faculty I become eligible for unit membership in the following manner:

1. Taught two consecutive semesters, no earlier than Spring 2004.
2. Employed to teach a class or classes in the third consecutive semester. In the event that an individual does not teach the third consecutive semester, eligibility would be pending until the fourth consecutive semester. If an individual does not teach in the fourth consecutive semester, he/she would not be eligible for UAF-I status and must re-qualify.

**10.3 Inactive Status.** Unit adjunct faculty I who do not teach during a fall or spring semester will be considered inactive in the bargaining unit. After three consecutive inactive semesters, inactive members will no longer be considered part of the bargaining unit and must qualify again by the criteria set forth in Section 10.1 of this agreement. If a member resigns or retires they

will no longer be considered a UAF-I bargaining unit member and must re-qualify if they return to the college.

#### **10.4 Unit Adjunct Faculty I Workload.**

##### **1. Teaching Faculty.**

The minimum workload for unit adjunct faculty I, shall be three (3) credit or contact hours per semester and shall not exceed six (6) credit or contact hours each semester without the written approval of the Vice President for Instruction and Student Services and the Association within 48 hours. A unit adjunct faculty I member will have preference over non-unit adjunct faculty for courses they are qualified to teach.

##### **2. Determination of Load.**

Following the determination of load and overload for full-time faculty and unit adjunct faculty and prior to determination of work schedules for non-unit adjunct faculty, unit adjunct faculty I shall have the opportunity to select at least the minimum workload of three (3) credit or contact hours. However, the dean/supervisor maintains the discretion to assign courses or

workload based on the interest of the College.

#### **10.6 Reduction in Force.**

Prior to the layoff or reduction of any bargaining unit adjunct or full-time faculty member covered by this Agreement, the Board shall eliminate all non-unit adjunct faculty, then all voluntary overload assignments to courses which the full-time faculty member is competent to fill pursuant to the qualifications of this provision provided the Board may retain those adjunct or voluntary assignments to courses which unavoidably run at the same time as other identical adjunct or voluntary assignments to courses. Therefore, bargaining unit adjunct faculty I positions shall be eliminated prior to the layoff of unit adjunct faculty positions, and bargaining unit adjunct faculty positions shall be eliminated prior to the layoff of full-time faculty.

### **ECC Library Offers New Service**

The ECC reference librarians are offering a new service: an in-class Q & A



session for students in the midst of a research project.

The session can be held either in your classroom, if it is equipped with a Proxima and computer access, or as a visit to our library classroom. A Q & A session is student-driven: the librarian will assist students with any problems the students have encountered during the research process.

Ideally, the session will be held after students have begun researching so that they will have had time to formulate questions. The librarian can work with the class as long as needed: the session does not have to take up an entire class period.

Recently two instructors requested this type of approach. A librarian met with an English 102 class working on Title IX research. The librarian spent about 40 minutes with the class, answering questions and showing how she would find the appropriate material using a variety of online approaches.

On another occasion a graphic design class came to the library specifically for help finding statistical information for graphs they were making. For this class, topics were given to the librarian in advance. She gave each of the students a good starting point, and students worked on computers in the library classroom for the rest of the hour.

If you think this alternative approach might work well for your students, think about scheduling a Q & A session for your class. Contact us at the library reference desk at x7354