



# The Sentinel

Voice of the ECC Faculty Association  
Local 3791/IFT [www.eccfaculty.org](http://www.eccfaculty.org)  
October 2007

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## From the President



### Change is in the air. . . Do you feel it?

*Happy Fall!* It seems like only yesterday I was wearing short sleeves, and today I need my jacket. That's one of the best things about living in the Midwest. We can count on the **change** of seasons!

Here at ECC, we've also come to expect **change** in our workplace. Having been at the College since the 80s, I've seen many changes. Some of the younger faculty members probably can't imagine life at ECC before we had voice mail or e-mail. Even smoking was allowed in faculty offices? Can you imagine life at ECC before ICT, VPAC, HBT and Datatel? Does anyone remember the trailers for classrooms?

Most of the changes at ECC have been positive, although occasionally there were some changes that just didn't cut it. Can you think of any?

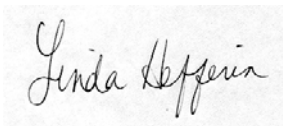
One of the most welcome changes I've noticed recently is the increase in open communication among employees. It seems as if there has been a shift to more inclusiveness in information sharing. It's *in the air*, and I hope everyone is starting to feel this **change**. You may remember that it was only a year ago in the *2006 Employee Survey* that the item "Communication and cooperation are maintained at the college" received a 50 percent response of "Disagree" or "Neutral." Do you think that item would show a more positive response today? I think so.

The ECCFA shares responsibility for open communication and information sharing across the campus community. Many times it's difficult to ensure that our own members receive adequate information about College issues. We cannot expect the communication process to improve if we are not part of the **change**. Are we ready?

It's no secret that employees feel more trusting and loyal when they

receive appropriate information directly rather than through the rumor mill. We hope that the change toward better workplace communication at ECC will become part of our culture and not just a fad. While we still need work on improving communication at ECC, we seem to be moving in the right direction. This is most certainly a long-overdue **change**.

In unity,



Linda

## Bits and Pieces

### Congratulations to Tim Anderson (Speech)

At its October 9 meeting, the Board of Trustees voted to accept Tim's tenure recommendation effective January 2008.

### Committees, Committees, and More Committees!

Thanks to all of you who have accepted committee responsibilities (in many cases to serve on two or three or more!) when you were contacted. Our contract states that once the ECCFA President receives a request for faculty membership on a committee, the request must be fulfilled within ten days. One of the **changes** to our 2007-2011 contract states that when the ECCFA is unable to provide faculty names within ten days, the administration can appoint faculty members to serve. It's much better for the ECCFA and the administration when the ECCFA can find willing faculty members to serve on committees which need our participation. Don't you agree?

## UAF 1 Corner

Dan Kocher

You just got your letter from HR telling you that you now qualify for Unit Adjunct Faculty 1 status. So what? In this installment of the UAF 1 Corner we are going to explore what this new status means for you, your family, and your colleagues.

First, there is more pay. The new salary schedule starts at \$732 per credit/contact hour with additional increments available depending upon your education level.

Second, there is increased job security. The administration has agreed that you will be assigned a three-hour course in an area you are qualified to teach before they fill the position with a new hire or someone who has not yet achieved UAF status. As you continue to teach at ECC your seniority will be determined by the date you entered the bargaining Unit and the number of semesters you have taught at ECC.

Third, there are now sick days available if you should need them. You get one sick day for each class you teach. However, you may use only two sick days in a given semester. In addition to illness, a sick day can be used for personal or professional meeting leave. You should try to give at least 72 hours notice to your dean/supervisor if you are going to use a sick day for personal or professional reasons.

Fourth, you will now be eligible for tuition reimbursement for ECC credit courses taken by yourself, your spouse, or by your children under the age of 26. The person taking the course must earn a "C" or better to be eligible for reimbursement. You earn one credit hour of reimbursement for each credit hour you have taught since August 2005.

Fifth, you will now receive \$100 each semester to offset any professional or developmental expenses you incur. This money will be automatically included in your paycheck at the end of the semester.

You may ask, "With all these benefits, are there any downsides to your UAF 1 status?" In the interest of full disclosure, I feel compelled to mention one--dues. You will notice that during the semester, dues in the amount of \$18.10 will be deducted from three of your paychecks. These dues are used to cover the expenses of your faculty association and to pay for our participation in state and national organizations working on our behalf.

That wraps it up for this issue. To learn more about the ECCFA and our collective bargaining agreement, I invite you to visit our website at: <http://www.eccfaculty.org/>

In Unity,

Dan Kocher  
ECCFA 3<sup>rd</sup> Vice President &  
UAF 1 Senator

## **Good Grievance: Update on Contract Procedural Change**

When a complaint comes to the Grievance Committee, the committee's work has just begun. Investigation of the complaint and how it violates the contract must be determined. If a violation is noted, there is every effort to work with the immediate supervisor to rectify the issue. The committee has 30 days from the time it knows about the issue to work on solving it. If there is no success in resolving the issue, the Grievance Committee will file a formal grievance complaint.

With the new contract, there has been a change with the filing of a grievance. Now, all grievances shall be filed with the Director of Human Resources and copied to the immediate supervisor. Upon receipt of the written grievance, the Director of Human Resources shall have the full authority to resolve the grievance. Both sides will meet in "good faith" to resolve the issue. The process is as follows:

### **Step 1: Human Resources and Immediate Supervisor**

Not later than 30 days after the filing of the grievance, HR shall submit a written response to the ECCFA President, Grievance Chair and supervisor. This response shall contain the full and complete reasons for award, denial, or joint resolution of the grievance.

### **Step 2: College President**

If ECCFA is not satisfied with the response, the grievance is now forwarded to the College President no later than 15 days after receipt from the response from HR. The College President or his appointed management representative has the full authority to resolve the grievance. The College President shall provide a written response to the ECCFA President and the Grievance Chair within 15 days of receipt of the advanced grievance.

### **Step 3: Arbitration**

If ECCFA is not satisfied with the response, it can proceed to binding arbitration by notifying the College President or designee no later than 15 days from the date of the written response. Once the arbitrator has been selected, every effort shall be made to schedule the hearing within 30 calendar days of the date of appeal to arbitration.

This means that Dr. Tony Spahr, Director of Human Resources, has the initial authority to resolve the grievance. The Grievance Committee invited Tony Spahr to our meeting to introduce

ourselves to him and share our committee's history. We look forward to working with him.

#### Committee Members

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## Local Middle School Celebrates 75<sup>th</sup> Anniversary

Mary Olsen of DEPARTMENT announces to all faculty who attended school in Elgin that Abbott Middle School is celebrating its 75<sup>th</sup> anniversary with an open house on Sunday, 21 October, 2007, from 1:00 until 3:00 p.m.

According to Mary, the open house will feature "fellowship, performances, media presentations, and the unveiling of a new mural." Former teachers will also be available.

Abbott graduates are invited to send memories, humorous or life changing, regarding AMS. These stories will be compiled in a binder or acted on stage.

Graduates may send stories to [maryolsen@u-46.org](mailto:maryolsen@u-46.org) or mail them to Abbott Middle School 949 Van Street, Elgin, IL 60123.

Alumni and staff are also invited to participate in the afternoon performances. For information, contact [AnneHerrmann@u-46.org](mailto:AnneHerrmann@u-46.org) or 847-888-5160 voice-mail 2046

## Sentinel Back Page

### Information for ECCFA Members

#### ECCFA Officers

Linda Hefferin, President  
Rick Green, First Vice-President  
Sue Ford, Second Vice-President  
Dan Kocher, Third Vice-President  
Linda McEwan, Treasurer  
Mary Arndt, Secretary

William Demaree, *Sentinel* Editor  
Armando Trejo, Webmaster

#### ECCFA Senators

##### BUS/TECH

Rick Green  
Clark Hallpike  
Roger Ramey

##### CABS

Tim Anderson  
Dennis Lynch  
Rachael Tecza

##### LR/CON

Linda McEwan

##### LVPA

Robert Harmon  
Howard Russo

##### MSEH

Mary Arndt  
Elizabeth Becker  
Daniel Kernler

#### UAF

Rick Bonnom  
Sue Ford  
Crystal Kerwin  
Ron Kowalczyk  
Marcia Luptak  
Chris Newman  
Mary Peterhans  
Cathy Tomasiak

#### UAF1

Beverly Augustine  
Steve Lipinski  
Michael Walschot

### Senate Meeting Dates, 2007-2008

#### Fall 2007

- 🕒 17 October
- 🕒 31 October
- 🕒 14 November
- 🕒 28 November
- 🕒 12 December

#### Spring 2008

- 🕒 16 January
- 🕒 30 January
- 🕒 13 February
- 🕒 27 February
- 🕒 12 March
- 🕒 2 April
- 🕒 16 April
- 🕒 30 April
- 🕒 14 May

All meetings are at 3:00 p.m. in ICT 201.

**Sentinel Dates  
2007-2008**

<b>Submissions Due Dates</b>	<b>Publication Due Dates</b>
Monday, 12 November 2007	Thursday, 15 November 2007
Friday, 7 December 2007	Tuesday, 11 December 2007 (Classes End 13 December)
Wednesday, 13 February 2008	Friday, 15 February 2008
Wednesday, 12 March 2008	Friday, 14 March 2008
Friday, 11 April 2008	Tuesday, 15 April 2008
Friday, 9 May 2008	Monday, 12 May 2008 (Classes End 14 May)