

Senate Meeting Minutes | May 1, 2024  
Scheduled Start Time: 3:15 PM

**ATTENDANCE**

	Name	Div/Term		Name	Div/Term		Name	Div/Term
✓	Dan Kernler (President)	2024-2026	✓	Les McTighe	LVPA 2023-2025	✓	Tom Limberis	SBCT 2024-2026
✓	Stacey Shah (1st VP)	ARIT/ABEC 2024-2026	✓	Susan Robinson	LVPA 2023-2025	✓	Terri Birch	UA2, LVPA 2024-2026
✓	Liddy Hope	CABS 2024-2026	✓	Michelle Kershner	MSE 2024-2026	✓	Tammy Ray (Webmaster)	UA2, SBCT 2023-2025
✓	Ryan Kerr (Chief Negotiator)	CABS 2023-2025	✓	Chris Cunningham (Parliamentarian)	MSE 2024-2026	✓	Amanda Hirsch (3rd VP)	UA2, CABS 2023-2025
✓	Ruby Sanny	CABS 2023-2025	✓	Luis Martinez	MSE 2024-2026	✓	Katherine Fletcher (2nd VP)	UA2, MSE 2024-2026
✓	Josh Thusat	CABS 2024-2026	✓	Dave Reich	SBCT 2023-2025	✓	Ali Malik	UA2, MSE 2024-2026
✓	Lisa Hodson	HP 2024-2026	✓	Patrick Gordon	SBCT 2024-2026	✓	Lisa Del Giudice (Comms. Liaison)	UA2 2023-2025
✓	Kimberly Tarver (Membership)	HP 2024-2026	✓	Clark Hallpike	SBCT 2024-2026			
<b>NON-VOTING</b>								
✓	Laura Haske (Secretary)	2023-2024	✓	Steve "Woody" Wood (Treasurer)	2024-2025			

Others in Attendance: Peggy LeMoyne, Emily Healy

The meeting was called to order at 3:15 pm.

**1. ANNOUNCEMENTS**

- a. **Great Lakes Union Leadership Institute (GLULI).** Contact Dan if you want union training at the [GLULI at the Lake Lawn Resort in Delevan, Wisconsin, this summer \(June 23 - June 27\)](#). New senators, officers, and those interested in serving on Negotiations or Grievance are encouraged to attend. You must be able to attend all days. The union will pay for those approved to attend. Additional training will be available during the school year.

- b. **Sentinel Editor.** The ECCFA Sentinel is ECCFA’s newsletter. We are looking for a member to take this over and start up again for the 2024-2025 academic year. Interested faculty can email Dan.
- c. **ICCFA Faculty Research & Workshop Grant Proposals.** The Illinois Community College Faculty Association (ICCFA) will accept [faculty research and workshop proposals](#) through May 17. Part-time and full-time faculty can apply to be one of four recipients of a \$2500 grant.
- d. **ICCFA Student Scholarships.** Full-time students can apply for \$1,000 scholarships from ICCFA. The scholarship information criteria are on [the application](#). Please share this information with faculty and students.
- e. **Adjunct Justice.** Please consider reading this article, [The Costs and Benefits of Adjunct Justice](#), shared by Bill Akers, English faculty.
- f. **Flex Spending Provider Changing.** BPC, ECC’s current provider for flex spending, will become Chard Snyder on May 1. Details are available on [my.elgin.edu](#).
- g. **May TIDE Chat - Establishing the New Normal.** Please join us for the last TIDE chat of the semester. Friday, May 3rd, from 3:00-4:00 pm ([Zoom link](#)). In this chat, we’ll reflect on the semester, paying attention to “Things we tried.” These could be successes, absolute disasters, and anything in between. The spirit of this chat is connection and reflection. Take a break from grading, dull meetings, and the end of the semester to connect with colleagues. This chat promises to spark ideas, laughter, and a good time. See you there!
- h. **Annual Required Trainings.** The college has mandatory training per Section 4.30 of the [ECCFA Contract](#). Librarian faculty may complete the training during regular work hours, and teaching faculty may use office hours. The list was sent from Anthony Ray, Chief Human Resources Officer, on 4/18.

## 2. REPORTS

- a. **Secretary’s Report.** Stacey moved to approve the April 17, 2024, senate meeting minutes. Kim seconded. The motion carried.
- b. **Treasurer’s Report.** The treasurer noted that stipends were paid. The treasurer’s report, which was sent by email to senators, was accepted.
- c. **President’s Report.**
  - i. Signed Light and Heavy Lab Designations.
  - ii. Coordinated with Dr. Sam, Peggy Heinrich, and Kim Wagner regarding End-of-Semester Party funding. (Retirement party is planned for 2-5 pm.)
  - iii. Fielded emails. Lots of emails. Soooo many emails.
  - iv. **House Bill 5020**
    - 1. Spoke with Peggy and Dean Gonzalez about HB5020.

2. Crafted a letter to Senator Castro and others about ECCFA concerns with HB5020.
  3. There was a Last-minute Zoom meeting on 4/26 through ICCFA with Brian Durham, Melvin Harrison, and Marcus Brown of ICCB. Jim Reed (Executive Director of ICCTA) and some faculty members were also in attendance. Thanks to Terri for sharing the invite. Much of the current bill's form was negotiated and is better than the original version. For example, the committee on setting qualifications was initially 100% K-12 faculty only. Dan will try to contact IFT about how to get in on the ground floor when new legislation affects us. Kim suggested that the Higher Ed Constituency Council might be a way to connect with the right people.
    - v. Met with ECCFA "executive board" (Pres and VPs) on Friday, 4/26.
- d. **1st Vice-President's Report.** Attended ECCFA Leadership Meeting
- i. Attended AtD Coaches Faculty Meeting
  - ii. Updated FT constituent list with minor changes
  - iii. Attended Course Capacity Meeting
  - iv. Fielded Emails

### 3. COMMITTEE REPORTS

- a. **Negotiations.** The MOA that resulted from a grievance has been signed. It clarifies whether full-time temporary employment counts toward seniority. Temporary full-time employment is consecutive with normal full-time employment and does count toward seniority.

The Faculty Development Handbook and Faculty Evaluation Handbook committees continue their work. The Faculty Development Handbook is mostly done, with Dr. Heinrich proofreading it. The Faculty Evaluation Handbook is undergoing "quite the overhaul." The group expects to continue working on it in the Fall. Dr. Chaffin will be leaving the college and is on that committee. Ryan moved to approve the committee to continue its work without replacing Dr. Chaffin. Kim seconded. The senators discussed the committee. The motion carried.

- b. **Grievance.** The written grievance report is attached as [Addendum A](#).
- c. **Membership.** The written membership report is attached as [Addendum B](#). Kim reminded members to check their seniority and earning statements.

## 4. ELECTIONS & COMMITTEE REQUESTS

### a. Committee Requests

- i. **Administrative Procedure Review Team (APRT) - 1 Faculty Requested.** From Laura Haske, who currently serves on the APRT: “The APRT reviews administrative procedures that affect students and faculty. Team members can see the comments from the cross-functional review team and hear directly from the procedure’s coordinator. Every procedure under review has a first reading and a second reading. The APRT asks questions and makes recommendations related to the procedure language. There is one faculty member on the team. The team meets on Zoom from 1:00 pm to 3:00 pm on the second Friday of most months during the semester.” More information can be found here: [TLSD website](#).
- ii. **Curriculum Committee (Chair: Marc Beth).** Volunteers needed:
  1. 2 HP
  2. 1 SBCT
- iii. **Faculty Development (Chair: Colleen Stribling).** Volunteers needed:
  1. 1 CABS
  2. 2 HP
- iv. **Grievance.** Volunteers needed:
  1. 1 UAF2
  2. 1 UAF1
- v. **SLAAC (Chair: Angelika Stachnik).** Volunteers needed:
  1. 2 MSE
  2. 3 SBCT
- vi. **Honors (Chair: Jason Kane).** Volunteer needed:
  1. 1 SBCT

### b. Elections

- i. **Course Materials Cost Team.** Volunteers include:
  1. Marina Morrow (UAF Physical Sciences)
  2. Arturo Vazquez (FT Psychology)
  3. Nina Ulman (UAF History)
  4. Chris Cunningham (FT Math)
  5. Victoria Turner (FT Library)
  6. Emily Healy (FT Sociology)
  7. Maureen Gray (FT Psychology)

Stacey moved to approve all of the volunteers. Michelle seconded. The motion carried.

## 5. OLD BUSINESS

- a. **End-of-Semester Party.** Senators discussed the timing of the party with the retirement event. They agreed to leave the party time the same as previously decided.

## 6. NEW BUSINESS

- a. **ULI.** The following have requested approval to attend the Union Leadership Institute this summer: (1) Dan Kernler: Leadership; (2) Laura Haske: Grievance; and (3) Katherine Fletcher (Leadership). Kim moved to approve the three listed above to attend ULI. Michelle seconded. The motion carried.
- b. **Senate Dates.** Chris moved to approve these [Senate Dates for 2024-2025](#). Kim seconded. The motion carried.
- c. **Notification of Academic Calendar Changes.** Senators discussed whether the election day is supposed to be a day off in the calendar. Is there a process for changing the calendar? ECCFA did receive notification when the change was made.
- d. **HR Award Ceremony.** Volunteers are needed to review the nominations. Anyone interested should let ECCFA know.
- e. **Assessment Strategy Team & SLAAC Merger.** The merger will reduce the committee's size and change the faculty's representative composition. More information is coming. ECCFA must review this change. The SLAAC chair position is compensated under the contract.

## 7. DIVISION ISSUES

- a. **Student Surveys.** Patrick had a student ask about the legitimacy of a survey that the college supposedly conducted. The college should make students and faculty aware if a vendor is going to conduct a survey.

## 8. ADJOURNMENT

- a. Michelle moved to adjourn the meeting. Kim seconded. The motion carried.

The meeting adjourned at 4:02 pm.

## Addendum A - Grievance Report

- Co-Chairs Elected. The new grievance committee elected Peter Han and Laura Haske as co-chairs of Grievance for the 2024-2025 school year.
- Grievance Settled – Arbitration Funds Returned. Grievance appreciates the Senate’s support in setting aside funds for a potential arbitration. That grievance has been resolved. The funds can be returned.
- Grievance Committee Mission. The role of the grievance committee is set out in the ECCFA constitution (Art. IV, Section 1(a)): “The Grievance Committee initiates action, in accordance with the grievance procedure, of any claim by the entire ECCFA or an individual member, that there has been a violation, misrepresentation, or misapplication of the terms of the current contract.”
  - If you think the contract has been violated, misrepresented, or misapplied, please reach out to one of the [grievance committee members](#).
- Weingarten Rights. Faculty have a right to have a union representative present at any meeting that may affect personal working conditions or lead to discipline or termination. Any faculty member can be that union representative. It does not have to be a member of the grievance committee. In any meeting with administration, if you feel that it's headed towards possible discipline, you have the right to stop and request a rescheduled meeting with a union representative present.

## **Addendum B - Membership Report**

April 29, 2024

Submitted by Kimberly Tarver

### Activity

1. No updates to the membership lists; continuing to sort active and inactive members and those who are separated from the college.
2. Reviewing dues deduction reports and cross checking with ECCFA membership list and Bargaining Unit member list to verify accuracy of dues deduction report.

### Action Items

1. Faculty REQUEST: Please check your pay advices to ensure dues deductions; contact me by email if you believe you are a member but not seeing dues deducted on pay advice
2. Schedule meeting with HR to clarify process and timelines for information and actions regarding bargaining unit status, dues deduction and notification of separation/inactive status