

August 19, 2020

Senate Meeting Minutes

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2020-2022	Kris Campbell (Parliamentarian, Grievance Co-Chair)	HP/MSE, 2020-2022	Danielle Straub	UAF2, CABS, 2020-2022
Ellie Swanson (1 st VP, Sentinel Team)	LRIE/A/CEWD, 2019-2021	Jessica Carpenter (Social Media Coordinator)	CABS, 2020-2022	Baudelaire Ulysse,	UAF2, LVPA, 2020-2022
Len Fitzpatrick	SBCT, 2020-2022	Pat O'Brien	CABS, 2019-2021	Terri Birch (2 nd VP, Membership)	UAF2, LVPA, 2020-2022
Patrick Gordon (COPE Chair)	SBCT, 2020-2022	Ruby Sanny	CABS, 2019-2021	Tammy Ray (Webmaster)	UAF2, SBCT, 2019-2021
Clark Hallpike	SBCT, 2020-2022	Manuel Salgado	CABS, 2019-2021	Mary Elfring	UAF2, CABS, 2019-2021
Mary Arndt (Secretary)	HP/MSE 2020-2022	Greg Wheaton	HPMSE, 2020-2022	Diane Flahaven	UAF2, HP/MSE, 2020-2022
Susan Robinson	LVPA, 2019-2021	Susan McGrath	UAF2, HP/MSE 2020-2022	Kate Thommes	UAF2, ABEC, 2019-2021
Les McTighe	LVPA, 2019-2021	Mae Hicks-Jones	UAF1, SBCT, 2020 - 2022	Daniel Hernandez (3 rd VP)	UAF2, HP/MSE, 2020-2022
Luis Martinez (Chief Negotiator)	HP/MSE, 2020-2022	Robert Long	UAF1, LVPA, 2020-2022	Jeffrey LaRocque	UAF2, LVPA, 2020-2022
Steve Wood (Treasurer)	Non-voting, 2020- 2022	Amanda Smothers	UAF1, CABS, 2020-2022	Janice Petit- Sollenberger	UAF2, LVPA, 2020-2022
xxxxx	xxxxx	OPEN	UAF1	xxxxx	xxxxx

Recognition of Visitors & Guests: Mia Hardy, Dan Kernler, Ryan Kerr, Dave Lawrence, Loretta Mielcarek, Dawn Munson, Dave Reich, Amy Schneider

Absent: Greg Wheaton; Christopher Newman substituting for Robert Long

ANNOUNCEMENTS: Welcome to New Full Time Faculty Members: Christopher Purdy, Math; Alejandro Murillo, IMT; and Temporary Full Time HVAC, Frank Cassara III.

Secretary's Report: Mary Arndt

- Approval of May 13, 2020 and Special Meeting July 15, 2020 minutes.
Ellie Swanson moved to approve the 5/13/20 minutes. Mary Elfring seconded. Motion approved with one abstention.
Mary Elfring moved to approve the 7/15/20 minutes. Ellie Swanson seconded. Motion approved with 2 abstentions.

Treasurer's Report: Steve "Woody" Wood

No report at this time. Steve Wood not present.

President's Report: Kimberly Tarver

Kim Tarver presented a proposal regarding dues structure. Dan Kernler explained the purpose for this proposal. (See the end of the minutes for Kim Tarver's proposal). He talked about how every single year, we need to raise the cap on those who pay the highest percentage of base salary for dues (those who have a certain amount of service years). This helps lower the percentage for those who are newer to ECCFA and makes paying dues less burdensome for them. We did get away from raising the cap last year, but we need to reinstitute that policy, starting this year. If this is not done, dues will go up for all those who do not get capped, when they get a raise.

Manny Salgado moved for the Senate to support recommending this proposal to the ECCFA membership during the full membership meeting on Opening Day tomorrow. Kris Campbell seconded. Discussion ensued. Motion approved with one abstention.

Kim Tarver has spent much time with various activities: answering questions from the membership; attending the AFT convention, working with the VP of TSLD, Human Resource Dept., BOT, Negotiations Committee, etc.

1st Vice President's Report: Ellie Swanson

No written report. She has also been answering many questions and working closely with Kim Tarver in her efforts.

2nd Vice President's Report: Terri Birch

- responded to a couple emails of faculty losing courses
- Responded to Kristina Alcozer Garcia, (New Assoc. Dean Communications and Behavioral Science) request for resources for adjuncts who lost classes by forwarded Ellie's list
- approved adjunct faculty overload from library
- attended virtual Aft convention
- completed membership report
- attended Collar county meeting on August 15th

Kate Thommes announced that ABEC teachers are just learning today which classes are being cancelled for fall 2020.

3rd Vice President's Report: Daniel Hernandez

No report.

Committee Reports

Negotiations: Luis Martinez

Meetings with administrators on the BOT team have begun. The committee is also having separate meetings for discussion and strategizing. Ryan Kerr will be official Communications Liaison for ECCFA during these negotiations. He stated a survey has been sent out to the membership for input/suggestions regarding negotiating topics. Senators are to encourage constituents to complete this survey.

Grievance: Co-Chairs: Tim Anderson & Kris Campbell

Grievance is dealing with issues regarding online shells, cancellation of classes, purchases, etc. For any contract issues, forward them to the Grievance Committee.

Amendments Committee: Ryan Kerr

Refer to **Amendments: Received Proposal** at the end of the agenda.

Kim Tarver presented questions Baudelaire Ulysse had about the amendment to the constitution that will be presented to the ECCFA membership for a vote tomorrow. They were mostly questions asking clarification about definitions of some of the words in the amendment.

Mary Elfring moved to adjourn to COPE. Kris Campbell seconded. Motion approved.

COPE: Chair, Patrick Gordon

- We have received Fair Tax promotional materials including 100 window clings & 100 buttons; 100 yard signs are expected soon. Contact Kim Tarver if you want to use these materials.
- Trustee positions: 2 will be up for re-election in spring 2021– Jeffrey Meyer and Donna Redmer. Patrick Gordon and Kim Tarver have been in contact with past candidates we have supported, Nazneen Hashmi and Adriana Barriga-Green. They are still contemplating whether or not they will run.
- Patrick will invite Nazneen Hashmi, Adriana Barriga-Green, Donna Redmer, and Jeffrey Meyer to meet with the ECCFA Senate.
- For candidates we support, will need to help collect at least 100 – 150 signatures for each candidate to run. Patrick Gordon will manage this.
- Mary Elfring moved to adjourn from COPE. Tammy Ray seconded.

Elections & Committee Requests

1. Faculty Development Committee Openings (recruit at division meeting)
 - a. Health Professions/MSE has 2 openings
 - b. LVPA has 1 opening
 - c. UAF has 3 openings
2. SLACC Openings (recruit at division meeting)
 - a. LVPA has 1 opening
 - b. HPMSE has 1 opening
3. Curriculum Committee Opening (recruit at division meeting)
 - a. HPMSE has 1 opening
4. Grievance Committee UA1 Opening
 - a. Blythe Burren (UA2) has volunteered.
Kris Campbell moved to approved Blythe Burren to fill this opening. Mary Elfring seconded.
Motion approved.
5. Illinois Equity in Attainment Initiative (ILEA) requests 2 additional faculty to serve; emphasis is on outreach to LatinX students and collaborating with Organization of Latino American Students (OLAS). Volunteers include:
 - a. Claudia Lopez-Heinrich, ESL/ICAPS, UA
 - b. Natalie Pendergrass, HP/MSE Massage, UA
 - c. Alison Douglas, CABS, FT
 - d. Mia Hardy, CABS, FT

Luis Martinez moved to approve Claudia Lopez-Heinrich and Mia Hardy to the 2 open spots on ILEA.
Motion approved.

OLD BUSINESS

NEW BUSINESS

Mary Elfring stated how much she enjoyed being an ECCFA Senator. She applauded everyone for their efforts in going online in the fall.

Kim Tarver and others thanked Mary for her all her hard work performed for ECCFA over the years. Mary is retiring and this is her last meeting. She will be missed!

Some Zoom meetings are being bombed with inappropriate content by outsiders. It is happening even when passwords are used. Teachers need to learn how to delete someone from the meeting if this happens.

DIVISION ISSUES

ADJOURNMENT

Mary Elfring moved to adjourn. Tammy Ray seconded. Meeting adjourned at 4:45 pm.

ECCFA Senate Meeting Schedule: 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

Amendments: Received Proposal

Article 8, Section 3, of the ECCFA Constitution reads: “At the request of the First Vice-President, a Negotiations Chair and a negotiation committee will be elected. The negotiating committee will serve until a new committee is elected. Membership of the Negotiation Committee will consist of, but not be limited to the following: Negotiations Chair, First VP, Second VP, Third VP, the Communications Liaison, one member elected from each division, and any other person the Senate deems necessary.”

Objectives of the Amendment

1. Enact equitable representation of all Units.
2. Preempt a majority rule approach in the Negotiation Committee’s decision-making processes and mitigate its negative impact on UAF members of the Negotiation Team.
3. Allot to Unit Adjuncts adequate gravitational pull in the Negotiation Committee’s decision-making processes, such that is equitable in a proportion relative to their membership and not excessive in relation to their full-time counterparts.
4. Implement a constitutionally mandated and objective mechanism to resolve internal disagreements and achieve true consensus within the Negotiation Team.
5. Protect individual Negotiation Members, especially the Chief Negotiator, from having to be the “fall guy” for a Tentative Agreement (TA).
6. Balance the interests and needs of all Units.
7. Make all Units feel enfranchised.
8. Ensure that all Units have confidence in the TA they are asked to ratify.
9. Guarantee any TA will have the approval and support of most members.
10. Strengthen the Union.

Proposed Amendment Language

At the request of the First VP, a Negotiation Committee will be elected. That Committee will serve until a new one is elected. Its membership shall comprise of five Full-time Faculty members, three UAF2 members, and two UAF1 members. The allocated numbers of Unit membership shall include respectively the First VP, Second VP, and Third VP. The Senate may approve any other person it deems necessary. A Communications Liaison and a Scribe will be chosen among the elected members. In addition, one elected member shall be selected and approved by the Senate to serve as Chief Negotiator/Negotiation Chair. The Chief Negotiator/Negotiation Chair must have either served in that role before and or on the Grievance Committee. If no one with those qualifications is willing to step up, then the Senate may approve a willing, capable, and experienced member of the newly elected Negotiation Committee to assume that role. If no one with those qualifications is willing, then the Senate may recruit, select, and approve a seasoned and paying member of the Union with legal background, and or with CBA knowledge along with leadership experience interfacing with Admins or the Board of Trustees to become the Chief Negotiator/Negotiation Chair. A Chief Negotiator/Negotiation Chair who was not elected the general membership will perform all requisite leadership functions but may not vote in resolving internal disagreements. The Chair will impartially arbitrate internal disagreements, facilitate resolution through objective and democratic problem-solving processes, and vote only

to break a deadlock. A deadlock may not be a tie; it shall be characterized by a 70/30 split among members of the Negotiation Committee on any proposal or issue after all attempts at a consensus resolution have been exhausted in which case the Negotiator must vote with the majority. An objective and democratic problem-solving process shall consist of identifying the pros and cons of any contentious proposal or issue, and analyzing those pros and cons while weighing impartially their impact, both favorably and adversely, on the working conditions and wages of ALL UNITS. The Negotiation Chair/Chief Negotiator cannot make unilateral decisions and will present to the Board of Trustees only positions and offers that have been agreed upon by the Negotiation Committee's internal processes discussed hitherto.

2020 Fall Dues Structure Proposal

Our long-term goal is a dues structure determined solely by a percentage of base salary. This ensures sustainability and is equitable.

The majority of our FT members and many UAF2 members have reached their corresponding cap. If we continue with the current structure, more and more members will reach the cap for their group and we will lose the intent of a percentage-based structure.

The best way to achieve a pure percentage-based structure is to increase the caps incrementally, while simultaneously lowering the percent used to calculate the dues each member pays. If we see revenue increasing beyond our needs, that would be a signal to further lower the percent. If we see insufficient revenue, we can raise the caps while maintaining the percent. Continuing to raise the caps every year is the only way we can achieve a pure percentage-based structure.

We currently have enough in savings to offset any miscalculations. We continue to struggle with the data we have been receiving from HR regarding member compensation, although that is improving. More recently, last night, we received the most accurate breakdown to date. We need more time to analyze that, but we should not wait another year to take steps toward a pure percentage-based structure.

Sustainability and equity are the basis for this proposal.

Current Dues Structure:

FT 1.0% of base and \$895 cap

UAF .98% of base and \$310 cap

Proposed Dues Structure

FT 0.98% of base and \$935 cap (\$40 increase)

UAF 0.98% of base and \$325 cap (\$15 increase)

This proposal will result in an increase in dues paid for those who are currently capped and a decrease for others. Those whose salaries increase may also see an increase in dues.

No changes to the budget.