

**FACULTY ASSOCIATION
SUFFOLK COMMUNITY COLLEGE**

Minutes of the Executive Council

September 1, 2016

Ammerman Campus at Selden

Southampton 230

Present:

Officers: **Kevin Peterman, Sean Tvelia, Marie Hanna, Maureen Arma, Dante Morelli, Cynthia Eaton**

Adjuncts: **Ina Casali**, Counseling, Education, Freshman & College Seminar; **Doug Cody**, Science, Engineering, Automotive; **Katelynn DeLuca**, English; **Priscilla Pratt**, Culinary, Fire Protection Technology, Library, Electrical Tech, Drafting, Interior Design; **Marshal Stein**, Foreign Languages, ESL, ASL, Reading; **Joan Cook** PA-Instructional Labs; **Michael Iasilli**, PA-Skills Center

PAs: **Joan Behnke**, Programmatic; **Andrew Stone**, Technical Areas, Instructional Centers; **Deb Kiesel**, Instructional Labs

Ammerman: **Alexander Nohai-Seaman**, Music, Visual Arts, Theatre, Philosophy, Women's Studies; **Lisa Aymong**, Nursing, Health & Human Services & PE; **Matt Pappas**, Biology & Physical Sciences; **Jane Marie Wright**, Math; **Melanie Weinstein-Zeolla**, Communications, Languages, Reading, TV, Radio & Film; **Kim Ng-Southard**, English; **Matt Zisel**, Counseling/Co-op Ed; **Mike Simon**, Engineering, Computer Science, Industrial Technology

East: **Teresa Morales**, Library, Humanities, Counseling

Grant: **Bruce Seger**, Library, Counseling & Media; **Andrea Macari**, Social Sciences

Approval of the Minutes from June 1, 2016

Peterman greeted all and thanked everyone for coming to the budget meeting.

- **Cody** motioned to approve the June minutes; **Aymong** seconded the motion. The June EC minutes were unanimously approved.

EC Budget Presentation and Vote for Approval (FA 2016-2017 Budget)

Arma presented the Treasurer's reports for May, June and July. Though our fiscal year has not quite ended, she anticipates that we will close 2015-2016 with a surplus of \$18,968.00 thereby bringing our accumulated net cash balance of \$156,617.21. The final number should come close to this amount since we do not anticipate the other major expenditure before the end of this month. The actual August Treasurer's report will be presented at our next EC meeting in October. **Peterman** motioned to open discussion of the Treasurer's report for May, June and

July; **Cook** seconded the motion. No discussion took place. **Cody** motioned to accept these reports; **Stein** seconded the motion. All of the Treasurer's reports were unanimously approved.

Arma directed all EC reps to the budget narrative and highlighted some of the items in this proposed 2016-2017 FA budget. **Tvelia** motioned to open discussion on the proposed budget; **Wright** seconded the motion. * (see attached line item budget narrative)

- Item 1: the projection of dues could remain flat since it depends on student enrollment.
- Item 7: increased with the re-negotiation of a new phone contract
- Item 8: mailing increased since we will be having an election in May of 2017
- Item 11: there is no AFT convention this year however **Peterman** stated that we will be attending the National Center for the Study of Collective Bargaining in Higher Ed conference this year.
- Line 2: interest on money market slightly increased
- Item 12: **Morelli** explained that there are ongoing grievances. The cost is \$2,200 per day which the college pays half. **Tvelia** stated that the cost is the same for all arbitrators. The arbitrator is a judge. They get paid for the day as well as for their research time. Our NYSUT dues pay our LRS and allow us to have lawyers at our disposal. This is to our benefit since they deal with labor and know our contract.

Pappas made a motion to accept this 2016-2017 proposed budget; **Wright** seconded the motion. The motion passed unanimously.

Arma proposed that the two resolutions needed to be passed. *(see attached resolutions)

- **Resolution #1**
 - **Wright** moved to accept the Faculty Association Budget for the 2016-2017 fiscal year, reflecting a SURPLUS condition in Current Funds in the amount of \$18,968.00 be adopted; **Aymong** seconded the motion. The motion passed unanimously.
- **Resolution #2**
 - **Arma** also explained we are required to return Agency Fee money to those faculty members who choose not to become members. **Arma** explained what Agency Fee means, then stated that NYSUT/ AFT sends us a mailing explaining what % of their dues was used for political purposes. NYSUT requires this resolution informing members of the refunds.
 - **Pappas** motioned that the Faculty Association of Suffolk Community College received a written request and has refunded Agency Fee payers for a total of \$169.36 for the 2015-2016 fiscal year; **Marcari** seconded this motion. The motion passed unanimously.

Officers' Reports:

President's Report:

Peterman reported that:

- It has been a very busy summer. In August he attended the **NYSUT Endorsement Conference** on the state level. The Board of Directors of **NYSUT** makes the final approval. Some senators from Suffolk County were not supported due to the tax cap of 2%. There was much discussion regarding **Senator LaValle**. UUP and the Community

Colleges endorsed him because of his support for Higher Ed issues. We were successful in getting him endorsed. Later in August he attended the NYS AFL-CIO endorsement conference. There are 2.4 million members which includes 600,000 NYSUT members (37% of the membership). Statewide we want individuals who support labor, i.e. the **Governor, Senators Flanagan and Hastings. Peterman** will post in the October issue of **The WORD** those that were endorsed. We support the AFL-CIO (The American Federation of Labor and Congress of Industrial Organizations). We build coalitions with the building trades who support us at the college. 24% of NYS is unionized.

- **Dante Morelli** attended the Democratic convention in Philadelphia. He served on the credentialing committee. Look for his article in **The September WORD**.
- There had been a threat that the LRS (Labor Relations Specialist) were going on strike. There are about 200 members of PSA (Professional Staff Association). Pensions were the major issue. They are not public employees so the Taylor Law does not apply to them. Fortunately for all it was settled and a three year deal was made.
- There was a problem regarding posting issues for new hires. Every job must be posted. A grievance will occur if this is not done. There were some recent hires which were not posted that we stopped.

Vice President's Report:

Tvelia reported that:

- The next promotion cycle has begun. 39 are eligible.
- He needs two new CPC reps for the Eastern campus.
- Faculty need to have an observation scheduled if they are up for promotion. They are required to have a peer present when this observation occurs. **Peterman** reported that EC reps will be sent a list of those who are eligible for promotion.

Secretary's Report:

Hanna reported that:

- Please be sure to mark your calendar with the "Save the Dates" info listed on the agenda.
- Sabbatical workshops will take place on all three campus during Common Hour:
 - September 14th (A)
 - September 21st (G)
 - September 28th (E)
- Retirement Workshop will take place on October 7th from 9am to 12:30 pm.
- **Tim McHeffey** could not be here today. **Cook** distributed a handout urging all to join the making Strides Against breast Cancer Walk at Jones Beach on October 16th. If you can't walk you can support a team member by purchasing a fabric block for \$10 to be added to the FA Making Strides quilt. **Eaton** shared with all that **Anita Greifenstein**, our FA office manager, has been fighting breast cancer all year. Come and support her. She is featured in **The September WORD** wearing her boxing gloves fighting this disease!
- **NYSUT Community College Conference** will be held this year in Saratoga, NY October 28th -30th. **Peterman** asked that if you are interested in attending this conference to let him know by mid-September. This conference is open to EC reps. He stated that he would like all new EC reps attend. We need to build our bench of getting more people

involved in union activities. **John McDonald** a the keynote speaker. He is the president of Henry Ford Community College and AFT Vice President. A few of the workshops include member engagement, community college finances, adjunct forums and social media.

- The Holiday Party will take place on December 2nd at Villa Lombardi's in Holbrook.

Treasurer's Report:

Arma presented her report at the beginning of the meeting.

Grievance Officer's Report:

Morelli reported that:

- 211 waiver issue - we lost the grievance. The College has the right to conduct a search to fulfill NYS law even though there wasn't a vacancy for the criminal justice line. **Peterman** reported that if you are collecting a NYS pension and you go to work in another NYS job you have to give up your pension unless you are over 65 years old or when the College does a search to see if someone else could do the job. If there isn't anyone else, you could then get a 211 waiver. There are 500 waivers in NYS. This is a big problem. If you are under 65 years of age, you can only make \$30,000 per year. **Tvelia** reported that a faculty member at NCCC thought he had a waiver. He didn't and was collecting a pension and a salary. He was arrested!
- The full-time tenured faculty member regarding a "fit for duty" arbitration may be null and void since he is collecting a pension - we are having difficulty contacting the member.
- The last arbitration hearing for the full-time, tenured faculty member who was terminated was in July. We will be submitting our closing brief and will await the decision from the arbitrator.
- There was an improper investigation issue. A letter went into a member's file without ever asking for faculty's side of the story. Since this was a counseling letter and not a discipline letter we could not grieve the letter.
- A MOA went out over the summer for overages in class size. Faculty will be compensated for these overages.
- **Wright** asked if the FA is involved in the lawsuit that was written in **Newsday** today regarding the adjunct who is suing the College. **Peterman** responded that we have a prior extensive file on her. We dealt with this; defended the adjunct. A claim was made and a PR firm was obviously hired to get coverage on this claim. **Macari** asked if she does win, where does the money come from? **Peterman** responded that it would come from the College reserves. **Tvelia** stated that opportunity costs. **Seger** stated everyone has the right to sue but it doesn't mean they will prevail.

Adjunct Coordinator's Report:

Eaton reported that:

- There were only 51 adjuncts at the new adjunct faculty member orientation on Thursday, 8/25. This is one of the smallest orientations she has seen since being elected as adjunct

coordinator in 2007. The number of active adjuncts went from 1,630 last year to 1,486 this year.

- She addressed about a dozen inquiries about assignments and bumping over the course of the summer, interestingly from both chairs and from adjuncts themselves. There's regularly confusion about the difference between assignments and bumping: bumping should only happen when a course is canceled, typically for low enrollment.
- An adjunct inquired about being able to apply for a FT position early since they had heard from others in the department/area that a line would be opening. The college sends out an announcement early to determine if there's interest in internal transfers; adjuncts should wait until the position is officially/externally advertised before applying.
- When proposing distance education courses, adjuncts are to be treated no differently than full-time faculty in the process of assignments, training, etc. One adjunct had a course approved and was to go through training this fall; however, they were put on a "wait list" for this training. The issue was addressed and this adjunct is now, in fact, being trained so that the course will be ready to be offered in the spring semester.

Unfinished Business:

- None

New Business:

- A discussion regarding assignments. **Peterman** responded that management has the right to set up class schedules. F/T schedules are made first then adjuncts are assigned. If a class is cancelled bumping occurs. **Behnke** was assured that PAs can teach overload before 9:15 am or after 4:00 pm.
- **Pratt** asked if the adjunct paycheck schedule can be posted on the FA webpage. **Peterman** stated that the schedule is listed on the FA calendar and in **The September WORD**. There are 7 checks starting on 9/29 to 12/22. We will ask our webmaster to post this info.
- **Pratt** also asked if the explanation as to why it takes 5 weeks to get paid could be posted as well. **Peterman** reported that weekend and night classes start after day classes. She responded that she knows why this happens but if it could be posted on the website adjunct faculty would be better informed.

Peterman asked to adjourn the meeting. **Cody** motioned to adjourn; **Wright** seconded the motion. All were in favor. The meeting was adjourned at 5:00 pm.

Respectfully submitted,
Marie S. Hanna, Secretary