

**FACULTY ASSOCIATION
SUFFOLK COMMUNITY COLLEGE**

Minutes of the Executive Council

November 10, 2016

Ammerman Campus at Selden

Southampton 230

Present:

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

Adjuncts: **Ina Casali**, Counseling, Education, Freshman & College Seminar; **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: **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; **Krista Gruber**, Library, Central; **Kevin McNamara**, Accounting, Business Administration, Business Law (Bus. Info. Sys.); **Kim Ng-Southard**, English; **Matt Zisel**, Counseling/Co-op Ed; **Mike Simon**, Engineering, Computer Science, Industrial Technology

East: None

Grant: **Alice Tobin**, Nursing, Health Science, PE, Veterinary Science; **Bruce Seger**, Library, Counseling & Media; **Andrea Macari**, Social Sciences

Others: **Danielle DiMauro-Brooks** (Guest), **Pete DiGregorio** (Delegate and NewMember Program Coordinator) and **Tim McHeffey** (Outreach Coordinator).

Approval of the Minutes from October 13, 2016

- **Aymong** motioned to approve the October Minutes; **McNamara** seconded the motion. The October EC Minutes were unanimously approved.

EC Rep Issues:

- **Wright** asked
 - How many Workplace Solutions are we going to have to do? They are very long and taking over one hour to do. **Peterman** stated that currently there are two and you can work on them during your office hours. She also reported that a colleague in the Computer Science area asked her to inquire what will happen if a faculty

- member does not do the eight additional advisement hours? **Peterman** responded that it has to be done. This would be considered insubordination.
- A concern regarding a secular calendar. If a student is unable to take a scheduled exam due to their religious holiday will there be a proctored place designated for the student to make up that exam? **Peterman** responded that the college is not implementing a secular calendar until these types of questions can be answered. He also stated that he and **Jeff Tempera** are sitting on this committee along with Governance and administration to make sure everyone pays attention to contractual issues.
 - If a constituent has used all of his sick and personal days caring for his sick elderly mother is there anything that he can do? **Peterman** stated that he has already discussed this with HR and we are working on a resolution.
 - **Aymong** reported that a few of her colleagues have approached her on a couple of nursing department issues.
 - There seems to be ongoing issues about credit hours. In the Nursing department we have 15/16 credit hours, but in the English department they only do 12 credit hours per semester. Some faculty want the union to rectify this so our department can be the same. We know English department faculty grade a lot of papers as does our department, Nursing Care plans, Reflective Journals, etc., so some faculty feel we are equal in the grading of papers. Is anything the union can do on this issue?
 - Meetings seem to also be an issue. In the Nursing department we have a campus departmental meeting and a School of Nursing meeting monthly. Faculty want to know if any other departments meets twice a month or is it only in our department? According to the FA contract, you are required to attend departmental meeting or you need to use sick time. School of Nursing meetings should be attended, but not required according to the contract. Some faculty are putting in for travel time to the SON meetings and getting reimbursement for this, but want to extend the time to the end of the semester rather than submitting this monthly.
 - Lastly we have January meetings, so faculty want to know if any other departments in the college does this. However, we do not hold a departmental meeting in January so we can all meet in Sayville. January is our annual department curriculum review due to a non-compliance area of accreditation. **Peterman** stated that these are all contractual issues. The next contract negotiations will take place in 2019. These concerns will be placed in a folder which will be addressed at that time. The Officers will be going to all three campuses asking about their concerns as faculty at SCCC. **Peterman** reported that one item has already been addressed; nursing faculty are now being reimbursed for parking fees when teaching clinicals at Stony Brook.
 - **Macari** reported that there is an issue at the Skills Center on the Grant campus. In the past there was a faculty member sitting at the desk in the room when tests were being proctored. Currently the new Dean in charge of this center has the faculty member sitting

outside the room. There aren't any proctors in the room when tests are being administered. **Peterman** stated he will look into this matter.

Officer Vacancies:

Peterman reported that **Maureen Arma** sent him an e-mail resigning as FA Treasurer effective Monday, November 7th. **Peterman** requested a motion to go into Executive Session. **Wright** motioned for us to go into Executive Session; seconded by **Pappas**. We moved into Executive session at 4:00 pm and came out of Executive Session at 4:10 pm. **Peterman** stated the importance of filling this position immediately and read the following resolution.

Resolution to the Executive Council

Thursday, November 10, 2016

WHEREAS interim Faculty Association treasurer **Maureen Arma** has submitted a letter of resignation as of November 7, 2016; and

WHEREAS former FA union grievance officer **Peter DiGregorio** has expressed an interest in serving as FA Treasurer; and

WHEREAS **Peter DiGregorio** has served the Faculty Association as both a union officer from 2013 to 2015 and as an Executive Council rep from June 2005 to June 2013; and

WHEREAS the FA officers unanimously support this move;

THEREFORE BE IT RESOLVED that **Peter DiGregorio** be appointed by the Executive Council to complete the remainder of **Maureen Arma**'s term as treasurer of the Faculty Association from November 10, 2016, to May 31, 2017.

Peterman motioned to accept this resolution: **Aymong** seconded this motion. It was unanimously approved. **DiGregorio** thanked everyone for their vote of confidence. **Peterman** also stated that since the FA secretary, **Marie Hanna** is retiring effective December 31st we also need a resolution to fill this position as well. **Peterman** read the following resolution.

Resolution to the Executive Council

Thursday, November 10, 2016

WHEREAS current Faculty Association secretary Marie Hanna will be retiring from SCCC in January 2017 and will resign from her post as FA secretary as of December 31, 2016, and

WHEREAS current Faculty Association adjunct coordinator **Cynthia Eaton** has expressed an interest in serving as FA Secretary; and

WHEREAS **Cynthia Eaton** has served as a union officer and Benefit Fund trustee since June 2007; and

WHEREAS the FA officers unanimously support this move;

THEREFORE BE IT RESOLVED that **Cynthia Eaton** be appointed by the Executive Council to complete the remainder of **Marie Hanna's** term as Secretary of the Faculty Association from January 1, 2017, to May 31, 2017.

Pappas motioned to accept this resolution; **Stein** seconded the motion. It was unanimously approved. **Hanna** thanked everyone for their support over the last 13 years and that she is looking forward to her retirement.

2017-2018 Academic Calendars:

Peterman reported that the college has pushed the secular calendar off for one more year. Different sides of administration want different things. One issue is when we start the academic year. In contract negotiations we agreed to start before September 1, Labor Day. Those in the service industry feel that we should start after Labor Day. The proposed academic calendar was e-mailed to all EC reps. **Peterman** asked for feedback. Please e-mail him your concerns and comments. Next year we will be keeping our holidays but will not have off on Veterans Day since it falls on a Saturday. Full-time faculty, adjuncts and students can take off if they have Saturday classes with no penalty. **Wright** commented on starting before Labor Day in the past she has approximately 3-5 students who miss classes. **Tobin** stated that Saturday classes follow a 14 week schedule. **Nohai-Seaman** commented that the one conversion day on 11/20 is difficult and harms music classes. **Hanna** also stated that we have the same problem with our nursing classes when conversion days are scheduled. **Peterman** stated that these are the some of the reasons why the college is waiting to begin a secular calendar. Faculty will have the option on how to make up class assignments.

NYSUT Community College Conference:

Peterman reported that this conference was very successful. **Pratt** stated that she attended a workshop on adjunct issues. At Rochester Community College after 10 years of service their adjunct faculty get a bonus. **Peterman** responded that her suggestion can go in the contract file for future negotiation. She also stated that she is grateful for what we have at SCCC. At Westchester Community College faculty have to show up to vote. Approximately 75-80 % of their faculty come to the college to vote. At Jamesport Community College adjuncts get no sick days. Another issue is adjuncts getting unemployment money. **Seger** reported that the social media workshop had some good pointers. He also stated that **Peterman**, as Director of ED 39 and a member on the NYSUT board, did a great job running the conference. **McHeffey** stated that this year's conference was well organized and the content was more helpful. **Peterman** thanked everyone for their comments and stated that the planning for next year's conference will take place at **FIT** in January and asked all to please forward him workshop suggestions.

Officers' Reports:

President's Report:

Peterman reported that:

- Many were disappointed with the election results. The Supreme Court appointees will be one of the issues we are most concerned about. We are looking at a Republican House, Senate and President.
- **Charles Schumer** is a friend to us and we have a good relationship with him. We are not going into the fetal position. There are those that want to do away with unions and health plans.
- He would like to establish a Member Engagement Committee to help with making our members aware; i.e., that we may not have the right to collect dues from faculty, may lose payroll deductions for **VOTE/COPE**, etc. In the spring the FA officers will be going to all three campuses to discuss these issues. **Iasilli** stated that we must engage with our legislators and congressmen. We need the party to be on the side of working people. **Peterman** stated that the officers will meet with County legislators in August. He also commented that **Trump** doesn't want to fail. He won't be able to do everything he wants to do. In two years, elections can change the legislators in the House and Congress. **Macari** stated that in her community BOT's Legislation Action Committee sponsors a Legislation Night. Does the college BOT have this type of committee? **Peterman** responded that the FA is the political arm for the college. That is why **VOTE/COPE** is very important because this allows the FA officers to attend events like the Legislative breakfast held each year. **Iasilli** volunteered to get involved in political action. **Hanna** stated that as EC reps it is very important for you to communicate what is discussed at our EC meetings. She urged everyone to send their constituents a brief report each month after the EC meeting to explain the issues the FA is working on, our concerns and to encourage all to get involved. **Tvelia** reminded all that there are four similar Friedrichs cases in the pipeline that can have a very different Supreme Court outcome.
- He was asked to participate in a discussion group at Berkeley, CA on "Racial Issues in Suburbia" by Theresa Sanders (BOT President) who is involved in the Urban League of LI. He attended and shared what unions have done regarding hiring and workforce development at SCCC. **Peterman** also shared that **Morelli** has been involved with NYSUT on these issues.

Vice President's Report:

Tvelia reported that:

- Promotions are going strong.
- In November the FA is involved in "Hunger on Long Island" and how it affects our students. We have increased the amount from \$300 to \$400 for each campus's food banks. We need volunteers to purchase the food. We are feeding approximately 400 students. Each campus will be purchasing food for their campus. We need volunteers to purchase food for the Ammerman campus. **Ng-Southard** and **Iasilli** volunteered for this task. **Tvelia** directed them to bring the food to **Sharon Silverstein**. **Nohai-Seaman** suggested that canned food could be brought to the Spring Concert to help supply the food pantry. **Tvelia** responded that is a great idea because we often forget that there is a need throughout the school year not just around the Thanksgiving holiday.

Secretary's Report:

Hanna reported that:

- She is retiring from the college effective January 22, 2017.
- The Faculty Retraining and Development committee met and approved all reports.
- The Sabbatical Committee rescheduled their meeting to December 2nd so that committee members would have sufficient time to review all 14 applications.
- **Gerry McGahran**, Financial Advisor, from Stacey Braun was unable to make the October Retirement Workshop so his presentation was rescheduled and presented on November 4th.
- A “Call for Nominations” was sent to areas where there are EC rep vacancies. We have received some responses. If anyone is interested in the Adjunct Coordinator’s position please send **Peterman** an e-mail by November 28th.

Treasurer’s Report:

DiGregorio reported that:

- There is no report at this time
- **Peterman** thanked **DiGregorio** for agreeing to take on the responsibilities as FA Treasurer. He also stated that **DiGregorio** will be meeting with **Joyce Gabriele** to get up to speed and that a report will be given at our next EC meeting.

Grievance Officer’s Report:

Morelli reported that:

- There is an ongoing arbitration hopefully wrapping up soon. The arbitrator accepted additional material from our LRS.
- A tenured faculty had some student complaints. A letter of resignation was written by the chair of that department. They asked the faculty member to sign it. No!
- Had three meetings with **Christina Vargas**. There was a sexual scene in a book which triggered a warning.
- He attended the DNC event at the Javits Convention Center in NYC on election night. He was in a fetal position for 48 hours!
- A problematic student had a conduct hearing but the results of that hearing were not shared with the faculty member involved. Apparently we are not allowed to know the results of a conduct hearing.

Adjunct Coordinator’s Report:

Eaton reported that:

- There was an issue with an adjunct whose supervisor failed to return the adjunct's written evaluation within the timeline in the contract. She contacted the chair; it was a simple oversight; adjunct received the evaluation the following day.
- Several adjuncts expressed concern about the change in the college's email security protocol so they can no longer use their Gmail to send and receive their SCCC email. The college has the right to implement these changes.
- Several concerns with adjunct PAs in a single area: one regarding health issues; another regarding student complaints. Shared advice with supervisor of the area to ensure our members' rights are respected.

November Minutes of the EC

- Adjunct was denied professional development reimbursement her semesters of service interrupted due to medical exigency; **Peterman** was able to intervene so she could receive her reimbursement.
- Ongoing concern with discipline of an adjunct PA in an academic department. Chair has carefully documented concerns and is moving through progressive disciplinary action.

Unfinished Business:

- Cook thanked everyone who walked at the “Making Strides Breast Walk” held at Jones Beach. There were 65,000 walkers. The FA had 12 walkers and raised \$2128.

New Business:

- **Seger** asked if we could revisit the EC rep constituency grouping. **Peterman** stated that since this would potentially change our constitution it would have to be done and voted on by all members.
- **Peterman** reported that the **NYSUT Representative Assembly** will be held in April. We have the right to put before the body a Higher Ed issue. If we want to we need to get this resolution to **NYSUT** by mid-January. It must also be voted on by our EC body. Please send your ideas to him ASAP.
- **Casali** reported that the Grant campus, Student Veterans Association and the Eastern campus will be visiting the VA in Northport on November 25th to help put up Christmas decorations in Building 92 and eight locked units. If you would like to join this group please meet in the lobby in building 92 at 10 am.
- **Hanna** asked for volunteers for the Holiday party. Please contact Anita.

Peterman asked to adjourn the meeting. **Stein** motioned to adjourn; **Gruber** seconded the motion. All were in favor. The meeting was adjourned at 5:05 pm.

Respectfully submitted,
Marie S. Hanna, Secretary