



Faculty Association Suffolk Community College Executive Council MINUTES

~ Approved by unanimous vote on March 9, 2017. ~

Date: Thursday, February 16, 2017
Time: 3:45 pm
Location: Southampton Building Room 129 - Ammerman Campus

▪ **Attendance** (*see last page of document*)

1. Approval of Minutes from December 15, 2016

- **K. Peterman** calls meeting to order at 3:33 pm.
- **K. Peterman** has to leave early for the BOT meeting, and **S. Tvelia** will leave early for the Constitutional Convention meeting.
- Welcomes **Robert Anzalone** to the EC; Bob has been an SCCC adjunct in history for 15 years.
- **K. Peterman** asks for approval of minutes. Motion forwarded by **M. Iasilli**; seconded by **R. Anzalone**. Motion passes: 28/0/0

2. Votes for Budget Revision/Financial Audit Statements

- **P. DiGregorio** references (emailed) revised FA budget sheet. Has been working with **J. Gabriele** on the transition into his current position. Dues-wise, original budget was over by 22 faculty members. Recalculations reflect 22 fewer faculty members plus 87 fewer sections this spring compared with last spring. Motion to approve revised budget by **J. Wright**; seconded by **M. Pappas**. Motion passes: 19/0/0.
- **P. DiGregorio** reviews audit from last year. Results were very good, made only a few modifications. Notes importance of maintaining a bit of a reserve because we can't know what the future holds. Motion to accept this audit into the record by **B. Seger**; seconded by **I. Casali**. Motion passes: 19/0/0.

3. EC Rep Issues

- **J. Wright**: Constituent noticed that online seat limits had been raised. FA intervened and issue has been corrected.
- **K. Southard**: Constituent considered about Professor Watchlist; does the FA have a statement about this? **K. Peterman** notes that [Sue DeMasi wrote about this in December issue of The WORD](#).

- **C. Bosco** asked is a full-time faculty member still required to teach three on-campus classes if they have release time from one class and normally teach two online classes? The answer was yes, they must teach three of their classes on campus.

4. State of the Union Meetings

- **K. Peterman** notes that as a result of the new administration, some things are probably going to change, including Supreme Court (we dodged a bullet with the *Friedrichs v. CTA* case but there are similar cases in the pipeline). The legal attack focuses on taking away agency fee with the goal to put unions out of business. Another example in NYS is the Constitutional Convention (Con Con), which we've discussed.
- The FA will host the following State of the Union meetings this semester on each campus:
 - February 28 at 3:30 pm – Grant Campus – MD105 (Health, Sports, & Education Center)
 - March 21 at 3:30 pm – Ammerman Campus – Montauk Point Room (Babylon Student Center)
 - April 4 at 3:30 pm – Eastern Campus – MLRC108 (Montaukett Learning Resource Center)
 - **J. Wright** notes that the Ammerman State of the Union conflicts with a department meeting; K. Peterman says the officers can visit individual departments if we need to.

Topics to be covered would include (but not be limited to):

1. *What would SCCC be like without a union?* What if we don't have people paying dues?
2. *Member engagement.* We need members' personal email so not conducting union business on SCCC email, and we need EC reps emailing constituents more often to get more people involved; members have to see the importance of being in the union.
3. *NYS Constitutional Convention (Con Con).* Our state constitution includes critical union protections. Every 20 years the state constitution goes on the ballot with a *seemingly* simple question, and we hope people vote "no" because if they vote "yes" the following November there will be delegates to the state Con Con—and once they open the constitution, they can change collective bargaining, change your (currently guaranteed) pensions, etc. E.g., Reclaim NY now has an income of \$740,000 to tell people to vote "yes" because they're interested in stripping away union rights. There is already another way to change the constitution without a Con Con: the state legislature can pass a constitutional amendment within one session of the Assembly and Senate; then if they do it again in the following session, it'd go on the ballot. So we can make changes without a Con Con. It is critical to educate our members and encourage them to vote "no."

- The Smithtown Teachers Association developed two videos about the Con Con: a [three-minute version](#) and an [eight-minute version](#). **K. Peterman** shows the short version and notes that **S. Tvelia** is going to a Con Con meeting at NYSUT tonight to stay informed and we'll be passing on more info.
- **L. Behnke** asks if we are collaborating with Stony Brook? Yes, we're collaborating with many different unions and groups, e.g., CSEA is doing a postcard campaign. **M. Gallimore** and **A. Macari** ask if Dante can send the link to all EC reps? Yes.
- **C. Bosco** notes there are [great articles in NYSUT United](#) about why the Con Con threatens our union protections. [Assembly members and senators get about \\$79,500 in salary but if the Con Con meets, they will get paid another \\$79,500](#). So there's some political motivation to make this happen.
- **S. Tvelia** notes that last time they voted to hold a Con Con (circa 1967) but then the voters voted *down* all the ballot measures anyway! So it was a massive waste of taxpayer money.

5. Higher Ed Advocacy

- **K. Peterman** notes that FA officers going to Albany on March 1 and March 2 for Higher Ed Advocacy Day with NYSUT, the college, and students; SCCC is trying to get a bus from each campus. He and VP Chris Adams have met with student government groups on each campus. In Albany, they have appointments with every Suffolk assemblyperson and senator. Also special arrangements to have meeting with [Senator John Flanagan](#) and [Assemblymember Carl Heastie](#) – 2 of the 3 “men in the room” – so really great for our students to meet with them. Students tell their stories better than we could; effective way to get our message across.
- **C. Bosco** asks if she can get more students for that bus? Yes, but make sure students take responsibility for any absences from classes. VP Adams will email faculty but it's still faculty prerogative on how to handle absences.
- Also, this weekend in Albany **K. Peterman** will be a panelist alongside SCCC BOT chair Theresa Sanders who is also president of Urban League of LI and has a bus going up. Half the bus is SCCC students, who will take part in workshops, get a tour of the building, etc.
- [NYSUT MAC](#) is Member Action Center: can participate online or download app to your mobile phone. You can fax your state legislators from your web or phone. Takes 30 seconds! Easy but matters because NYS budget has to be out by April 1.

6. Board of Trustees Update

- **K. Peterman** notes the meeting is tonight. We have ten trustees (five appointed by Suffolk Legislature and five by governor), plus one student rep. Two governor appointees have resigned. BOT needs to make quorum, so this is a problem if a few trustees are absent and we're in budget time (SCCC budget goes to county executive in April, to legislature in June). That's why we go to Albany in February/March to advocate for more funding from the

state. SCCC has gone into the reserve funds the last few years, but that's a one shot and not sustainable.

- **M. Iasilli** asks about the racetrack as a mean of county funding; does the union have a position on that? No. We only take positions on issues of education or funding; it's part of our political action committee policy.
- **L. Behnke** asks about timeline for appointees to the BOT? K. Peterman explains that it differs based on whether legislature or governor appointee; cannot rush governor.

7. Officers' Reports

President Kevin Peterman reports the following:

- Had a discussion with the Ammerman English dept. about their need to hire someone in journalism. Can they require a master's in journalism specifically? Yes, management has the right to determine qualifications, but there's a caveat: If dept. does that then they need to think about ramifications, e.g., what if the new hire wants to teach other things like ENG101 or other, non-journalism ENG classes in the future? Management has the right to make those decisions and deem people qualified, e.g., for overload. **K. Ng Southard**: Does administration have the right to say the faculty hire can *only* teach journalism, forever? Yes. Management rights.
- We need to have more people giving to VOTE/COPE and getting involved. There's a growing anti-union trend in country, and we need to resist that. Right now we're protected by our state constitution, which is why we have to vote "no" on that ballot question because a "yes" vote means they can do away with TIAA CREF, TRS, etc. This affects *everyone*, so we'll have an all out effort on this.
- This year's SCCC gala will honor [AFT President Randi Weingarten](#). Went into city with Silvia Diaz and Dr. McKay to introduce them to Randi and talk about how the FA and admin work well together. Randi wants to tour SCCC, use us as a national model. It's good for the head of a 6.1 million member national union to want to come to SCCC!

(K. Peterman leaves at 4:25 pm for BOT meeting. P. DiGregorio leads meeting.)

Vice President Sean Tvelia reports the following:

- This is my "quiet season" because in between promotion cycles. Committee met at end of Jan/early Feb, and letters should go out soon to faculty eligible to apply for promotion.
- Annual spring promotion workshops are scheduled for the next few months: March 29 (Grant), April 5 (Eastern), April 12 (Ammerman). Details are in my [WORD article](#). Please encourage any constituents eligible for promotion to attend one of the workshops and to contact me with questions or concerns.
- EMHP update: Prescriptions for maintenance meds have been prescribed for 30 days, but you can get a script for 90 days so you can ask for that. Also, we added to our mental health provisions so now you can have [telepsychiatry](#) covered. For example, this helps our members in situations where they have a solid relationship with their therapist but the therapist moves or the patient moves because going off to college, etc.

(*S. Tvelia leaves at 4:25 pm for NYSUT Constitutional Convention meeting.*)

Secretary Cynthia Eaton reports the following:

- Met with VPAA Suzanne Johnson with regard to the sabbatical committee to discuss revisions to committee's processes and procedures.
- Held faculty development and retraining meetings on each campus: February 8 at Ammerman (five participants for development funding), February 15 at Grant (one participant for development funding), and February 22 at Eastern (one participant for retraining funding).
- It's FA election season! All dates are in [my WORD article](#). Go see who's up for election and get nominations in by March 31. Nomination forms are linked right in the article.

Treasurer Pete DiGregorio reports the following:

- As part of our member engagement initiative, we're trying to reduce number of agency-fee payers. People who don't join the union are agency-fee payers; they still pay the same dues (they can get a nominal amount refunded at year's end), but they don't get to vote or serve on committees. We have 20 full-time fee payers who are part of your constituencies. Hands out a folder to EC reps with fee payer names, FA registration form, and "Top 10 Reasons to Join the FA." K. Ng Southard: Why don't people join? Sometimes because anti-union but more often people don't even realize that they aren't members (e.g., due to so much paperwork when first hired).
- At last meeting, we had a couple FT dues deduction changes; those have been corrected now. The 2% kicked in so all of our salaries went up 2%. March 2 will be first pay for adjuncts, and they'll see an increase as well (dues won't come out of first pay for adjuncts).
- If you see negative numbers in treasurer reports, it just means a bill wasn't paid yet but will get reflected in the next month.
- VOTE/COPE is in audit report as well. It's a totally separate account because it's for political activities. Auditors noted that, last year, we had sent a check to a politician who never cashed it, but you can see now that can be noted in our audits.

Grievance Officer Dante Morelli reported the following:

- Filed grievance for adjunct who was removed from seniority list. Gave students activity that included inappropriate comments. Member had been reprimanded last spring but then was assigned two classes last fall. It's important for everyone to understand that grievances like this are not about defending bad behavior but defending the *process*.
- The arbitration regarding a FT faculty member who was terminated is ongoing.
- Met with FT faculty regarding possible ADA and FERPA violations. Student took situation to Christina Vargas in legal department (Chief Diversity Officer/Title IX Coordinator). Need to ask college to do a better job of training faculty how to handle sensitive situations.
- There were class size overages for this spring semester. Faculty had more than five, or even eight, students over the class limit. There's a standard \$200 for overages (typically only a couple extra students), but these faculty will receive some additional money beyond that.

Adjunct Coordinator Kevin McCoy reports the following:

- College offered 87 fewer sections than last spring, so lots of seniority issues and bumping. If you get calls from adjuncts who aren't getting assignments or not as many, contact me: kevinmc@fascc.org.
- FA has heard questions from EC reps about how to access FA email using your personal email account, such as Gmail. Since I do technical stuff for library, here's a demo. Most web-based email programs have similar features:

1. Log into your [FA email account](#) and go into settings (while there make sure you have a backup email account in case you lose your password!). Find setting for forwarding, then enter your personal email account address and click save.

If you've set it up correctly, all emails sent to your FA email address should be automatically forwarded to your personal email account. **
Make sure you have someone test this for you!

2. In your personal email account, go into settings and find the setting that allows you to change your "reply as" email address. In Gmail, this is in Settings > Accounts and Import, then next to "Send mail as," click "Add another email address" and enter your FA email address there (it'll ask you to verify the connection).

If you've set it up correctly, the next time you compose an email in your personal account, you should see a drop-down box next to the From line that shows your personal email address and your FA email address. You can select which one you want to use. Again, **be sure to test this with someone to make sure you've set it up properly!**

- **P. Pratt:** There's a way to go into the FA email settings to change the quarantine summary/spam report to show up weekly rather than daily. You don't want to stop it completely just in case someone says they tried to email you, and you might find it somehow got sent to your spam folder (sometimes based on their subject lines or attachments, etc.).

8. Unfinished Business

- None.

9. New Business

- **D. Morelli** wants to remind everyone about the reimbursement for prescription drug copays. Don't miss the April 30, 2017, deadline!

“Effective with prescriptions filled in 2014, copayment reimbursement is up to a maximum

of \$500/family/per calendar year plus an additional one percent of each eligible copayment submitted in excess of \$500. Download the claim form from our website www.fascc.org or call the FA Benefit Fund office at 631-732-6500 for a claim form and submit it along with a pharmacy print-out or your prescription drug carrier's printout showing the copayment amounts. Reimbursement may be claimed only once in a calendar year."

10. Adjournment

- Motion to adjourn meeting by **M. Stein**, seconded by **M. Gallimore**. All in favor. Meeting adjourns at 5:10 pm.

Respectfully submitted,

Cynthia Eaton
FA Secretary

Members present on February 16, 2017**Officers**

- Kevin Peterman, President
- Sean Tvelia, Executive VP
- Cynthia Eaton, Secretary
- Pete DiGregorio, Treasurer
- Dante Morelli, Grievance Officer
- Kevin McCoy, Adjunct Coordinator

EC Reps: Grant Full Time

- Ali Laderian — Business, HVAC, CIS, Technology, ETU Coordinator
- Janet Simpson — Humanities
- Bruce Seger — Library, Counseling, Media
- Davorin Dujmovic — Natural Sciences, Math
- Alice Tobin — Nursing, Health Science, Physical Education, Vet Sci
- Andrea Macari — Social Sciences

EC Reps: College-wide Adjuncts

- Marcial Gallimore: Business, Accounting, Communications, Telecom
- Ina Casali: Counseling, Education, Freshman/College Seminar
- Priscilla Pratt: Culinary, Fire Protection Technology, Library, Electrical Tech, Drafting, Interior Design

EC Reps: Ammerman Full Time

- Kevin McNamara: Accounting, Business Administration, Business Information Systems, Legal Studies
- Matt Pappas: Biology, Physical Sciences
- Melanie Weinstein-Zeolla: Communications, Languages, Reading, TV/Radio/Film
- Matt Zisel: Counseling, Cooperative Ed
- Mike Simon: Engineering, Computer Science/Industrial Technology
- Kim Ng Southard: English
- Krista Gruber: Library, Central
- Jane-Marie Wright: Math
- Alex Nohai-Seaman: Music, Visual Arts, Theatre, Philosophy, Women's Studies
- Lisa Aymong: Nursing, Health and Human Services, Physical Education
- Christina Bosco: Social Sciences, Behavioral Sciences

- Katelynn DeLuca: English
- Marshal Stein: Foreign Languages, ESL, ASL, Reading
- Chris Gherardi: Guild, Retiree, PAs/Specialists in Programmatic Areas
- Jill Santiago: Humanities, Arts, Music, Philosophy
- vacant: Math

EC Reps: Eastern Full Time

- Nina Acquavita: Library, Humanities, Counseling
- Nic Pestieau: Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

EC Reps: Professional Assistants Full Time

- Lisa Behnke: Programmatic
- Deb Kiesel: Instructional Labs
- Andrew Stone: Technical Areas/Instructional Centers

- Lea Dato: Nursing, Physical Education, Health Sciences
- Michael Iasilli: PAs/Specialists in Academic Skills Centers
- Joan Cook: PAs/Specialists in Instructional Labs
- Doug Cody: Science, Engineering, Auto
- Robert Anzalone: Social Sciences