



Faculty Association Suffolk Community College Executive Council MINUTES **unapproved**

Date: Thursday, April 13, 2017
Time: 3:45 pm
Location: Southampton Building Room 129 - Ammerman Campus

AGENDA

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

- **K. Peterman** calls meeting to order at 3:45 pm.

1. **Approval of Minutes from March 9, 2017**

- **K. Peterman** asks for approval of minutes. Motion forwarded by **J. Wright**; seconded by **M. Stein**. Motion passes: 26/0/1. [*Secretary's note: Attendance sheet shows 28 EC members in attendance; because N. Pestieau teaches a 2-3:15 pm class at Eastern, he arrived a bit late and was not present for approval of minutes vote.*]

2. **EC Rep Issues**

- **J. Wright:** A faculty member who is retiring wants to know if they can take courses and get tuition reimbursement. **K. Peterman:** Contract says adjuncts have to be here two semesters before reimbursement, but retirees can have it immediately.
- **J. Wright:** Another faculty member who is teaching online has 24 students in their course, but the seat limit is 23. As of census date they still had 24. When will they get paid for the extra student? **K. Peterman:** Dante is working on a resolution to this.
- **J. Wright:** I also received a question about commencement: A faculty member cannot do anything on a Sunday morning that is celebratory due to their Jewish beliefs prohibiting this. What's the penalty for them not to attend commencement? **K. Peterman:** When we negotiated this, we didn't discuss penalty. Administration is currently contemplating making it a case of insubordination if faculty don't go once every two years. Administration has noted that we have four different graduation ceremonies, so if faculty cannot attend commencement and attend one of the others, obligation would be satisfied.

I've asked Lou Petrizzo to draw up side letter so we're clear just in case some faculty

members still do not attend one of the four. E.g., some faculty might still prefer to take a sick day. This is complicated because there's a list out there of faculty who attended last year but it's wrong, e.g., does not include any of the volunteers, or a chair who was up on stage reading names, etc.

A. Stone: So how can they enforce it? **K. Peterman:** For this year, I'm not sure. If they're going to take attendance, they need to have accurate attendance. **A. Nohai-Seaman:** Music faculty were working with orchestra and choir, so we weren't in the back to sign those attendance cards. **K. Peterman:** That's right; many volunteers weren't included as "present."

L. Aymong: If I attend the nursing pinning ceremony, does that count? **K. Peterman:** I believe so. **J. Wright:** If attend honors grad, does that count? **K. Peterman:** I believe so. **A. Stone:** Does that include in regalia in other ceremonies? **K. Peterman:** No, the language says "in academic regalia." **A. Stone:** It also says "commencement." **K. Peterman:** Yes, so we need clarification.

- **M. Stein:** Why are PA positions not posted for adjuncts? **K. Peterman:** They are. And we tell adjuncts that if they feel they are qualified for a specific position for which they're not currently certified, they should try to get on those lists, ask to be certified.
- **N. Acquavita:** Faculty member wants to know if put in for class at Ammerman, can that chair tell them they're not qualified if they have taught it on their home campus? **K. Peterman:** We're currently working on that one. The FA position is that if you've taught it before, you're qualified and should get the class.
- **A. Macari:** A faculty member teaches online and has 15 credit schedule over three days. You can't be made to come in on a fourth day if you don't have assigned duties, right? **K. Peterman:** The contract says you should have a four- or five-day schedule. You're not allowed to work from home and have a shorter workweek.
- **A. Macari:** I have a concern from a promotion meeting with Sean Tvelia recently. Why don't things like being scout leader for a kids' troop count for community involvement? Or doing charity work for cancer, etc.? **S. Tvelia:** Community service, when you're talking about promotion, must be related to your field. **K. Peterman:** Also, college service should take precedence over community involvement.

S. Tvelia: The college likes that you're doing things like that, but you need more than that. If you're doing it for your children, that's one thing but if you're visiting a troop as a psychologist to give a presentation, that's different. So we're not saying you shouldn't put that on your application form, but you cannot rely on those things alone to get promoted. The language specifically says "professionally related" community service.

- **A. Stone:** There are several specialists in my area of computer science, maybe others too, that do not have master's degrees and they've been unable to get promoted. Contract says master's degree or appropriate alternate credentials, right? **K. Peterman:** Yes, in areas like automotive and culinary, we have made other considerations. So it depends on what we can work out by way of standards that we can equate to a master's, so what happens is administration posts a position as master's required, nobody applies, then admin. comes to

us and says, “can we make it bachelor’s plus additional experience?”

A. Stone: So can we use that? **K. Peterman:** Yes, if they haven’t used that twice, e.g., if they used it once to get on salary schedule or up a few steps, then they cannot use the same for promotion. The labor-management committee would have to deal with that, and we try to be consistent between departments and areas. **A. Stone:** We justified hiring them without a master’s but we also don’t want them stuck at instructor level forever. **K. Peterman:** Yes.

3. NYSUT Representative Assembly

- **K. Peterman:** The [NYSUT RA](#) just happened last weekend in NYC at New York Hilton Midtown, Friday morning through Saturday afternoon. The presidents conference is Thursday, NYSUT Board meeting is Wednesday. We deal with resolutions, elect officers and ED directors, etc. I was re-elected for [Election District 39](#). A new set of [officers was elected for NYSUT](#), including president Andrew Pallotta. Philippe Abraham, the new VP, is a higher education person—the first higher ed officer of NYSUT. Also, our adjunct resolution went through, was supported, and passed, so the adjunct dues structure might now be addressed for adjuncts.

4. College Budget

- **K. Peterman:** We were hopeful we’d get \$100 per FTE, but [it’s now just \\$50 per FTE](#). SCCC enrollment continues to decline; this is hitting community colleges all across the state. Elected officials say “we shouldn’t give you more money because your enrollment is going down,” but I tell them our costs are still there. Funding for childcare centers was restored, so that’s good. Next Thursday is the [SCCC Board of Trustees meeting](#). Board members do not want to raise tuition but if state only gave us \$50 per FTE, and we’re not going to get the 2% from the county, then where else can we get it from? There’s the reserve fund, set aside for lawsuits, etc., but we’ve tapped it for past three years and it’s just a one shot. Continually going into the reserve fund is not sustainable.
- **K. Peterman:** [Health and wellness building is approved for Eastern Campus](#). Took 1-2 years longer to get everything accomplished and in that time the bids came back \$2 million higher because the economy improved. It will now be like a mini field house with a pool to service the East End. Last Thursday at the legislature meeting, we had to get the local sponsor to support it before the state would give us the matching funds, and they needed to approve it in their budget on Sunday.

This time, we didn’t have time to go through usual process with the committee, etc., so we had to get a certificate of necessity and get it done last Tuesday so it could get to the state on time. Last Tuesday, we had just 12 votes. Went up for a vote and only got 11 yeses. Not present were Kate Browning and Tom Muratore, plus a yes vote who had to leave was Kevin McCaffrey. The no votes were Tom Cilmi, Rob Trotta, and another was Leslie Kennedy who left the room right when the vote happened. Lou D’Amaro was originally a no but then switched his vote to yes.

The whole process took [a lot of hard work and collaboration between our union, the college, the building trades and Senator LaValle](#). We’re the only community college that got any

additional money, so it was a major accomplishment.

5. Member Engagement Update

- [State of the union meetings had light attendance](#). We need to get our members engaged. Faculty don't seem to think that this could actually happen but it definitely could, even in NY. There are groups that have a lot of money to make these changes happen. We need you EC reps to help faculty better understand these threats. If they change the state constitution where we cannot collect dues, we will turn into Wisconsin. People don't think that's possible but it is very much possible. Think about DeVos, think about the 9th Supreme Court justice. This stuff is happening.
- **J. Wright:** We had a department meeting, and I handed out Con Con handouts. **K. Ng Southard:** I did too at my department meeting. **S. Tvelia:** People think their pensions are safe. **K. Peterman:** As our enrollments continue to go down, it puts us even more at risk. But 90% of our students aren't really going to be affected by the [Excelsior Scholarship](#). People need to realize that we're in such better shape compared with upstate community colleges. **P. DiGregorio:** One upstate community college laid off their entire IT staff and outsourced the entire dept. for a cost savings. Other CCs aren't hiring but we are! **A. Nohai-Seaman:** My wife teaches in CT and the same stuff is happening there. CC's that don't have class sizes in their contract have seen class sizes go from 30 to 50. **A. Macari:** Can we get the message out in a different way? **P. DiGregorio:** Yes, and I think it's an EC rep's role to go talk with their constituents about these things.

6. Officers' Reports

President Kevin Peterman reports the following:

- I've covered a lot of my report already. I'd add that at the NYSUT RA, we went to [support LIU Brooklyn](#). They were trying to significantly reduce the Brooklyn campus, and the Brooklyn and Brookville campuses have separate contracts. I went to show solidarity and engage with other brothers and sisters because we should be there when they need us and we might need them in the near future.

Vice President Sean Tvelia reports the following:

- I finished [promotion workshops](#) on all three campuses. Applications are due May 15 - front page only. The full proposal is due June 15. Please encourage people to come to the campus workshops, to work with their campus faculty deans or with me—just don't wait until the week of June 15, though!

For EMHP, we've had some hiccups. In June 2016 there was an enormous market adjustment, so we're working on issues regarding cost containment. The question is: how can we best manage these changes?

Secretary Cynthia Eaton reports the following:

- Election season is here; the timeline is in [last month's issue of *The WORD*](#). We will be

sending out the election issue very soon, print copies to your home mailboxes. Please remind your constituents to vote and to follow the instructions carefully. All officers are up for election as well as four candidates for NYSUT/AFT delegate. Nearly all EC reps are unopposed except for one area, for which we have a member who's volunteered to run that election.

[Sabbatical reports](#) are rolling in, and I'll be meeting with VP Suzanne Johnson and the committee in the next month or so to review those.

Treasurer Pete DiGregorio reports the following:

- I'm working out a system with Anita as bookkeeper, and things are going well. Treasurer's reports make it look like we have a lot more money than we have, e.g., this month, we have to pay for the gala, the RA, etc. We went from 20 to 16 agency fee payers, so thank you for that, keep up the good work.

Currently dealing with a big stack of 1126 forms. These are changes made to people's assignments (added to or reduced, etc.). It's an enormous stack. Some of those could be done prior to the start of the semester. At times when we get them, the people have already been paid so we cannot even take out dues. The process needs to change.

Grievance Officer Dante Morelli reported the following:

- I had a visit from our LRS Damon Levenstein about an ongoing arbitration with FT faculty member let go in 2014, stay tuned on that. And adjunct was let go in January, we grieved it then sent it all the way up to arbitration; it was denied because it had "nothing to do with CBA." We're confused because adjunct due process *is* part of our CBA, so we will pursue that with NYSUT legal assistance. Overages for fall 2016 still have not been rectified; we keep an eye on that. Our focus is those with 5+ students in a section; we fight for additional pay for the faculty members.

I will be sending out EC notes for all of you again. Also, we had voted to give LIU Brooklyn and APSCUF (in PA) money in a show of solidarity but it was actually never spent because those situations had been resolved; forgot to give you an update on that.

Adjunct Coordinator Kevin McCoy reports the following:

- I'm dealing with seniority issues because assignments are being made. Many adjuncts don't realize that FT seniority supersedes adjuncts regardless of discipline. If your adjuncts have concerns, I can always sit in as peer observer; please remind your faculty.

7. Unfinished Business

- None.

8. New Business

- **C. Eaton:** I'd like to congratulate adjunct EC rep (English) Katelynn DeLuca for defending

her dissertation on March 30. Also, I think she just got an important phone call? **K. DeLuca:** Thank you, yes, I was just offered a FT tenure job at SUNY Farmingdale.

- **C. Eaton:** I'd also like to encourage everyone to come to the VA Medical Center with Ina Casali and us on April 29 for the [Garden View Project](#). **I. Casali:** Yes, I have two handouts. Please come to the event on Saturday. If can't make it, please donate a plant. Every year, I make and donate a quilt and raffle it off, with proceeds going to the Student Veterans Association. The FA came last year, and I hope you can come again this year. We're working to maintain a garden outside the residential area of the VA hospital so residents have something beautiful to look at.
- **K. Peterman:** AFT asked us for a civil, human, and women's rights committee. So Cynthia and Dante are developing an ad hoc committee as part of our local and we'd like a vote for your approval. **C. Eaton:** To get started, we're going to use NYSUT's [Why in Five](#) campaign structure to parse out which FA activities fit into our community outreach initiatives and which ones go under the umbrella of social justice, then we'll take it from there.

Motion forwarded by **K. Ng Southard**; seconded by **N. Pestieau**. Motion passes: 27/0/0
[*Secretary's note:* Attendance sheet shows 28 EC members in attendance; B. Seger had left early.]

9. Adjournment

- Motion to adjourn meeting by **M. Gallimore**, seconded by **A. Stone**. All in favor. Meeting adjourns at 5:37 pm.

Members present on April 13, 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

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