



# Faculty Association Suffolk Community College

## Executive Council **MINUTES** **APPROVED**

Date: Thursday, August 31, 2017  
Time: 1:00 pm  
Location: Southampton Building Room 230 - Ammerman Campus  
RSVP: Contact Anita (451-4151 or [anita@fascc.org](mailto:anita@fascc.org)) to confirm your attendance.

### 1. Approval of Minutes from June 1, 2017

- **K. Peterman** calls meeting to order at 1:05 pm. Motion to approve June 1, 2017, minutes made by **B. Seger**, seconded by **M. Pappas**. Approved 18/0/0.

### 2. Budget Presentation and Vote

- **Resolution Approving Office Administrator's Contract**

**S. Tvelia:** In past, we've given Anita three-year contracts, but in light of [the Supreme Court Janus v. AFSCME case](#), things are a bit different at this point. We might have budgetary issues depending on how the Supreme Court rules, so it's just a one-year contract. Anita's salary offer does include her compensation for also being our bookkeeper.

Motion forwarded by **K. Ng Southard**, seconded by **M. Stein**. Approved 18/0/0. [*Note:* A. Stone and L. Aymong entered meeting after this vote, making total 20 EC members.]

- **Resolution on Increasing Per Diems for Conferences**

**P. DiGregorio:** Currently the per diems are 10 breakfast/25 lunch/30 dinner, and the last increase was in 1999, but we're proposing to increase them to 15/30/40. This is not as low as current per diems but not as high as NYSUT.

**E. Weinstein:** Why not just go with the NYC rate? **P. DiGregorio:** It's a major jump as it is, and we don't want to make that jump right now given what Sean just said about the coming year.

Motion forwarded by **J. Wright**, seconded by **B. Seger**. Approved 20/0/0.

- **Resolution on FA Budget** [Please see [2017-18 budget on The WORD website](#)]

**P. DiGregorio:** You have the budget spreadsheet and the narrative. Income reflects membership dues and interest. First column is what's projected at end of August; you'll see we have a surplus of \$19,136 compared with what was originally budgeted for. Second column is modified budget; assumed a \$15k surplus. Third column is the current budget for upcoming year which needs your vote.

In last few weeks, the college hired about ten new faculty, so that impacts our dues totals, based on 470 FT faculty; adjuncts are estimated based on past fall semesters and enrollment. Dues are calculated in September, but we get our raises—which changes dues collected—in February.

**P. DiGregorio** reviews entire narrative document with EC. Highlights include need to replace Anita's computer and the delegate assemblies because the [NYSUT RA](#) won't be in NYC again this spring but rather will be in Buffalo, plus there's an [AFT convention in Pittsburgh](#) (it's held only once every two years). The bill for negotiations and arbitrations was fairly high but we are reimbursed for a good portion of that. Stipends are lower because J. Gabriele had been on the payroll to mentor Pete, which EC approved last year, but that's over.

**M. Zisel:** What's considered a reasonable surplus? **P. DiGregorio** reviews the challenges ahead and says it's really whatever the EC is comfortable with.

**E. Weinstein:** Why use this particular auditing firm? Would it be worth it to bid around? **K. Peterman:** [Buchbinder Tunich](#) has been with us a very long time and they specialize in working with labor unions. They do a full forensic audit; they're here for a full week. For example, once took a Board of Trustees member to lunch and forgot the itemized restaurant receipt, and the auditor noticed that tiny detail and give a firm reminder.

**L. Behnke** asks about Guild members not coming to holiday party. **P. DiGregorio** explains that they each pay but they help subsidize the total cost of the party. **J. Wright:** If an academic chair teaches, they are an adjunct and can attend? **K. Peterman:** Yes.

Motion to accept budget forwarded by **D. Kiesel**, seconded by **L. Aymong**. Approved 20/0/0.

### 3. EC Rep Issues

- **J. Wright:** What's going on with [the \*Newsday\* announcement about unions paying into health insurance](#)? **K. Peterman:** There was a committee yesterday where a document was laid on the table saying exempt employees are going to have to pay into health insurance. They feel once they get exempts to contribute, they have more pressure to get the unions to contribute. We have a MOU with the county that all unions have coverage from 2007 to 2020 as non-contributing to the premium. I spoke with [Noel Digerolamo](#) and said we need a SCOPE [Suffolk Coalition of Public Employees] meeting either tomorrow or next week to address the issue.
- **S. Tvelia:** This comes in large part because in our founding [EMHP](#) documents we are obligated to save \$17 million annually. Every single year. If we fail to do so, SCOPE is dissolved. Need to discuss future of health insurance.
  - At 1:33 pm, **J. Wright** forwards motion to move into executive session, seconded by **A. Stone**. Motion unanimously approved: 20/0/0.
  - At 1:55 pm: Motion to come out of exec session made by **K. Ng Southard**, seconded **M. Pappas**. Unanimously approved: 20/0/0.
- **E. Weinstein:** How does the [paid family leave program](#) work? **K. Peterman:** The Paid Family Leave Benefits Law was changed. For us to take part, we have to negotiate it. But that requires

opening up the contract. Plan is to care for *another* person, not the employee, and to deal with childcare for first 12 months. It's not available to employees receiving total disability payments. No public union has done it yet that we're aware of. But, again, it would require opening up the contract and there has to be a contribution from the employee.

- **L. Aymong:** Can faculty use conference attendance to pay for hotels, etc., when traveling to get their PhD, e.g., when they go back to visit their grad schools? **K. Peterman:** The money in that pot is for conference attendance.
- **L. Behnke:** If a faculty member is expected to work an event outside of their hours, do they get comp time? **K. Peterman:** They are supposed to get paid overtime. If don't get paid, the faculty member shouldn't do the work. E.g., if a non-classroom faculty member wants to do Open House on a Sunday, they can put that down as college service for promotion. But they cannot use it for promotion if they get paid for it. The college calls that double dipping. The college does not have a "comp time" provision. If you're not getting paid, you shouldn't be doing it.
- **P. Pharr:** When is first adjunct paycheck? **S. Tvelia:** September 28.

#### 4. FA Endorsements

- **Resolution on Endorsed Candidates**

**K. Peterman:** Our [political action committee has been screening candidates Tuesday and Wednesday of this week](#) [*distributes list of proposed endorsements*]. We make our endorsements based on our college/educational issues and labor issues. If a legislator has been supportive of the college in the past, we recommend supporting them. We don't make our decisions based on whether they are Democrats or Republicans. We are not allowed in our policies to endorse anyone who doesn't come to screen with us. Here's the list of our endorsed candidates:

| Legislative District | NYSUT           |                  | Members       |
|----------------------|-----------------|------------------|---------------|
|                      | Republican      | Democrat         |               |
| 1                    |                 | Al Krupski       | 3,635         |
| 2                    |                 | Bridget Fleming  | 2,976         |
| 3 *                  |                 | Josh Slaughter   | 1,894         |
| 4                    | Thomas Muratore |                  | 2,661         |
| 5                    |                 | Kara Hahn        | 5,493         |
| 6                    |                 | Sarah Anker      | 4,409         |
| 7                    |                 | Rob Calarco      | 2,633         |
| 8                    |                 | Bill Lindsay     | 4,736         |
| 9                    |                 | Monica Martinez# | 633           |
| 9                    |                 |                  |               |
| 10                   | Thomas Cilmi    |                  | 3,330         |
| 11                   |                 | Joseph McDermott | 3,269         |
| 12                   | Leslie Kennedy  |                  | 4,332         |
| 13                   | Robert Trotta   |                  | 4,313         |
| 14                   | Kevin McCaffrey |                  | 2,300         |
| 15                   |                 | DuWayne Gregory  | 1,306         |
| 16                   |                 | Susan Berland    | 2,611         |
| 17                   |                 | Tom Donnelly     | 2,822         |
| 18                   |                 | Doc Spencer      | 3,552         |
|                      |                 |                  | <b>56,905</b> |

You'll see a column noting the total number of NYSUT members in each legislative district. Legislators took note of that, e.g., one said "that's all I need to win!" The last column shows what the [LI Federation of Labor](#) has decided regarding endorsements.

**K. Peterman** reviews the recommendations, district by district. Some are incumbents that have been supportive in the past; a few are open races because previous legislator was termed out.

**D. Morelli** notes that [every single person we screened was opposed to the Constitutional Convention](#).

**K. Peterman** notes:

- 3<sup>rd</sup> district – Recommending endorsement of [Joshua Slaughter](#) because he's worked for 11 years with [Kate Browning](#), even though we really like [Rudy Sunderman](#).
- 9<sup>th</sup> district – There were two 9<sup>th</sup> district candidates. [Monica Martinez](#) is being challenged by Phil Ramos' wife, [Angela Ramos](#). Martinez has been supportive of us, so we are suggesting that we endorse her.
- 11<sup>th</sup> district – We screened one of the two candidates, [Steve Flotteron](#), but since the primary is two weeks away, we'd like to table that one endorsement until after the primary, then do the endorsement vote by email.

Motion to accept the recommendations of the PAC? Motion by **A. Stone**, seconded by **M. Stein**. Motion passes, unanimous, 20/0/0.

- **Resolution on Increasing PAC Contributions**

**K. Peterman** explains rationale for increasing contributions to \$1,500 because we keep being asked to be a sponsor. **A. Stone:** Is this selective? I.e., do we get to decide which candidate gets  $x$  amount of dollars and which one gets more? **K. McCoy:** For example, we could make decisions to help a candidate who's in a tough race. **K. Peterman:** We don't have to give the same amount to every single person.

**S. Tvelia:** Also, every time we write a check, there's a fundraiser, and we always make sure there's an FA officer there so there's face time and we have a conversation along with that donation; it's not just sending money. **K. Peterman** shares example of going to thank [Jay Schneiderman](#) for his support of the Eastern Campus wellness center, plus he got to see one of our Board of Trustee members so he had the chance to speak with that individual as well.

Motion forwarded by **M. Zisel**, seconded **L. Behnke**. Motion passes, 20/0/0.

## 5. Constitutional Convention

- KP notes we've ordered buttons, lawn signs, and car magnets announcing our [opposition to the New York Constitutional Convention](#). Will be sending out a PowerPoint from NYSUT about why we should vote no. The Con Con actually can sound like a nice idea because we get a chance to revise and update our state constitution, but it puts an awful lot of our rights and protections at risk, including our pensions which are currently protected in the constitution.

**B. Seger** reiterates D. Morelli's previous note that every single legislative candidate we screened

said they were against the Con Con, including one candidate who admitted he was originally in support and said so when screening with a different group, then looked into it more fully and realized it's a terrible, expensive idea.

**K. Peterman:** There are a lot of efforts to undercut unions, and this is one example. We really need to get our people out to vote no because it's an off-year election.

## 6. Officers' Reports

**President Kevin Peterman** reports the following:

- Last spring, you voted to contribute money to the Verizon workers on strike, and they settled. Then in May we agreed to contribute to the Clare Rose striking workers, and then they settled. You should know that the Teamsters were really surprised and impressed that all those teachers came out in support of them.
- This summer, I was on a number of [AFT](#) conference calls: Based on the tragedy in Charlottesville, there are efforts to get people to go out onto college campuses in the name of "free speech" and bait our students into violence, and we need to discuss how to handle those instances.
- In June, there was [PSC CUNY](#), [NYSUT](#), and [our local at the Brentwood Campus when Trump spoke](#). We've been active in speaking out about issues that matter to our membership.

**Vice President Sean Tvelia** reports the following:

- We already talked about EMHP, so other than that we are winding up for the promotion cycle. There are 34 people up for promotion across the college, which is relatively low, but still I'm actively helping those individuals and working the CPC reps to get our faculty through the promotion process.

**Secretary Cynthia Eaton** reports the following:

- As co-chair of the sabbatical committee, I will be hosting sabbatical workshops on each of the three campuses in September during common hour:

Ammerman Campus, 9/13, Eaton Neck Room

Grant Campus, 9/20, Captree 104

Eastern Campus, 9/27, Corchaug 18

In addition, I'll be serving as interim college-wide new member program coordinator for all new hires in spring and fall 2017. I'm developing a standard PowerPoint for each campus new member coordinator to use and add to as they deem appropriate for their campus. We'll be hosting new member bagel bunches for mentors and their assigned new hires on each of the three campuses in October during common hour:

Ammerman Campus, 10/11, Eaton Neck Room

Grant Campus, 10/18, Sagtikos 221

Eastern Campus, 10/25, Corchaug 18

**Treasurer Pete DiGregorio** reports the following:

- I already gave my report, so that's all for this meeting.

**Grievance Officer Dante Morelli** reports the following:

- There's an ongoing situation with a FT faculty member who lost their release time along with pay. The pay has not yet been restored but an arbitration date has been set and we're confident about that arbitration.

In another case, a faculty member was placed on a different campus, and we are investigating that move.

**Adjunct Coordinator Kevin McCoy** reports the following:

- About 80 adjuncts were hired this semester; the new adjunct orientation was Tuesday. In addition, I attended a couple disciplinary meetings and, if things aren't resolved, the cases will go to Dante. Beyond that, inquiries have been the typical seniority and bumping questions; if your constituents have any questions, please have them contact me as soon as possible.

## **7. Unfinished Business**

- **K. Peterman:** It might be useful for you all to know that the college thought enrollment would go down but it's actually been flat. More high school grads are coming to us; it used to be about 18% but now around 25%.

## **8. New Business**

- We need your help in getting faculty involved in activism. In the short term, that's predominantly about [voting no on the Constitutional Convention](#).

## **9. Adjournment**

- At 2:35 pm, motion forwarded by **A. Stone**, seconded by **M. Pappas**. All in agreement.

## Members present on August 31, 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

- Eric Weinstein — 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
- Melissa Adeyeye: Communication, Languages, Reading, TV/Radio/Film
- Matt Zisel: Counseling, Cooperative Ed
- Mike Simon: Engineering, Computer Science/Industrial Technology
- Kim Ng Southard: English
- Rebecca Turner: 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

### FA Activists (Guests)

- Tim McHeffey: Community Outreach Coordinator

- 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

**FACULTY ASSOCIATION OF SUFFOLK COMMUNITY COLLEGE  
BUDGET FOR 2017-18 FISCAL YEAR**

|  | <b>PROJECTED (2)<br/>2016-17</b> | <b>BUDGETED<br/>2016-17</b> | <b>BUDGET<br/>2017-18</b> |
|--|----------------------------------|-----------------------------|---------------------------|
| <b>INCOME BY SOURCE (\$):</b>            |                                  |                             |                           |
| 1. Membership Dues                       | 847,685                          | 857,304                     | 852,404                   |
| 2. Interest & Misc.                      | 353                              | 325                         | 375                       |
|  | -----                            | -----                       | -----                     |
| <b>TOTAL RECEIVED</b>                    | <b>\$848,038</b>                 | <b>\$857,629</b>            | <b>\$852,779</b>          |
| <b>EXPENSES BY FUNCTION (\$):</b>        |                                  |                             |                           |
| 3. Office Services.....                  | 64,077                           | 64,107                      | 65,189                    |
| 4. Employee Taxes/Benefits.....          | 33,507                           | 33,090                      | 33,621                    |
| 5. Office Supplies.....                  | 5,224                            | 6,500                       | 4,525                     |
| 6. Office Capital Expense.....           | 10,871                           | 12,000                      | 9,630                     |
| 7. Telephone/data package.....           | 5,735                            | 6,000                       | 7,020                     |
| 8. Mailing.....                          | 2,344                            | 8,700                       | 2,500                     |
| 9. Office & Assoc. Insurance.....        | 1,396                            | 1,400                       | 1,425                     |
| 10. NYSUT/AFT Delegate Assemblies..      | 5,989                            | 5,310                       | 29,115                    |
| 11. Workshops/Seminars.....              | 8,334                            | 14,835                      | 16,050                    |
| 12. Negotiations/Legal/Grievances.....   | 12,673                           | 25,000                      | 15,000                    |
| 13. Publications & Public Relations..... | 37,716                           | 29,175                      | 27,243                    |
| 14. Membership Services.....             | 16,471                           | 17,200                      | 20,800                    |
| 15. Stipends.....                        | 50,163                           | 45,916                      | 46,488                    |
| 16. Administrative Expenses.....         | 7,204                            | 7,200                       | 7,500                     |
| 17. SCOPE/NYCOSH Expenses.....           | 2,850                            | 2,900                       | 2,900                     |
| 18. Insurance Expense.....               | 460                              | 525                         | 425                       |
| 19. Audit.....                           | 7,500                            | 7,500                       | 7,500                     |
| 20. Other Disbursements.....             | 0                                | 175                         | 125                       |
| <b>LOCAL EXPENSES: SUBTOTAL</b>          | 272,513                          | 287,533                     | 297,056                   |
| 21. Per Capita Dues NYSUT/AFT (1)        | 556,388 65.6%                    | 554,882 64.7%               | 553,327 64.9%             |
|  | -----                            | -----                       | -----                     |
| <b>TOTAL EXPENSES</b>                    | 828,902                          | 842,415                     | 850,383                   |
| <b>TOTAL RECEIVED</b>                    | 848,038                          | 857,629                     | 852,779                   |
|  | -----                            | -----                       | -----                     |
| 22. Gross Surplus (Deficit)              | <b>\$19,136</b>                  | <b>\$15,214</b>             | <b>\$2,396</b>            |
|  | =====                            | =====                       | =====                     |
| <b>CASH STATUS:</b>                      |                                  |                             |                           |
| 23. Net Cash at End of Year (3)          | \$193,586                        | <b>\$212,722</b>            | <b>\$208,800</b>          |
|  | -----                            | -----                       | -----                     |
|  | =====                            | =====                       | =====                     |
| <b>MEMBERSHIP STATUS (JUNE):</b>         |                                  |                             |                           |
| 24. Full-Time                            | 470                              | 464                         | 470                       |
| 25. Adjunct                              | 1,458                            | 1,486                       | 1,498                     |
|  | -----                            | -----                       | -----                     |
| <b>TOTAL</b>                             | 1,928                            | 1,950                       | 1,968                     |
| <b>PER CAPS (PER MEMBER):</b>            |                                  |                             |                           |
| 26. Full-time                            | \$606.36                         | \$606.36                    | \$609.36                  |
| 27. Adjunct (3/4 dues)                   | \$397.68                         | \$397.68                    | \$399.18                  |
| 28. Adjunct (1/2 dues)                   | \$303.18                         | \$303.18                    | \$304.68                  |
| 29. Adjunct (1/4 dues)                   | \$151.59                         | \$151.59                    | \$152.34                  |
| 30. Adjunct (1/8 dues)                   | \$75.80                          | \$75.80                     | \$76.17                   |

**NOTES TO BUDGET**

- (1) Per Capita Dues are also shown as a percentage of the membership dues as a broad check on calculations. Projected dues based on 2015-2019 contractual rates.
- (2) Based on actual results through July 31, 2017 and projected results through August 2017.
- (3) Total accumulated funds (Net Cash at End of Year) carried from line 23.