



Faculty Association Suffolk Community College

Executive Council **MINUTES** **UNAPPROVED**

Date: Thursday, October 12, 2017
Time: 3:45 pm
Location: Southampton Building Room 228 - Ammerman Campus
RSVP: Contact Anita (451-4151 or anita@fascc.org) to confirm your attendance.

1. Approval of Minutes from August 31, 2017

- **K. Peterman** calls meeting to order at 3:46 pm.

Changes to August minutes: Need to specify the PAC contributions were increased to \$1,500. Also, need to add [complete list of endorsed candidates in Suffolk County legislative races](#).

Motion to approve August 31, 2017, minutes *as amended* made by **M. Pappas**, seconded by **R. Turner**. Approved 24/0/1. [*Secretary's note: N. Pestieau arrived after this vote.*]

2. EC Rep Issues

- **J. Wright**: I sent emails to my Salsa list but none of my constituents that I asked received it. So I need help with Salsa. **S. Tvelia**: I'll look into it.

In [online college directory](#), it lists our building but not our room numbers? **L. Behnke**: Before you search, you can click a link that says "online directory" and that puts you into the MySCCC version so it's only people logged into our system who can find that specific info about our location. **J. Wright**: This doesn't really help students trying to find us or colleagues at other institutions who want to mail things to us. **K. Peterman**: Technically not a union issue, but I'll investigate.

A constituent had an over-enrollment in spring 2017 semester but hasn't been paid yet for that? **D. Morelli**: Yes, correct; those payments still haven't been made. We've addressed it with HR and it should be corrected soon.

Another constituent is concerned about spring class schedules not being up yet. Need to submit request overload but not yet available? **K. Peterman**: That should be available next Monday or Tuesday, I believe. **K. McCoy** will follow up because it affects our adjunct faculty too.

A constituent asked if www2 faculty webpages will be taken down at end of month? **D. Davorin**: The deadline will be extended until the end of the semester. **S. Tvelia**: The college is planning to give faculty a page that's not www2 but another, more secure version of that so we can post publicly available materials. **D. Davorin**: We would like to get more communication from the

college about it and have our opinions solicited before the college just selects some solution. **K. Peterman:** The college does have the right to select and implement tech solutions, but I do think they've heard our voices on this which is why Paul Beaudin showed up at last week's Grant Campus Assembly meeting. **P. DiGregorio:** The college is undergoing two audits right now and the audits found that www2 isn't compliant, which is why the college wanted to move quickly on it, but they are hearing us and backed off a bit on the late October end date for www2.

A constituent has been trying all semester to get her email changed to her new name because she was married. **A. Stone:** That should be corrected next week. Management has changed what it requires for us to make those changes. We just got it on Tuesday, so I need to coordinate with four people and we can make it happen next week.

- **E. Weinstein:** An adjunct colleague asked if they get only two absences per semester and they don't roll over between semesters? **K. Peterman:** Yes. That has been a request on our side of negotiations every single time we do negotiations. We keep asking for that.
- **M. Zisel:** Does the FA has an official position on the [Excelsior program](#)? **K. Peterman:** Yes, we have a side letter on it. We brought it to the EC, and you all approved it. We have supported it because other colleges who have what we saw as lower standards were coming in and doing dual-credit courses, so we negotiated language so we could have more stringent oversight over every course offered through Excelsior.

M. Zisel: Isn't this a labor issue, though? **S. Tvelia:** We know there's an idea out there that we're losing students/enrollments to these high schools, but the research shows that isn't true. Students who take just one 101 course through dual credit are far more likely to come to our college. But if you compare Excelsior with other institutions where the high schools can teach pretty much what they want and that college will give them college credit for it, you'll see that we say to high schools, "no, you *have to* match our syllabus or you can't offer through Excelsior."

K. Peterman: There's another angle because these other colleges were raiding our potential students in these big feeder high schools. So we're not "farming out" our work at all. The students are going to take those classes anyway; the question is whether they're taking it [through Syracuse](#) or [with us](#). We got involved because of concerns about quality; it's about quality control.

K. McNamara discusses the level of oversight in business courses, says it's quite rigorous.

A. Macari adds that she's been an Excelsior liaison and doing presentations—she's received great feedback—and the principals, vice principals, even superintendents are there, and it presents SCCC in a very positive light. They even run our assessments with their high school students as an extra measure.

- **A. Nohai-Seaman:** The link for the travel voucher is broken on the FA website. **S. Tvelia:** I'm fixing that and all such forms are in the portal. We've been trying to link directly but since it's behind the portal we have to do a workaround.
- **L. Behnke:** What do you do and where do you go when you have a grievance against a colleague? **K. Peterman:** That's not a grievance. A grievance is when the contract is being violated. We have the [Conflict Mediation Program](#) for interpersonal issues. **D. Morelli:** You should have them contact me, CMP Coordinator.

- **A. Stone:** A constituent wants to know if they work full time during the day and do overload at night, can they call in sick during the day and still do overload assignment? **K. Peterman:** Yes, because it's possible to feel better at the end of the day, but be careful because administration will look for a pattern for anyone abusing their sick time. There's also family sick time in case member is caring for sick family member.

Another constituent asked about Veterans Day? **K. Peterman:** This year it falls on a Saturday so, no, they cannot take off that Friday before in observance of Veterans Day.

- **N. Pestieau:** Sorry I had to come in late, but a constituent asked about www2? **K. Peterman:** We covered that and will review with you.

3. Proposed Donation to Victims of Hurricane Maria in Puerto Rico

- **K. Peterman:** We've already had some resolutions to help victims of [Hurricane Harvey](#) in Houston and [Hurricane Irma](#) in Florida, so I'm looking for motion to approve 250 to help victims of [Hurricane Maria](#) in Puerto Rico. Motion to approve made by **K. Ng Southard**, seconded by **A. Stone**. Approved 26/0/0.

4. Proposed Resolution for Carpooling to Community College Conference

- **K. Peterman:** Presents full resolution on the SmartBoard:

WHEREAS: The Faculty Association sends members upstate to attend the annual NYSUT Community College Conference; and
 WHEREAS: The Faculty Association reimburses the travel expenses of said members to and from the conference; and
 WHEREAS: In the name of fiduciary responsibility we seek to codify the carpooling policy long encouraged in practice; and
 WHEREAS: The Faculty Association has long encouraged attendees to carpool in vehicles carrying a minimum of four people total but recognize that's not always possible;
 THEREFORE BE
 IT RESOLVED: Travel expenses to and from the NYSUT Community College Conference will only be reimbursed to attendees who carpool in a vehicle carrying a minimum of three people **attendees** total.

K. Peterman: So to be fiscally responsible, the proposal is to not reimburse anyone who's not carpooling with at least three (ideally four) people in each car. Motion to approve made by **K. McNamara**, seconded by **J. Wright**.

Discussion pops up that resolution should specify a minimum of three *attendees* rather than three *people* because sometimes faculty bring spouses. Friendly amendment is accepted. **Motion passes unanimously: 26/0/0.**

5. Constitutional Convention

- **K. Peterman:** We are standing solid in our [opposition to the New York Constitutional Convention](#). We've created some fliers, anticipating the pro-Con Con forces might ratchet up their forces in the coming weeks. I will also be speaking at [Doc Spencer's rally against the Con Con this weekend](#).

B. Seger: Someone asked if I don't vote *no* does it count as a *yes*? **K. Peterman:** No, this is a myth. **M. Stein:** Can you share a copy of what the ballot will actually look like? **K. Peterman:** Yes, when we get a clean copy.

6. Officers' Reports

President Kevin Peterman reports the following:

- NYSUT is doing Con Con phone banks. I'll send out nights they're doing it if you'd like to participate at your convenience.
- Last week, I was at AFT Higher Ed PPC meeting in D.C. There's a lot of concern about the [Janus v. AFSCME case](#) that is going to come down. Michigan lost their union dues deduction, unions were decimated, and they were warning us about how things are going to change. It could literally mean the death of unions if you aren't prepared. We'd be in a situation where we'd still have to represent people who don't pay dues, i.e., the "free loaders," which puts us in a very tricky position. The anti-union forces send out fliers that say "Hey! Without union dues, you could have a \$1,200 raise!" **D. Davorin:** If this happens, do members lose dental and vision coverage? **K. Peterman:** That depends on how exactly the Supreme Court rules on this case. It may or may not be the case.
- The other thing we're working hard on is mailers for endorsed legislative candidates. I do the letter, **C. Eaton** does the layout, the candidate pays for the mailing, and we let our NYSUT members in that legislative district know that we are supporting that particular candidate.
- Dr. McKay was released last night. He's home. I believe he's doing fine and might be back to work on Monday.

Vice President Sean Tvelia reports the following:

- [Promotion process](#) is ongoing. Members are being observed and sending A Forms for me to look over. It's so clear that people who attend the promotion workshop write much better forms. Please tell your members. We have about 39 people eligible this year, which is a bit smaller than usual.
- Regarding updates on [EMHP](#), I'll say that no news is good news; there are no changes or updates to report at this time. **A. Macari:** Do we have sample adjunct promotion forms? A friend is up for promotion but missed the workshop because she was notified late. **S. Tvelia:** No, but I can get you one. Adjunct promotions follow a different process.

Secretary Cynthia Eaton reports the following:

- I held sabbatical workshops on all three campuses throughout September—Ammerman 9/13, Grant 9/20, and Eastern 9/27—to share information about the application and approval process as well as the top reasons why members do not have their sabbaticals approved. Application deadline was extended by one week.
- We are holding new member bagel brunches on all three campuses throughout October. I'm currently serving as interim college new member coordinator. Our first brunch was at Ammerman yesterday, 10/11, with campus coordinator Matt Pappas. Next week, 10/18, will be Grant with campus coordinator Bruce Seger, and the following week on 10/25 with Eastern coordinator Nina Acquavita.

- We just started a new two-year cycle for our [conference attendance](#), which is currently \$1,800 from now until September 1, 2019. But as we know that money goes fast, so I'll be hosting the annual faculty development workshops again in February. Please spread the word! We like to see our members get all the funding they need for professional development.

Treasurer Pete DiGregorio reports the following:

- For this month's treasurer's report, on the balance sheet, it looks like we have \$287,000 in the bank but that's not the case; it's just that we haven't yet paid NYSUT dues. Will be doing so after I finish processing all of the 300+ schedule D changes.
- Current membership status is 481 FT, 1538 adjuncts, and 398 retirees.
- Full time dues deduction started September 28; adjunct dues deductions take longer because there are about 4,000 assignments on Schedule D that I have to calculate dues for.
- Regarding VOTE/COPE, we have spent more money on PAC activities, but that makes sense given this time of year; the season is kind of ending so that should decline.
- Here are two resolutions [*hands them out to EC reps*] that were approved at the last meeting so you have it for your EC rep books.

Grievance Officer Dante Morelli reports the following:

- An arbitration is coming up in November for a member who lost release time and pay. We're feeling good about potentially winning this case.
- In five days, I have had three different counseling meetings with members who had received counseling memos in their files.
- Two adjuncts may be removed from the seniority list, and there's one full-time faculty member also at risk of being removed.
- Currently dealing with sexual harassment issues and two other discrimination issues. Need to bring one to your attention. Case was unfounded: a student with disabilities went to the testing center, inappropriately looked up information, and was failed for the course. But then an outside advocacy group called that faculty member on his office phone and fortunately he did the right thing, said "no comment," and brought it to our attention. You do not have to and should not speak to any of these outside groups.
- Another faculty member is questioning what rights they have when an interpreter for a student has access to materials in their online course. We are working on that situation.

Adjunct Coordinator Kevin McCoy reports the following:

- 1126 forms are a problem because our members when don't get seniority and credit for service, so we are working on that, trying to slow down use of 1126s and put in assignments the right way.
- I'm working with Dante on sexual harassment issues. Tell your constituents to be careful; these are very litigious times.
- I've been attending several observations in the last few weeks. Tell your constituents I'm always available especially if they have concerns.

- Finally, we have two Making Strides walks in coming weeks: [Jones Beach](#) and [Eastern Campus](#). Join us for the walk or, if you cannot, please donate to our teams.

7. Unfinished Business

- None at this time.

8. New Business

- **P. Pratt:** Can we have an emailed list of everyone we're endorsing? **K. Peterman:** Yes. We'll make sure everyone has that.
- **L. Behnke:** Can we do something in next contract to encourage faculty to do their advisement in the academic advisement center rather than in their offices? We encourage them to do two of their eight hours in the academic advisement center. **K. Peterman:** From our side, we're probably going to stay with the fact that faculty have the right to choose to do it where they please. **L. Behnke:** It's a problem because we only had two faculty volunteering to do so but we had over 1,000 students in the AAMC.

9. Adjournment

- At 5:05 pm, motion forwarded by **M. Stein**, seconded by **D. Davorin**. All in agreement.

Members present on October 12, 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
- vacant: PAs/Specialists in Academic Skills Centers
- vacant: PAs/Specialists in Instructional Labs
- Doug Cody: Science, Engineering, Auto
- Robert Anzalone: Social Sciences

FACULTY ASSOCIATION OF SUFFOLK COMMUNITY COLLEGE

TREASURER'S REPORT- OCTOBER 31, 2017

APPROVED
** 2017 -2018 BUDGET **

	MONTH OF OCTOBER	YEAR- TO-DATE	% OF TOTAL	CURRENT FUNDS 2017-18	% OF TOTAL
INCOME					
Membership Dues.....	85,240	170,481	99.96%	852,404	99.96%
Interest.....	36	74	0.04%	375	0.04%
Miscellaneous.....	0	0	0.00%	0	0.00%
TOTAL RECEIVED:	<u>\$85,277</u>	<u>\$170,554</u>	<u>100.00%</u>	<u>\$852,779</u>	<u>100.00%</u>
EXPENSES BY FUNCTION (\$):					
Office Services.....	5,015	9,988	6.72%	65,189	7.67%
Employee Taxes/Benefits.....	2,191	4,378	2.95%	33,621	3.95%
Office Supplies.....	425	655	0.44%	4,525	0.53%
Office Capital Expense.....	897	1,437	0.97%	9,630	1.13%
Telephone.....	575	1,149	0.77%	7,020	0.83%
Mailing.....	986	1,282	0.86%	2,500	0.29%
Office & Assoc. Insurance.....	0	0	0.00%	1,425	0.17%
NYSUT/AFT Delegate Assemblies.....	0	0	0.00%	29,115	3.42%
Workshops/Seminars.....	5,545	5,545	3.73%	16,050	1.89%
Negotiations/Legal/Grievances.....	0	0	6.75%	15,000	1.76%
Publications & Public Relations.....	3,113	10,031	13.72%	27,243	3.20%
Membership Services.....	125	1,637	1.10%	20,800	2.45%
Stipends.....	0	0	0.00%	46,488	5.47%
Administrative Expenses.....	869	1,333	0.90%	7,500	0.88%
SCOPE/NYCOSH Expenses.....	350	350	0.24%	2,900	0.34%
Insurance Expense.....	0	99	0.07%	425	0.05%
Audit.....	0	0	0.00%	7,500	0.88%
Other Disbursements.....	30	30	0.02%	125	0.01%
LOCAL EXPENSES (SUBTOTAL):	<u>20,119</u>	<u>37,913</u>	<u>25.52%</u>	<u>297,056</u>	<u>34.93%</u>
Per Capita Dues NYSUT/AFT	<u>55,333</u>	<u>110,665</u>	<u>74.48%</u>	<u>553,327</u>	<u>65.07%</u>
TOTAL EXPENSES:	<u>75,452</u>	<u>148,578</u>	<u>100.00%</u>	<u>850,383</u>	<u>100.00%</u>
TOTAL RECEIVED:	<u>85,277</u>	<u>170,554</u>		<u>852,779</u>	
BALANCE - Favorable (Unfavorable):	<u>9,825</u>	<u>21,976</u>		<u>\$2,396</u>	

Unrestricted Funds

Accumulated Funds in Prior Years

\$220,693.42



Peter DiGregorio, Treasurer
November 3, 2017

NOTES:

(a) Fiscal Year: September 1, 2017 to August 31, 2018. The 2017-18 Budget was adopted on August 31, 2017.

FACULTY ASSOCIATION OF SUFFOLK COMMUNITY COLLEGE

TREASURER'S REPORT - OCTOBER 31, 2017

ASSETS		
Petty Cash.....	150.00	
Checking Account.....	44,107.65	
Dues Checking Account.....	85,913.31	
Money Market Account.....	162,307.91	
Other Account	0.00	
Other Receivables.....	0.00	
Prepaid Expenses	11,114.49	
Dues Receivable-College.....	-9,802.91	
Property and Equipment.....	6,832.68	

TOTAL ASSETS:		\$300,623.13
		=====
LIABILITIES		
Taxes Payable.....	-291.47	
Accrued NYSUT/AFT Payable.....	58,244.78	

TOTAL LIABILITIES:		\$57,953.31
CAPITAL		
Accumulated in Prior Years.....	220,693.42	
Accumulated This Year.....	21,976.40	

TOTAL CAPITAL:		\$242,669.82
TOTAL LIABILITIES & CAPITAL:		\$300,623.13
		=====

MEMBERSHIP ANALYSIS

	MEMBERS	AGENCY FEE	TOTAL
FULL-TIME:	462	18	480
ADJUNCT:	1,329	210	1,539
RETIREES:	<u>400</u>	<u>0</u>	<u>400</u>
	2,191	228	2,419

FACULTY ASSOCIATION VOTE/COPE

TREASURER'S REPORT - OCTOBER 31, 2017

ASSETS	
Checking Account.....	\$8,943.85
Deposits.....	<u>\$1,000.00</u>
TOTAL RECEIVED:	\$9,943.85
EXPENSES:	
Political Action Activities.....	\$783.95
TOTAL EXPENSES:	\$783.95
TOTAL ASSETS:	<u>\$9,943.85</u>
BALANCE - Favorable (Unfavorable):	\$9,159.90