



# Faculty Association Suffolk Community College

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

Date: Thursday, February 8, 2017  
Time: 3:45 pm  
Location: Southampton Building Room 233 - Ammerman Campus  
RSVP: Contact Anita (451-4151 or [anita@fascc.org](mailto:anita@fascc.org)) to confirm your attendance.

### 1. Approval of Minutes from November 9, 2017

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

**P. DiGregorio** requests to move agenda items 4 and 5 to 2 and 3. Motion to amend agenda by **L. Behnke**, seconded by **L. Aymong**. Approved 22/0/0 [*Secretary's note*: FA secretary **C. Eaton** came to meeting late and thus did not vote on this matter].

Motion to approve November 9, 2017, minutes made by **D. Morelli**, seconded by **K. McCoy**. Approved 22/0/0 [*Secretary's note*: FA secretary **C. Eaton** came to meeting late and thus did not vote on this matter].

### 4. Acceptance of 2017 Financial Audit Statements

- **P. DiGregorio** indicates the FA is in good shape. On page 3, the \$5,303 was incurred in August but paid in September as of August net funds. The \$23,632 includes VOTE/COPE. On page 4, the total expenses is explained on page 10. The net change is positive, about \$16k.
- **A. Stone**: Is this public? **P. DiGregorio**: Yes, this can be shared.
- **A. Macari**: Publications seems a bit high; thought it'd be lower without printing *The WORD*. **P. DiGregorio** clarifies that this category includes September *WORD* issues, election *WORD*, annual wall calendar, Salsa email system, the gala. **K. Peterman**: If we want to evaluate this budget item, we should take it up in June when we deal with the budget.
- **K. Peterman** asks for a motion to accept 2017 financial audit statements: made by **P. DiGregorio**, seconded by **K. McNamara**. Approved 22/0/0 [*Secretary's note*: FA secretary **C. Eaton** came to meeting late and thus did not vote on this matter].

### 5. LI Federation Dinner – March 8

- **K. Peterman** requests funding for one table at the Long Island Federation's annual reception for \$2,600. Motion to approve made by **K. McNamara**, seconded by **L. Aymong**. Approved 22/0/0 [*Secretary's note*: FA secretary **C. Eaton** came to meeting late and thus did not vote on this matter].

## 2. EC Rep Issues

- **A. Macari:** A constituent wants to know if the FA would provide financial advice regarding new tax plan? **K. Peterman:** The FA cannot provide that advice; individual members need to discuss their personal finances with their accountants or make an appointment with the Stacy Braun financial advisors.
- **C. Bosco:** Just as an FYI, I received a phishing scam email in my FA account.
- **L. Behnke:** I have a question about the Family Medical Leave Act. **C. Bosco:** Could we do an MOA? **K. Peterman:** We will work with legal to get the current information posted on relevant college pages. I have been working with administration to get a solid protocol and rules that clarify FMLA for all faculty and has been lobbying the college to make HR more responsive to faculty and employee issues. Also, the college recently hired an assistant to the VP of HR.
- Another EC rep issues arises of a non-public, sensitive personnel matter.

**J. Wright** makes motion to put us into executive session at 4:29 pm; **M. Pappas** seconds. Brief Q&A ensues. Motion to come out of executive session made by **B. Seger**; seconded by **C. Bosco**.

- **M. Zisel:** In terms of upcoming negotiations, will faculty be able to provide input? **K. Peterman:** We will be addressing negotiation this semester and that is part of the agenda today.
- **R. Turner:** One constituent feels they are being asked to do supervisory work (to supervise clerical staff). Who will tell the supervisor that this is inappropriate? **K. Peterman:** I will contact the supervisor; there needs to be a discussion.
- **M. Zisel:** Will we have searches for temporary lines? **K. Peterman:** Yes, but my fear is that management just will not fill them.

## 3. Adjunct Vacancy Certifications

- Three adjunct elections were held to fill vacancies: two single nominations and one contested. We have the results and need to have those certified. In math, the sole nominee and new EC rep is Lorraine Tawfik. In English, the sole nominee and new EC rep is Maura Conley. In the election for art, music, humanities, philosophy, the winner of the election and new EC rep is Ranelle Wolf.

Motion to certify by **M. Zisel**, seconded by **M. Pappas**. Approved 22/0/0 [*Secretary's note:* FA secretary **C. Eaton** came to meeting late and thus did not vote on this matter].

## 4. Academic Calendar / Religious Holidays Policy

- **J. Wright:** Do I count religious absences as sick or personal days? **K. Peterman:** No, we will utilize the Board of Trustees policy dealing with snow days. Policy is being developed for language that will be placed in syllabi.

**J. Wright:** Is there a protocol for make-up exams? **K. Peterman:** We will be ironing out all of these issues between now and September. The problem is we are bumping up against law, and the

law trumps the contract on this. Stony Brook has been dealing with this for the last four years so I'm sure we will figure it out.

- **A. Stone:** Is the Wednesday before Thanksgiving an official holiday? Non-classroom faculty will be able to use a U day or a P day? **K. Peterman:** My feeling is that it shouldn't be. I would prefer non-classroom faculty be able to use a floating holiday that they can use when they want and faculty will have flexibility.

## 5. March 3 Organizing Institute

- **K. Peterman:** We talked about getting together on March 3, and I hope you can all attend. We need to engage with the membership. Concern is about the *Janus* decision because it could be decided as an opt-in or an opt-out.

This is especially critical for higher ed because unlike K-12, we are more spread out, especially with three campuses. We'll be asking EC reps to download the mini-VAN app and talk to a few members. If we lose too many members, it will be chaos. We have to make sure that people understand if you don't have a union what the consequences will be.

We will send out an email on Monday with the details about the March 3 meeting. If you cannot attend, we will still count on you to help out and reach out to members. It's critical to get people to educate and engage members to make them realize they want to stay in the union, that it benefits not only them individually but all of us collectively.

There are right-wing groups that want to destroy unions, and they FOIL the institutions for the members' names, addresses, and total union dues. Then they send each member a postcard that says, "Hey! Don't sign that union card, and you're going to get yourself a \$1,200/year raise!" NYS has 2.4 million union members. We're in a good place compared with the rest of the country in terms of union membership.

*Janus* will be heard at the end of February. They could decide any time probably between April and June, but when it's a bombshell decision the Supreme Court tends to wait until the last possible day to announce, and since this involves teachers it might be in late June for the announcement when teachers are off for the summer.

- **P. DiGregorio:** Also, our adjunct faculty change each semester, so it's *critical* that we reach out to them.
- **A. Stone:** Can the college negotiate a separate contract with union and non-union members? **K. Peterman:** It depends on how the Supreme Court decides the case.
- **P. Pratt:** We've read the amicus briefs in support of unions; can we read the briefs in support of *Janus*? **K. Peterman:** It should be on the Supreme Court website.
- **K. McCoy:** Again, we are very concerned about adjuncts. They may not be aware of the benefits of being in the union, or they may not be aware that they will have to sign a membership card if the *Janus* case is decided against unions.
- **J. Wright:** Sean Tvelia came to our department meeting and talked about the importance of doing this, of staying committed to the union, and that helped assuage some of the grumbling. It had a real impact. **K. Peterman:** That's why we're asking you as EC reps to talk with your department

members because **S. Tvelia** cannot go to all of these meetings; we have over 2,000 members to reach. **S. Tvelia:** I'm happy to go to as many as I can fit in my schedule, though.

## 6. Officers' Reports

President **Kevin Peterman** reports the following:

- Congratulations to **C. Eaton** for being NYSUT Higher Ed Member of the Year. The other higher ed recipient is Bethany Gizzi of Monroe Community College. This is the first time both Higher Ed Members of the Year have been community college faculty.
- Last weekend, I was with K-12 presidents at the LI Presidents Conference to build coalitions, as a show of solidarity. I was also in Maryland with AFL-CIO to discuss issues relating to *Janus* and the state of unions. On February 24 at 11 a.m., the labor movement is having a Working People's Day of Action in Foley Square in NYC in connection with Black History Month. Hoping to get 3,000 people there.
- Higher Ed Advocacy Day is Feb 27-28. We are meeting with student government groups to get students to go up and are setting up appointments with leadership, including Flanagan, Heastie, LaValle. The state budget is really tight. SCCC has to get its budget to the county by mid-April; need to find \$15 million to keep things just as they are right now.
- Randi Weingarten will be in campus on March 19 to get tour of the Grant Campus library and meet with union leaders in Bellport.
- The FA received a letter from NYSUT indicating thanks for our \$750 contribution for victims of hurricanes.
- On Professional Development Day, March 13, we might be using our mini-VAN—that stands for Voter Action Network—on that day so if you can come to the organizing institute on March 3, you can help us get a jump start.

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

- I've been getting questions about promotions, but people don't typically hear until mid-March so it's too early. I'm hopeful that things will go well. I have scheduled workshops for Grant on April 4, Ammerman on April 11, and Eastern on April 18.
- **A. Nohai-Seaman:** Dan Gilhooley was the CPC rep for our area and has retired, so we need a new CPC rep. **S. Tvelia:** Yes, we will work on that.

Secretary **Cynthia Eaton** reports the following:

- As noted previously, we have the three adjunct vacancies filled. There are still two vacancies for adjunct PAs and specialists which we'll do in upcoming elections. Also, there was an issue with the last election with the post office. Typically the post office leaves a note in our drawer if there is extra mail that didn't fit into our drawer and is sitting in the back in an overflow bin. Last time, the note was actually at the bottom of the overflow bin so we didn't know there was overflow mail. Turns out there were ballots in there. However, all candidates were running unopposed with exception of delegates. Will ensure we always ask for any overflow in the future.
- The faculty development and retraining workshops are going on this month: I held the Ammerman workshop yesterday and will be holding Grant next Wednesday and Eastern the week

after that. For sabbaticals, we had twelve applications and ten were forwarded. The administration indicated an intent to approve zero sabbaticals, but the FA will address that issue as the official notifications have not yet been sent.

Treasurer **Pete DiGregorio** reports the following:

- You have the November, December, and January treasurer's reports as well as Buchbinder's FA financial statements. You should note that the Guild didn't participate in the holiday party. In January, the audit cost us \$5,000.
- We now have 404 retirees, 478 full-time faculty, and the adjunct number is from the fall because we don't get wintersession adjuncts in our numbers. We report fall and spring adjuncts only because we don't collect dues from adjuncts in the winter or summer or from full-time faculty doing overload. Schedule D is down from last spring, which is something I anticipated when doing the budget.
- We have had a few unplanned expenses this year. We approved \$3,000 for an IT consultant, funding for hurricane relief, and funding for the LI Federation dinner in March. Also, Anita has a family plan for health insurance, but in January the EMHP family plan went up 12% which we could not possibly have projected or anticipated.
- For a bit of good news, on Feb. 1 our 2% raise kicked in.

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

- There's an arbitration on Feb. 22, and I'm working with Damon on that. We've had three issues that have gone through Christina Vargas' office so far this semester. And we are *still* dealing with overages from past years.

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

- The new adjunct orientation had about 25-30 new adjunct hires. The college did cancel a lot of classes this spring. One full-time member tried to bump an adjunct from an online class, but our bumping policy prevents that.
- I dealt with a difficult situation in a non-credit department that we feel the administrator purposefully bumped an adjunct from an assignment based on personality. I have also found that many non-credit departments do not have accurate seniority lists. [I wrote about this issue in the \*The WORD\*](#) this month. This illustrates the protections adjuncts could lose if our union is weakened by the *Janus* Supreme Court case.

## **7. Unfinished Business**

n/a

## **8. New Business**

n/a

## **9. Adjournment**

- Meeting adjourned at 5:15 pm. All in favor.

## Members present on February 8, 2018

### 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

- 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