



Faculty Association Suffolk Community College

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

Date: Thursday, May 10, 2018
Time: 3:45 pm
Location: Southampton Building Room 230 - Ammerman Campus
RSVP: Contact Anita (451-4151 or anita@fascc.org) to confirm your attendance.

1. Approval of Minutes from April 12, 2018

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

Motion to approve April 12, 2018, minutes made by **L. Aymong**, seconded by **K. McNamara**.
Approved 17/0/0.

- Motion to revise agenda so guest Damon Levenstein, our NYSUT Labor Relations Specialist, can present first, so agenda item #4 is covered first. Motion **A. Stone**, seconded **K. Ng Southard**.
Approved 17/0/0. [*Secretary's note: D. Dujmovic and L. Behnke entered meeting at 3:48 pm, after this vote.*]

2. EC Rep Issues

- **L. Behnke:** When someone announces retirement, does administration decide if the position will be filled as is or maybe they'll degrade it to a PA from a specialist position? **K. Peterman:** The college can either not fill the position, or they can change it. But we'd argue that if a specialist was needed in the past, then what has changed that they don't need a specialist any longer? We can try to find out why the college feels there's no longer a specialist needed. But if they're changing the duties and responsibilities, that might be a different issue.
- **A. Stone:** Friday, May 25, is not a holiday but I've heard that faculty need to have a supervisor here to supervise them on that date. **K. Peterman:** You cannot be forced to take a holiday. E.g., the library at Grant will be closed on that day, but the media people will be in the building working. If an employee wants to report to work that day, the college has to provide you with a place for you to work. It's a holiday for Guild, AME, and exempts, but not for the FA. The college cannot force you to take that day off because we did not agree to it as a holiday.

P. DiGregorio: Also, your immediate supervisor doesn't have to be the supervisor on that day. It could be another supervisor.

- **M. Simon:** There was a memo requiring faculty to provide a biography and a photo for the new college website and they said it was "required." **K. Peterman:** I spoke with General Counsel Petrizzo, and he confirmed that if a faculty member does not want to have a bio or a photo on the website, they don't have to do it. **M. Simon:** What about credentials? **K. Peterman:** They're

already in the catalog, so that's public information.

- **M. Zisel:** I've been an EC rep for three terms and I have a concern about the upcoming contract. We like to use this term *solidarity*, so I'd like to address this in that way.

If you're a twelve-month counselor, the contract says you get paid a little more than ten-month counselors. Depending on how you add up classroom faculty members' hours – which I see as 30 weeks a year times only four days a week – then twelve-month counselors work 53% more than classroom faculty. But we only get 15% more in pay....

EC reps' hands fly up. Discussion starts.

K. Peterman: Now I'm going to cut you off here because you and I have recently discussed this, and as I noted then this is not an EC rep issue. This is a contract negotiations issue, and if this is a point you'd like to make about negotiations, I encourage you to become a member of the next negotiations team.

- **K. Peterman:** I would like to note that questions are coming up about attending Commencement. If there is some truly pressing reasons why you cannot attend Commencement and this is your year to go, you can contact your dean and offer your rationale to see if you can attend an alternative event.

3. Certification of Elections

- **C. Eaton** shares election results: We had 17 positions up for election this spring, and the results are in.
 - In the following ten positions the incumbents ran unopposed and are thus continuing as EC reps:

FT Reps - Ammerman

1. Music, Visual Arts, Theatre, Philosophy, Women's Studies (Alex Nohai-Seaman)
2. Nursing, Health and Human Services, Phys Ed (Lisa Aymong)
3. Biology and Physical Sciences (Matt Pappas)
4. Accounting, Business Administration, Business Information Systems, Legal Studies (Kevin McNamara)
5. Engineering, Computer Science, Industrial Technology (Mike Simon)

FT Reps - Grant

6. Nursing, Health Science, Phys Ed, Veterinary Science (Alice Tobin)

College-wide Constituent-based PA & Specialist Representatives

7. Technical Areas, Instructional Centers (Andrew Stone)

Adjunct Reps

8. Business, Accounting, Communications, Telecom (Marcial Gallimore)
9. Nursing, Phys Ed, Health Sciences (Lea Dato)
10. Foreign Languages, ESL, ASL, Reading (Marshal Stein)

- In two positions, the incumbents are stepping down and one unopposed constituent is running for that position. Thank you to Nina and Kim for their good service to the union, and congratulations to our newly elected reps Mary and David.
 1. Eastern FT rep in library, humanities, and counseling: Nina Acquavita is stepping down, and Mary Schafer (ESL) has been elected to that position.
 2. Ammerman FT rep in English: Kim Ng Southard is stepping down, and David Eugene Clark has been elected to that position.
- In two positions, we had contested elections. Congratulations to Tara and Bob.
 1. Grant FT rep in library/counseling/media: Tara Fagan ran against Bruce Seger and was successful.
 2. Adjunct rep in social sciences: Bob Anzalone ran against Danielle DiMauro and was successful.
- In three positions, we have vacancies: Any constituent in these three areas who's interested in the position should contact FA Secretary Cynthia Eaton as soon as possible.
 1. Grant FT rep in humanities
 2. adjunct rep for PAs & specialists in skills centers
 3. adjunct rep for PAs & specialists in instructional labs.
- Motion to certify election results by **J. Wright**, seconded by **M. Stein**. All in favor 19/0/0.

4. FA Organizing: Mini VAN and Membership Pledge Cards

- **K. Peterman** introduces Damon Levenstein at 3:48 pm.

D. Levenstein introduces how instead of using the mini VAN to collect membership pledge forms, we can use a simple website instead. This works on your phone to bring up a NYSUT membership application. **K. Peterman** shows screen on Smart Board: members fill out form, then – *important!* – need to write the local name and then enter the member's typed name by way of signature.

J. Wright: If someone has signed a pledge card, do they need to do this? **D. Levenstein:** No. Continue with the cards; this is a fall back or complementary approach—a quick, easy way to make sure you get the person while they're right in front of you.

D. Levenstein: This does carry same legal weight as the paper cards. It's just like when you submit your taxes electronically and you type your name to verify that it's akin to your signature. Also, if we have to do a campaign this summer, depending on how *Janus* is decided, and we're knocking on doors, it's easier to carry a phone rather than 200+ membership cards. This is a team effort: all locals will be out there collecting signatures. This is even easier and simpler than the

mini VAN.

L. Aymong: How about reaching adjuncts? **D. Levenstein:** We are pursuing reaching out to them using this even through email. Kevin Peterman will be sending a link to you. It's a simple URL that we can all use.

K. Peterman: The tricky part is the local name because it's a problem if people don't get it right. If we could use our local number, that'd be even easier: 39-045. **D. Levenstein:** I don't see why not, but I have to verify that. If not, we need to know the correct, proper way to enter it so it's consistent.

S. Tvelia: I had handed out a list of people for each of you EC reps to contact. We haven't discussed this yet, but those are the people you're each going to reach out to. This is not constituency based. We have divvied up the entire list to make sure no one EC rep is being asked to reach out to over 100 members.

D. Levenstein discusses the value of having a conversation, even briefly with members about the need to sign up and support the union. Research shows that the likelihood of them signing up leaps significantly just based on a brief conversation because they feel that you're out there, that the union is listening to them, etc.

D. Dujmovic: How do we know if we have already approached someone? I keep asking people, so I'm afraid I'm going to forget if I've already gotten them to sign? **K. Peterman:** Anita is maintaining a list.

K. Ng Southard: Just to help me be clear: What exactly happens with this card? What does it *mean*? **D. Levenstein:** Once the decision comes down, if we know we need 50% to sign up to avoid being decertified, and the college moves to decertify us, we can say to PERB, "no, we have these cards, we're sure we have at least 50%." Also, we have information from the cards to reach out to our members and make sure members get the truth rather than anti-union spin.

[**D. Levenstein** leaves 4:06 pm.]

K. Peterman: We are providing water bottles at Commencement, and at the table we will have a small goodie bag for members and of course our membership pledge cards will be there as well. So we will try to get members to sign up at that point too because we lost the opportunity when Professional Development Day was canceled. By the way, we also plan to continue providing water for faculty at Commencement.

5. RA Report

- **K. Peterman** notes that **C. Eaton** and **B. Gizzi** represent the first time both NYSUT Higher Ed Members of the Year were both community college faculty.
- There were three higher ed resolutions. The controversial one was proposed by CUNY to urge NYSUT to mandate a minimum of \$7,000 as a base salary for a three-credit course. There was a lot of debate because UUP was trying to negotiate a contract (they had been without for 22 months) and didn't want that on the table because it would throw off their negotiations.

- Last year, because of our adjunct dues task force, NYSUT has created that body: I am a rep, and we have been working on that resolution. In process of coming up with some way to reduce dues for adjuncts who teach at more than one NYSUT local. Currently adjuncts pay in categories of 1/8 dues, 1/4, or 1/2 dues, and I'm trying to make it so they don't have to pay by category. It's still very much in process. NYSUT secretary-treasurer would like to have it resolved by the August board meeting.

6. Janus Update

- **K. Peterman:** Not much to update since you know what we're trying to do: get members to pledge to stick with the union. There's still some real optimism that maybe we in NY can escape, that the decision won't be as bad as feared. Randi Weingarten has said that if it's a bad decision, we'll have awareness demonstrations in our major cities the very next day. [We have articles in *The WORD* with links.](#)

7. College Budget

- **K. Peterman:** There was a board meeting in April, and they had to have a budget in the middle of April. The board has a subcommittee on finance with four members. That day, they had to put together a budget. The budget next year will not be like what we're used to. A lot less money. The Board is recommending that tuition go up \$350 in the fall, plus fees are increasing. Lots of public discussion about the board spending a lot of time on this because they did not want to raise tuition. They did discuss cutting programs and they did discuss layoffs. They chose not to do that, so that's why tuition is going up. They did choose to curtail moving forward with the dental hygiene program. The county exec said he'd give 1.5% increase but the board based the budget on 4% increase, and they are saying if the county doesn't give them 4%, they are going to have to increase tuition even more. Have to approve college budget by August 31. Seven trustees were there, and the student trustee voted against it. They needed six votes and they got those.

M. Zisel: Is tuition going up in part because they know they can charge more, and those that need help will get it through the NYS Excelsior program or Pell, etc.? **K. Peterman:** Really only about 8-9% of our students are eligible for that. More than half of our students get financial aid, so when tuition goes up, really more than half of our students don't even feel it because of their financial aid.

A. Stone: Have there ever been layoffs here? **K. Peterman:** Not really layoffs but more a matter of college looking for turnover savings. And you all know what happened at Stony Brook: the comparative lit and writing adjuncts were all unilaterally cut. The humanities really got hit. But that hasn't been the case here. But graduating high school class sizes are continuing to decline, and the budget is going to continue to be tight. The college is looking to do dental and fashion merchandising to attract students.

8. Officers' Reports

President **Kevin Peterman** reports the following:

- I was copied on a letter that sent to the college president that Tina Good created an AAUP advocacy chapter and that she's the president of that chapter. If you don't know, AAUP has both advocacy and collective bargaining chapters. I contacted NYSUT and AFT because AAUP cannot

come in and bargain.

Some of these faculty have indicated that they believe the FA failed to represent a certain faculty member correctly when she had released time and that the FA didn't do so in a timely fashion. I immediately corrected that information because that faculty member got everything that she asked for, and we cannot rush the process but I can tell you that it was one of, if not the, fastest arbitrations we've ever had.

You should also know that AAUP charges \$200 per individual for membership. The faculty involved are saying this is not a "raid," that this is just an advocacy chapter so they can advocate for governance issues. AAUP has confirmed that they had an application for a chapter at SCCC but they have not yet approved it. These faculty are claiming that there *is* a chapter already, but that is not true. It's a misrepresentation. NYSUT's legal department sent a letter to the college president to clarify that the FA is the sole bargaining agent at SCCC for faculty.

- **E. Weinstein:** I was unclear at Assembly when they said that they would advocate for what the FA doesn't? **K. Peterman:** You noticed that they didn't really answer that question. And another faculty member asked about non-classroom faculty. This union *does* support shared governance; for example, we made sure we have governance reps on DEC and on the class size committee, which are contractual committees. To intimate that the FA doesn't support governance is a misrepresentation.

There's also a misinformation out there about non-contractual release time. There are governance reps who are demanding that the FA open up the contract to make sure that non-contractual governance release time is in the contract. When it first came up, it was too risky to open up the entire contract just for that. Now, we can and will include it in our upcoming full negotiations, when the entire contract will be opened up anyway, but right now it is *non-contractual* release time.

D. Dujmovic: They are claiming that you, Kevin Peterman, had pledged to them that you will work on this and they are saying that you have failed to do so.

K. Peterman: I told them what I just told you all right now: that I will put governance release time on the negotiations table—for all three governance bodies—Assembly, Congress, and Senate. You all should be aware that the last line of the MOU says "the president of the college has sole, nonreviewable right to rescind non-contractual release time." **P. DiGregorio** and **S. Tvelia** further explain that every grievance has that line at the end that says, basically, "this is a not precedent setting."

Ultimately, you should also know that the grievant in this particular case saw this agreement, read that language, and she signed it.

S. Tvelia: I was grievance officer for 13 years, and I can assure you the typical grievance takes two years. This one took about one year. **K. Peterman:** We were accused of "dragging our feet" to hurt the individual. That is completely untrue. Our grievance officer, Dante Morelli, has a careful timeline of this, where we spent some time trying to resolve this informally – which we always have to do because arbitrations cost money and that's our members' dues we're talking about.

D. Morelli: One night we got 60 emails in a single night from the individual. There was a lot of endless back and forth on all parties, but even then this really was a fast-moving arbitration.

To wrap up my report, I want to congratulate Matt Zisel on finishing his PhD. Matt, what was your focus? **M. Zisel:** The topic was the first-year experience of community college low-income students—how they see us, navigating the systems, etc.—and it was eye opening.

Remember that school board elections are next week. Go VOTE! Several locals have endorsed candidates, so please consider supporting our brothers and sisters if you live in those school districts.

We got two thank you notes: Doug Cody and Becky Turner. Health incident for Doug, and Becky was involved in the major accident on Nichols Road where her car was pushed into the back of fuel oil truck. We sent a note and fruit arrangements to each.

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

- Promotions: May 15 is due date for first page, and June 15 for full application. Remind your constituents. If you put in the first page and later choose not to apply, to wait for a year, that's okay. It's important to remind people to go to the promotion workshops because when I see forms from faculty who haven't attended, it's really obvious. I've been reviewing A Forms, and those who attended just have stronger applications.
- **D. Dujmovic:** Where do they send that first page? **S. Tvelia:** It goes to the chair and to the campus dean.

Secretary **Cynthia Eaton** reports the following:

- The sabbatical committee met to review five sabbatical reports from faculty who have completed their sabbaticals. Three reports were accepted as is; the other two were missing specific indication of results. Once they share documentation/results of their sabbaticals with me and VPAA Beaudin, those two reports will be accepted as well.
- The faculty development and retraining committee received more requests for more money than any time in recent memory. The total number of requests was over 31, and the total amount requested by members was over \$90,000. This is a lot compared with even last year, like triple the amount. So the committee had to make some tough decisions. We started with giving priority to applicants who had never been funded by this program before, and then we set up a system to distribute the funding as fairly and equitably as possible, based on the quality of the applications.

Treasurer **Pete DiGregorio** reports the following:

- It looks like we have \$341,000 in the bank, which is valid, but we don't collect dues over the summer. We still have three bills to pay to NYSUT and June, July, August to pay local costs.
- Lots of schedule D changes especially docking which is interesting
- Working hard to get more fee payers to sign up—right now we have 216 fee payers. The *Janus* decision may compel us to immediately stop dues deduction from fee payers. Will be working over the summer to sign up as many fee payers as possible.
 - **D. Dujmovic:** If the union is decertified what happen to tenure? **K. Peterman:** Everything is on the table. There will be no contract and therefore no tenure.

- We received an additional \$6,400 for VOTE/COPE.

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

- I have had two visits to legal/HR.
- We have filed a grievance on behalf of an adjunct whose removal we feel was unjust.
- We are also filing a grievance on behalf of a full-time faculty member based on workers compensation.

D. Morelli presents the following on behalf of Adjunct Coordinator **Kevin McCoy**:

- Several issues have arisen based on chair observations as a result of negative student feedback:
 - Two adjuncts in a single department are going through observation issues. I am working on professional development issues for one and addressing the legitimate concerns of the other (they regard the chair's treatment of him).
 - Another adjunct's observation was fine, but this adjunct needs to include a course outline in their future classes.
 - **S. Tvelia** will serve as peer observer for another adjunct this Monday, as I have a schedule conflict.
- I have several updates regarding investigations and hearings:
 - one adjunct facing accusations regarding ADA violations:
 - one removed from seniority list for violating anti-bullying policy, and we will be pursuing possibility of this as grievance
 - an adjunct removed from seniority list "with cause"
 - an adjunct was facing a student complaint but the campus dean handled it informally—which we prefer rather than having chairs go straight to HR.
- Other issues and updates:
 - There's a high volume of seniority questions and issues.
 - There are issues in the Educational Opportunity Program (EOP) that involve possible Title IX and FERPA violations, plus there are no current PA summer assignments in EOP.
 - There are concerns in culinary about certification for a new introductory course. I will investigate but keep in mind that chairs do have the right to certify instructors.

9. Unfinished Business

- **K. Peterman:** You should have all received copies of the upcoming holidays (2018-19 year). You should all be aware that there are three unscheduled holidays for non-classroom faculty to use for their religious observance.

10.New Business

n/a

11.Adjournment

- Motion to adjourn by **A. Stone**. Seconded by **N. Pestieau**. All in favor. Meeting adjourned at 5:15 pm.

Members present on May 10, 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
- vacant — 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

FACULTY ASSOCIATION OF SUFFOLK COMMUNITY COLLEGE

TREASURER'S REPORT- MAY 31, 2018

APPROVED
** 2017 -2018 BUDGET **

	MONTH OF MAY	YEAR- TO-DATE	% OF TOTAL	CURRENT FUNDS 2017-18	% OF TOTAL
INCOME					
Membership Dues.....	84,846	766,693	99.96%	852,404	99.96%
Interest.....	39	343	0.04%	375	0.04%
Miscellaneous.....	0	0	0.00%	0	0.00%
TOTAL RECEIVED:	\$84,885	\$767,036	100.00%	\$852,779	100.00%
EXPENSES BY FUNCTION (\$):					
Office Services.....	6,268	48,850	6.82%	65,189	7.67%
Employee Taxes/Benefits.....	5,705	27,168	3.79%	33,621	3.95%
Office Supplies.....	559	2,624	0.37%	4,525	0.53%
Office Capital Expense.....	2,885	11,943	1.67%	9,630	1.13%
Telephone.....	598	5,333	0.74%	7,020	0.83%
Mailing.....	0	2,088	0.29%	2,500	0.29%
Office & Assoc. Insurance.....	0	0	0.00%	1,425	0.17%
NYSUT/AFT Delegate Assemblies.....	979	5,597	0.78%	29,115	3.42%
Workshops/Seminars.....	893	12,221	1.71%	16,050	1.89%
Negotiations/Legal/Grievances.....	0	3,750	0.52%	15,000	1.76%
Publications & Public Relations.....	6,592	30,120	4.20%	27,243	3.20%
Membership Services.....	4,951	18,204	2.54%	20,800	2.45%
Stipends.....	18,744	37,116	5.18%	46,488	5.47%
Administrative Expenses.....	460	5,444	0.76%	7,500	0.88%
SCOPE/NYCOSH Expenses.....	0	350	0.05%	2,900	0.34%
Insurance Expense.....	0	332	0.05%	425	0.05%
Audit.....	0	7,000	0.98%	7,500	0.88%
Other Disbursements.....	0	175	0.02%	125	0.01%
LOCAL EXPENSES (SUBTOTAL):	48,633	218,315	30.48%	297,056	34.93%
Per Capita Dues NYSUT/AFT	<u>55,333</u>	<u>497,994</u>	<u>69.52%</u>	<u>553,327</u>	<u>65.07%</u>
TOTAL EXPENSES:	103,966	716,310	100.00%	850,383	100.00%
TOTAL RECEIVED:	<u>84,885</u>	<u>767,036</u>		<u>852,779</u>	
BALANCE - Favorable (Unfavorable):	-\$19,081	\$50,726		\$2,396	

Unrestricted Funds

Accumulated Funds in Prior Years

\$215,491.47



Peter DiGregorio, Treasurer
June 4, 2018

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 - MAY 31, 2018

ASSETS		
Petty Cash.....	150.00	
Checking Account.....	21,443.64	
Dues Checking Account.....	209,402.54	
Money Market Account.....	175,990.35	
Other Account	0.00	
Other Receivables.....	0.00	
Prepaid Expenses	7,604.91	
Dues Receivable-College.....	-95,760.84	
Property and Equipment.....	6,113.45	

TOTAL ASSETS:		\$324,944.05
		=====
LIABILITIES		
Taxes Payable.....	1,818.20	
Accrued NYSUT/AFT Payable.....	56,907.90	
TOTAL LIABILITIES:		\$58,726.10
CAPITAL		
Accumulated in Prior Years.....	215,491.47	
Accumulated This Year.....	50,726.48	

TOTAL CAPITAL:		\$266,217.95
TOTAL LIABILITIES & CAPITAL:		\$324,944.05
		=====

MEMBERSHIP ANALYSIS

	MEMBERS	AGENCY FEE	TOTAL
FULL-TIME:	469	8	477
ADJUNCT:	1,258	196	1,454
RETIREES:	<u>405</u>	<u>0</u>	<u>405</u>
	2,132	204	2,336

FACULTY ASSOCIATION VOTE/COPE

TREASURER'S REPORT - MAY 31, 2018

ASSETS	
Checking Account.....	\$8,571.85
Deposits.....	<u>\$6,521.95</u>
TOTAL RECEIVED:	\$15,093.80
EXPENSES:	
Political Action Activities.....	\$1,500.00
TOTAL EXPENSES:	\$1,500.00
TOTAL ASSETS:	<u>\$15,093.80</u>
BALANCE - Favorable (Unfavorable):	\$13,593.80