



Faculty Association Suffolk Community College

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

Date: Thursday, April 11, 2019
Time: 4:00 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 March 7, 2019

- **K. Peterman** calls meeting to order at 4:12 pm, apologizes for late start due to general membership meeting, which had a good turnout.

Motion to approve to March 7, 2019, minutes made by **N. Pestieau**, seconded by **M. Pappas**.
Approved 23/0/0. [*Secretary's note: One EC rep entered meeting after this vote.*]

2. EC Rep Issues

- **L. Aymong:** When do we find out the results of the chair elections? **K. Peterman:** When they're counted, we should know. **J. Wright:** Our math chair said they're all in the administrator-in-charge's office and he's not signing anything because there's a rumor they are reorganizing departments. **K. Peterman:** I did hear from that administrator-in-charge that they are looking at the organizational chart, but chairs aren't on that chart. I will follow up.
- **J. Wright:** Why don't we get told about fire drills? A constituent was giving a test and it was really disruptive. **L. Behnke:** The point of a drill is to *not* be prepared, so I don't think you're going to get that heads up. **K. Peterman:** I have heard the fire marshal say that if it's announced ahead of time, it's not really a drill.
- **J. Wright:** There's a rumor that the college is going to impose some sort of student book fee so students are charged a set amount of money that has to be spent at the bookstore and students cannot opt out of it. Is this a move to enforce a mandatory online textbook or something? We are concerned about academic freedom and ability to select our own books. **K. Peterman:** I had received an email about this from **J. Wright** previously, and I asked VP Beaudin; he said it's just a rumor and it's not happening.
- **T. Fagan:** I was hoping to hear back from HR about counseling seniority lists. More recently hired counselors are being identified by title (mental health counselors, admissions) rather than by academic rank (professor, associate professor, etc.). It needs to be consistent. **K. Peterman:** I meet with **A. Rivera** every two weeks and if I had known that, I would have brought it up. They may not realize that counselors have academic rank. **T. Fagan:** I was hoping to hear back from **T. Bryant** by now. **K. Peterman:** You know the NFL building is in real crisis mode right now too.

- **T. Fagan:** For this year's commencement, now that the 10 am ceremony is full, what's the FA's position? **K. Peterman:** We discussed this at the last meeting, and we made it clear that faculty have a choice. If someone cannot make the 4 pm, they should ask their campus dean if they can go to an alternative. Deans were told to be accommodating. They have about 80 people signed up for 4 pm. **P. DiGregorio:** I signed up for 4 pm just because I couldn't sign up for 10 am, so that number may not be accurate. **D. Clark:** Just to be clear, the word is that if some constituents cannot make the 4 pm, they should contact their dean and not just go to whatever they want? **K. Peterman:** Yes. **R. Lauria:** I talked to **W. Lundberg** and asked if I could go to the ESL graduation; he said yes but I could also just use this year as my skip year.
- **L. Behnke:** We all got the detailed email from **L. Petrizzo** about the budget. People in my area are concerned that they're going to be asked to do more work and won't be able to take their time because they're pretty much on their own in their areas. **K. Peterman:** If that happens, let me know. Put your requests in now so we can address this right away.

L. Behnke: In another case, a constituent was told that they should learn another area so they have another place to go in case there are changes. **K. Peterman:** We have language in Appendix C so if they start forcing people to work outside of their title, we'll get right on it.

- **N. Pestieau:** A constituent was asking about having faculty websites, and I mentioned we're piloting something new and told him to contact the office of **S. Azzam-Gomez**. Do faculty still have access to a website? **K. McCoy:** I think they're encouraging faculty to go into the new college website. What I heard is that they're going to put all faculty into the new system. **A. Nohai-Seaman:** That's because they need to make sure all faculty sites are ADA compliant.

3. Elections Update

- **K. Peterman:** There was an elections chair elected by the elections committee because our secretary is running for a position, so **A. DeLong** is running the election this year. Some questions have come up, like what if there's a cumbersome ballot because there are more candidates? do want to do things online? do we want to have 150 words? I'm asking for an *ad hoc* committee to look at the procedures and look at these things. Motion made by **L. Behnke** and seconded by **K. Wirth**. Motion approved 24/0/1.

K. Peterman: Please send me names if you're interested or constituents. We're not looking for a 50-person team but we want to maybe do this at the end of the semester? **D. Dujmovic:** Are you looking to move elections online? **K. Peterman:** I asked an attorney and there's a concern that it could be corrupted. Need to see if other locals are doing it.

4. May Day Music Festival

- **K. Peterman:** The EC had approved \$1,000 to be a part of the May Day Music Festival. This is a labor event by AME, which got buy in from the LI Fed (250,000 members in Nassau and Suffolk), the PBA, and NYSUT has sponsored part of the event. It's a family event with focus on labor, from noon to 10 pm, to show people that we're union but we're your neighbors. Big headliners for bands plus some local bands that have NYSUT members in the band. Money will go to 25% AME scholarships, 25% LI Fed scholarships, 25% LI Cares, and 25% to offset costs: this is not a money maker for AME.

Cost is \$35 person plus kids under 12 are free. We will have 10 tickets to give out, plus we get a discount as sponsors so it'd be about \$26-\$27 for our members. We're going to try to have a presence there. Over the years, we've talked about doing something like this, a picnic, families, and we were afraid of doing it in case it didn't work out and only three people showed up. But this really feels like it has some legs, so please think about coming.

Over spring break I was interviewed about our union and this event; that's on our FB page. Is there any interest in getting more tickets for members? [*No response.*] There are six tickets available because four officers are going.

L. Behnke: Would you like to have help to staff the tent? So I could get a ticket in exchange for working a shift? **T. Fagan:** I make a motion to buy 30 total tickets; 20 additional to be given out to volunteers first. Motion seconded by **D. Clark**. Motion approved 24/0/0.

K. Peterman: So we'll ask a commitment of one hour per volunteer. Let Anita know by May 1 at noon. **A. Nohai-Seaman:** Could we possibly have a music major sing the national anthem? **K. Peterman:** I will ask for you. **L. Aymong:** Does our spouse get the discounted ticket price? **K. Peterman:** The union buys them, so yes.

5. Leadership Appreciation

- **D. Morelli:** On May 10 at 2 pm at Bellport Country Club, we will have a momentous and historical appreciation dinner because we'll be celebrating **K. Peterman's** retirement as well as celebrating our leaders and activists. It'll make it a big union weekend.

6. Officers' Reports

President **Kevin Peterman** reports the following:

- Things are going to get worse at the college. Just got a report that we got \$100 more from the state but since it's based on FTEs and those numbers are down, the college is actually going to be getting less money: it amounts to \$300,000 less than they thought, so there's additional pressure on our college budget. The day the budget passed, I called every state rep for Suffolk and thanked them and they thought they actually had given us more money. There were drastic cuts back in the 1980s when the state told the college in the middle of the semester that there were huge cuts, the college had to scramble, like closing library at 8 pm. We are going to try to protect our membership.

This Thursday at 9 am, the Board of Trustees will put together a budget, and Dante and I will be there. They'll be discussing the budget so we'll at least see what the numbers will be. This is the reality, they're looking at the org chart, looking at reassigned time, other areas too. There will be some changes. It's not good news. We'll stay strong as a union and fight but we have a serious problem with enrollment. When the economy is strong, that lowers our enrollment. We have around the same number of students but more of them are part time versus full time, plus high school graduating classes are shrinking.

- I sent an email to Jennifer McNamara, Suffolk County director of labor relations, to fast track negotiations and told her we're ready to sit down with **L. Petrizzo** and discuss parameters and

process. That went out today so I'll let you and the negotiations committee know once we figure out what we're doing. This will have an impact on our membership. The Board of Trustees will be deciding and the college will take their lead from them. I know there are a few lines posted right now. But they're looking at all personnel. There's a real financial situation.

C. Bosco: Most faculty I talk to you are very understanding and they're willing to tighten their belts, but they're wondering if the college is paying the Shaun McKay and Lou Petrizzo both right now? What's going on? **K. Peterman:** The board might discuss that at the end of the upcoming meeting, go into executive session to deal with that personnel matter.

K. Wirth: Will this affect all nonclassroom faculty then? **K. Peterman:** I had a conversation with the college leadership and they really do not want to fire anyone, but as people retire those lines are likely not going to be replaced so we're going to see attrition. **D. Dujmovic:** What is our union resistance level to something like the college removing entire departments like happens at other colleges? **K. Peterman:** We used to have a program called ophthalmic dispensing but we don't any longer. We had horticulture at Eastern but when the person was ready to retire the college let it go that way. **K. McCoy:** It's not going to be a department let go, it'd be curricular, like a small program with high cost and very low enrollment. **D. Dujmovic:** So we'd work to protect our members.

- **K. Peterman:** I was on the radio. During spring break the college had a press conference. There's a possibility of offshore wind mills 30 miles off Montauk. It was well attended. There are a few bids to NYSEDA to award a bid to get wind generated power off Long Island. One company said that if they get the grant, they'll donate \$10 million to the college so we could be the training center. That would be huge. The company said the jobs they would create would be union jobs, probably tied in to new STEM building at Grant.

Executive Vice President **Dante Morelli** reports the following:

- We just received an email from **W. Lundberg** that my department chair position was just announced. Danna Prather Davis won.
- I did all the promotion workshops. Please give me your A forms and I'd be happy to talk with you about revisions.

Secretary **Cynthia Eaton** reports the following:

- I continue to work with faculty who remain upset about sabbaticals. I met with VP Paul Beaudin on the Thursday of spring recess from like 3:30 to 5:30 pm because that's the only time we could meet up given our schedules. We discussed the need to improve the sabbatical process for members by updating the samples on the website, sharing a list of the kinds of sabbaticals that have been approved, and revising the letters that come from administration.

Treasurer **Pete DiGregorio** reports the following:

- In this month's treasurer's report, you can see it's a quiet month. The negative numbers means money coming in which is reimbursement to the FA from others. VOTE/COPE is down to about \$1,000 right now, but in April we get 40% of our VOTE/COPE money back from NYSUT so that'll be replenished. It's important that people continue to give to VOTE/COPE in an election year and contract year.

- We have fewer members and thus less in dues. If this trend continues we're going to keep an eye on that.
- I've been working on the usual changes to assignments and dues. I've been working directly with an IT person at NYSUT; we had a disconnect about membership data and how things fluctuate a lot. NYSUT is used to working with K-12 so they don't deal with adjuncts coming and going all the time. It's been a challenge with them to deal with our changing membership. Trying to get a better way so their data gets updated.
- Our office has general liability insurance for our employees and for our equipment and office. The company is now dropping unions, including us. Looking for a new company. Working with AFT, which provides some coverage but we'll be looking at other companies to keep same level of coverage.
- We have pretty much outgrown our email system. The email has some limitations on number of emails it can handle so we will ask our web manager and IT consultant to review options for us.

Grievance Officer **Kevin McCoy** reports the following:

- This semester luckily we only had two Title IX complaints, both about ADA.
- There's a grievance coming up in May that has to do with continuing appointment.
- I've been working with Kim on super seniority for adjuncts when faculty rights are violated. Getting an agreement from the college. Two cases were successful so far, we are waiting for one, and we think another one won't be in our favor.
- There is one department funded by grants that cannot use adjunct PAs any more. I'm working with the college to find them placements in other departments.

Adjunct Coordinator **Kim Ng Southard** reports the following:

- I am continuing to work on seniority questions. NORA questions are coming in now. A few adjuncts either forget to put their NORA in or think they did but didn't save the confirmation. Please let all adjuncts know that they need to keep their confirmation number.
- We were successful in helping an adjunct who was underpaid, and she will be getting retroactive pay in the last three paychecks.
- **P. Pratt:** Is there any progress in matter of adjuncts getting emails from more than one campus?
K. Southard: I am still in conversation with college about that. It doesn't seem to be an easy fix.

7. Unfinished Business

- **K. Peterman:** 211 waivers are if you have a pension and are not 65 and come here to get a job, which is a situation specific to criminal justice faculty. By pension law, they cannot earn more than \$35,000, so to be able to work here at SCCC they need to get a 211 waiver. Years ago there were a lot of issues about superintendents double dipping so the rules became restrictive, and this hurt the college in getting qualified criminal justice faculty because it's actually good to hire retired

police but they have those pensions. NYSUT has a bill for a waiver for community college criminal justice faculty to get 211 waivers so they can teach. We've been trying to do this for a couple of years. **M. Higginson** is an adjunct for us, and he and I will go together to Albany to advocate for these 211 waivers.

8. New Business

- **C. Eaton:** Congratulations to **M. Pappas** on his new baby!

9. Adjournment

- Motion to adjourn by **M. Pappas**. Seconded by **C. Bosco**. All in favor. Meeting adjourned at 5:26 pm.

Members present on April 11, 2019

Officers

- ☑ [Kevin Peterman](#), President
- ☑ [Dante Morelli](#), Executive VP
- ☑ [Cynthia Eaton](#), Secretary
- ☑ [Pete DiGregorio](#), Treasurer
- ☑ [Kevin McCoy](#), Grievance Officer
- ☑ [Kim Ng Southard](#), Adjunct Coordinator

EC Reps: Grant Full Time

- ☐ [Eric Weinstein](#) — Business, HVAC, CIS, Technology, ETU Coordinator
- ☐ [Melissa Adeyeye](#) — Humanities
- ☑ [Tara Fagan](#) — Library, Counseling, Media
- ☑ [Davorin Dujmovic](#) — Natural Sciences, Math
- ☐ [Alice Tobin](#) — Nursing, Health Science, Physical Education, Vet Sci
- ☑ [Jill Malik](#) — 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
- ☑ [Rich Lauria](#): Communication, Languages, Reading, TV/Radio/Film
- ☐ [Matt Zisel](#): Counseling, Cooperative Ed
- ☑ [Mike Simon](#): Engineering, Computer Science/Industrial Technology
- ☑ [David Clark](#): 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

- ☐ [Mary Schafer](#): Library, Humanities, Counseling
- ☑ [Nic Pestieau](#): Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

EC Reps: Professional Assistants Full Time

- ☑ [Lisa Behnke](#): Programmatic
- ☐ [vacant](#): Instructional Labs
- ☑ [Kevin Wirth](#): Technical Areas/Instructional Centers

Guests

- ☑ [Kerry Spooner](#): English
- ☑ [Kenya Harvey](#): Entrepreneurial Assistance Program

- ☐ [Lea Dato](#): Nursing, Physical Education, Health Sciences
- ☑ [Shawn Gaffney](#): PAs/Specialists in Academic Skills Centers
- ☐ [Laura Stone](#): PAs/Specialists in Instructional Labs
- ☐ [Doug Cody](#): Science, Engineering, Auto
- ☐ [Robert Anzalone](#): Social Sciences