



Faculty Association Suffolk Community College

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

Date: Thursday, September 12, 2019
Time: 4:00 pm
Location: Southampton Building Room 232 - Ammerman Campus
RSVP: Contact Anita (451-4151 or anita@fascc.org) to confirm your attendance.

1. Negotiations Update

- **D. Morelli** calls the meeting to order at 4:03 p.m. and asks for a motion to move into executive session for a negotiations update. Motion made by **J. Wright**, seconded by **M. Pappas**. All in favor 24/0/0 [*Secretary's note: One EC rep entered the meeting after this motion*]. Two EC guests exit room for duration of executive session.

D. Morelli turns meeting over to **K. Peterman**, chief negotiator, to discuss negotiations. Meeting enters executive session at 4:05 pm.

- Motion to leave executive session 4:16 p.m. made by **M. Stein**, seconded by **K. McNamara**. All in favor 24/0/0.
- **K. Peterman** leaves room. The two EC guests return.

2. Approval of Minutes for May 31 and September 12, 2019

- Motion to approve of May 31, 2019, minutes made by **J. Wright**, seconded by **M. Pappas**. All in favor 25/0/0.
- Motion to approve August 29, 2019, minutes made by **C. Bosco**, seconded by **D. Clark**. All in favor 25/0/0.

3. Training for New Email System

- **D. Morelli** introduces Adam Bailey, FA IT manager, to introduce new email system and reminds EC that they had approved this in the budget, i.e., to change the email system to be more effective and reliable.
- **A. Bailey**: After some research of different systems, we agreed to move the FA to Gmail. There is an app for your mobile devices, or you can go to mail.google.com. If you had an FA account already, it'll be the same username that you use for your log in. A generic password has been created for each of you that includes your SCCC phone extension, then you can you log in and

change it to your own password. Please use something secure, not pwd123456.

- **D. Dujmovic:** Will we have more space? **A. Bailey:** We will have 30 gigabytes rather than 100 MB.
- **K. Spooner:** Do adjuncts have an extension? **A. Bailey:** It's whatever shows on the SCCC directory. Also, when you log in, you can set up recovery options so if you lose your FA password you can reset it on your own.
- **J. Wright:** Does my email address stay the same? **A. Bailey:** Yes.
- **J. Wright:** What about my constituent list? **A. Bailey:** It stays the same for now, but in the future we hope to move those to Google groups.
- **P. Pratt:** Can we continue to use the current FA email? **D. Morelli:** Yes, for a period of time.
- **A. Bailey** explains how to add accounts if you're a current Gmail user.
- **D. Clark:** When is the switch date? **D. Morelli:** We haven't decided a hard date yet but please log in and get started now.
- **K. Ng Southard:** Are we going to be able to recover all of our current emails? **A. Bailey:** Once you get set up in Gmail, there's a way to migrate your mail over, but I can do that for you so just let me know: 631-451-4084 or adamb@fascc.org.
- **A. Bailey:** The FA will send documentation for how to set up Gmail on your mobile devices. If you have any difficulty in creating or using the account, please contact me right away and I can help you with that remotely—I don't have to be with you in person.
- **D. Dujmovic:** Some of the constituent lists are outdated. **K. McCoy:** Technically we're not supposed to use the college email address; constituents should give us their own email addresses.
- **A. Bailey:** If you do have issues with the Salsa list, please let us know.
- **K. Wirth:** When you set this up, will emails go to both accounts? **A. Bailey:** No, it'll only go to the new one. The other will serve as an archive.
- **D. Morelli:** Thank you, Adam. Next, I'd like a motion to move two agenda items—the treasurer's report and grievance report—earlier on the agenda because the individuals have to leave early. Motion to revise agenda made by **R. Lauria**, seconded by **M. Pappas**. All in favor: 25/0/0.

7. Officers' Reports *[Secretary's note: Two officers' reports moved to earlier in agenda. Others are below.]*

Treasurer **Pete DiGregorio** reports the following:

- You have the final numbers in this month's treasurer's report. This year is going to be worse than we anticipated. Enrollment continues to go down. You should note that I'm also the treasurer for the Benefit Fund, which is doing well; nothing to worry about there.

If you look at the membership analysis on page 2, I got an advance copy of schedule D that the college sends out to go through all adjunct assignments. It looks like we're at 1,249 adjuncts and there's usually more added at the last minute. We did have 140 nonmembers when I ran that. Currently we have 462 full-time members, four of whom are out on leave, so we're actually maybe in the range of 459 full-time members.

I'm working with payroll to verify all faculty ranks, steps, and salaries. Want to make sure we have correct information on both ends, college and union. Final schedule D will be out tomorrow; that's a spreadsheet of all adjunct assignments, which I use to calculate dues for adjuncts. Remember that we don't charge dues for full-time teaching overload, but we do for Guild teaching overload because they're like adjuncts, in a different bargaining unit.

- **D. Dujmovic:** I would like you to create that list of nonmembers again so I can approach them again. **P. DiGregorio:** We will be generating that list again, yes. The college hired about a lot of new adjuncts, and we really want to get them in while they're still new members.

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

- One thing to tell your nonmembers is that they're on your own if they're in trouble. You cannot join at the last minute just before you go into your meeting. It's just like how you cannot sign up for car insurance after you get into an accident. If you call us and you're not a member, then we cannot help you. Legally we cannot help some nonmembers but not others.
- Grievance update: A faculty was hired in an incorrect title, one that's not in the contract. That grievance has been filed and is moving forward.
- There are three alleged new Guild positions but they weren't advertised, so if they do get hired into Guild positions, it's a violation of contract and we will investigate the possibility of a grievance with our Labor Relations Specialist about that.
- We were contacted by members of a search committee that completed a full search and put forward three names. Later, one of the finalists dropped out, then college went and interviewed and hired someone who wasn't interviewed by the search committee and didn't do a teaching demo. We will do grievance on that because we don't want search committees doing all that work and have them not be listened to.
- **P. Pratt:** Why grieve the Guild positions? **K. McCoy:** The college is obligated to advertise all positions, and people didn't have a fair chance by interviewing for those positions. In the "bad old days," people just would show up into positions without proper searches, and we don't want that. We don't want political people in our faculty lines if they haven't been properly vetted by a search committee, which is in our contract. **D. Morelli:** We've already told administration that these three individuals could easily do what they are doing while remaining as FA members; they don't have to be Guild in these cases.

4. EC Rep Issues

- **J. Wright:** I have several constituent concerns:
 1. Parking: There are students in faculty lots and can we please ticket or give them warnings?
 2. Another issue is about computers: Three faculty this semester have had their hard drives fail, which means they're down for three days and are told just to bring in their own laptops. Faculty are very frustrated because this impacts their working conditions. **R. Lauria:** Mine failed over the summer, and they were out the next day to fix it. **J. Wright:** My member was

frustrated because it was three days during the first week.

3. A third issue is a concern about our prescription costs going up, esp. since we are now paying in for our health insurance. Can we get more money in the Benefit Fund for prescription reimbursement? Not everyone can get the generics.
 4. The ADA compliance issue in math and science is really hard to do, and we don't feel that we're getting a lot of support from the college. **N. Pestieau:** VP Shady Gomez acknowledged that there are things that happen in math that simply cannot be translated; there are some things you cannot do. Sometimes you have to just write "math equation" as the translation.
 5. Why are all of the ADA trainings being held on, say, Tuesday at 11 or Thursday at 11 or Tuesday at 2 instead of at common hour? We're in class during the times the trainings are scheduled. **D. Morelli:** I will contact Camille Karlson about better training times. **A. Nohai-Seaman:** 5 of the 9 computers in the music lab don't work.
- **D. Clark:** The college is changing the website. Spoke with quality of life committee about this because there's no longer an English department website and you cannot search. This is a working condition because I work with people at other institutions and they cannot find me anymore to contact me. The college took all the department websites down.
 - **K. Spooner:** I contacted my constituents to get their concerns, and most of their feedback was about the position at Grant from last spring. How do we fix the contract to make sure that this doesn't happen again? The person who was hired: was that an adjunct?
 - **K. Spooner:** My constituents would also like a follow up on how they can get on multiple campus lists so if there's an emergency on a certain campus they won't be notified, or they can get a campus brief. **K. Southard:** Kevin Wirth, is it possible for adjuncts to get emergency info for multiple campuses? **K. Wirth:** Yes, that just has to be requested. **K. Southard:** And I'm still trying to get a real answer about the campus briefs. This impacts FT faculty too who might be on a different campus for meetings.
- K. Southard:** I think some of the adjuncts don't want to say anything about the positions. **K. Spooner:** Right—because they want to get a job so they don't want to make waves. But the point is that they'd like to know if there's some way to address these concerns about searches in the contract. The contract right now isn't good for adjuncts; we can theoretically get three classes but we're *begging* for them; three classes just doesn't happen for most of us.

5. EC Vacancies / Elections

- **C. Eaton:** Tomorrow I will be putting out the email information to the constituents in the six areas for which we currently have vacancies. Of the following, please note that all but the first are college-wide constituencies:
 1. Grant rep for humanities
 2. full-time PAs in instructional labs
 3. adjunct rep for counseling, education, freshman & college seminar

4. adjunct rep for Guild, retirees and PAs & specialists in programmatic areas
5. adjunct rep for math
6. adjunct rep for science, engineering and automotive.

If you know of anyone in any of these areas who might be an effective EC rep, please note to them that they should check their email and respond right away. I'm especially concerned to see so many adjunct constituencies with vacancies. This is not good. Please help us encourage adjuncts to consider serving their colleagues in this way.

- **J. Wright:** Is it possible to have adjuncts or EC reps participate in our meetings via Skype? Discussion ensues about the feasibility of doing so.

6. Committee Updates

- **D. Morelli:** I had Anita send you all an email today about committees. These are ad hoc committees: election procedures review committee will be chaired by **Jane Marie Wright**, awards committee will be chaired by **Michelle Fowler**, and social justice & community outreach will be chaired by **Joan Wozniak**. Please volunteer or send us names. We are looking for all kinds of diversity on these committees, and it counts for promotion.

7. Officers' Reports

President **Dante Morelli** reports the following:

- We will be doing political endorsements. There are some labor walks coming up if you're interested [*hands out fliers*]. Legislators are basically our school board, they vote on our contract, so it's great if you can do some of these walks.
- Presidential search committee: I was contacted by Chris Murray, chair of the SCCC Board of Trustees, asking me to serve and I said yes. The committee is being formed.
- The NYSUT Community College Conference is at Otesaga. This is an important membership engagement tool, so if you're interested please let me or Anita know it's Nov 8-10 (and note that we have Monday off for Veterans Day). The sooner the better: We get a 10% discount if we do it by next Friday, which means our 11th person gets to go for free.
- We also have one seat available for the Foundation gala. We buy a table because it goes to support student scholarships. It's on October 24, honoring Tim Sini, Sherriff Toulon and the Geraldine Hart, the police commissioner.

Executive Vice President **Courtney Brewer** reports the following:

- For promotions, the CPC reps have access to promotion folders in a Blackboard site. I got all CPC reps access but need to finish sending all the emails. I have an email going out to each applicant.
- The FA will be holding student voter registration drives on each of the three campuses.

- Wednesday, 9/18, 10 to 1 — Grant Campus Captree Commons
- Weeks of 9/23 & 9/30 — Eastern Campus, Peconic Café
- Wednesday, 10/9 — Ammerman Campus, Babylon Student Center

Secretary **Cynthia Eaton** reports the following:

- I finally managed to get *The WORD* published after a few technological snafus, so hopefully you got the email and will read every single word.
- I held the Ammerman Campus sabbatical workshop yesterday with nine members in attendance. We reviewed the guidelines about sabbaticals, especially making sure the workload described in the proposed project rises to the occasion of a sabbatical, of being released from your regular full-time teaching or work responsibilities; making sure there's a clear timeline; clearly delineated benefits to you as a faculty member and to the college; etc. If applicants err in “overdoing” any section, I would suggest emphasizing the benefit to students.
- We have a new EC rep who was unable to attend today, but her election is official as of yesterday. You'll remember that Lisa Aymong announced at our last meeting that she is moving to the Eastern Campus, so she can no longer serve as the Ammerman EC rep for nursing, health & human services, and physical education. There was an election held in her area, and Marlene Kellner volunteered and ran unopposed, so Marlene will now be joining the EC.

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

- I want you to know that on August 27, I presented at the new adjunct orientation to welcome them from the FA. Yes, we are hiring new adjuncts. If no adjunct can accept a certain class on a specific day and time, then the college will be forced to hire a new adjunct for that assignment.
- I will be presenting, with the adjunct services office, at the adjunct promotion workshop tomorrow in Orient Point Room at 10 a.m. so if you have questions let me know.
- I've been working hard with an adjunct who feels that her seniority rights were violated this summer in a grant-based program. This is tricky because these courses aren't listed in NORA in the same way but this is our member and we need to address this from a process perspective.
- I've been fielding questions on bumping, tuition reimbursement, adjunct promotions, and adjunct certification. I learned that an adjunct is teaching and has been teaching marketing for years but they're not on the actual certification list. So we will be working hard to see if we can clean up those certification lists.
- If you know of an adjunct that feels they should be promoted, please have them contact me or Donna Krompinger right away.

8. Unfinished Business

- **D. Morelli:** Of the 18 legislative districts, we decided to hold back on District 3 with Rudy Sunderman. I called his office and explained our hesitancy; they seem to understand. **K.**

McNamara makes motion to do no endorsement in the 3rd legislative district, seconded by **M. Stein**. All in favor: 18/0/0.

- **D. Morelli:** I'd like to introduce Dan Linker, chair of Ammerman Senate, as guest. **D. Linker:** I'm happy to be here. Our interests in governance and the union are the same, we are faculty and faculty, and we have a stronger voice together, so we look forward to collaborating with the union.

9. New Business

- **J. Cook:** We are doing the [Making Strides Against Breast Cancer](#) walk on Sunday, October 27, at 8 am at the SCCC Foundation tent. You can donate if you cannot attend at main.acsevents.org/goto/FA.
- **D. Morelli:** I send out anonymous EC survey so please send those back. Anita removes all identifying info before we see them, so they really are anonymous. Please take a minute to complete that.

10. Adjournment

- Motion to adjourn by **J. Wright**. Seconded by **D. Dujmovic**. All in favor 17/0/0. Meeting adjourned at 5:32 pm.

Members present on September 12, 2019

Officers

- Dante Morelli, President
- Courtney Brewer, Exec 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
- vacant — 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
- vacant: 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
- Ben Laudicina: Counseling, Cooperative Ed
- Mike Simon: Engineering, Computer Science/Industrial Technology
- David Clark: English
- Joan Cook: Library, Central
- Jane-Marie Wright: Math
- Alex Nohai-Seaman: Music, Visual Arts, Theatre, Philosophy, Women’s Studies
- Marlene Kellner: Nursing, Health and Human Services, Physical Education
- Christina Bosco: Social Sciences, Behavioral Sciences

- Kerry Spooner: English
- Marshal Stein: Foreign Languages, ESL, ASL, Reading
- vacant: Guild, Retiree, PAs/Specialists in Programmatic Areas
- Dean Karahalís: Humanities, Arts, Music, Philosophy
- vacant: Math

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
- Kevin Peterman: Immediate Past President

Guests

- Adam Bailey: FA Web Manager
- Dan Linker: Ammerman Senate President

- Lea Dato: Nursing, Physical Education, Health Sciences
- Shawn Gaffney: PAs/Specialists in Academic Skills Centers
- Laura Stone: PAs/Specialists in Instructional Labs
- vacant: Science, Engineering, Auto
- Robert Anzalone: Social Sciences