



Faculty Association Suffolk Community College

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

Date: Thursday, February 13, 2020
Time: 3:45 pm
Location: Southampton Building Room 229 - Ammerman Campus
RSVP: Contact Anita (451-4151 or anita@fascc.org) to confirm your attendance.

1. Approval of Minutes for December 5, 2019

- **D. Morelli:** Calls meeting to order at 3:47 pm.

Motion to approve December 5, 2019, minutes made by J. Wright, seconded by M. Schafer. All in favor 19/0/0. [Secretary's note: Two EC reps entered the meeting after this vote.]

I'd like to welcome Jennifer Micari, who is new to represent adjuncts in counseling, education, and college seminar.

J. Papa-Micari: I work full time at Smithtown High School East in reading and academic retention. [I'm a union rep at my high school](#) as well—I've gone with them to Albany for advocacy—and I look forward to working with all of you.

2. Acceptance of Financial Audit

- **P. DiGregorio:** Everything was okay for our audit. On page 3 is a summary of where we stand. It compares 2018 to 2019. This separates out [VOTE-COPE](#) and everything else. In 2018, we had 10,218 in VOTE-COPE and in 2019 we were down to 7,829, so our VOTE-COPE is on a substantial decline.

We are almost at an all-time low because we've had so many retirements and they were often contributing \$20/paycheck. We really need to get more people to give to VOTE-COPE, as it's critical to our political action. Our officers need to continue to regularly meet with our elected officials to keep them aware of our needs at the college.

In 2018, we ended the year up a little as we're trying to build the reserves. But, again, we have had a tremendous number of retirements and the college isn't replacing them.

D. Morelli: It's important to note that the people who conduct this audit are in the FA office for a week and are there to verify that we are not mishandling any of our members' dues. We are held to a high standard and we consistently meet it.

Motion to accept the financial audit into the record made by **D. Clark**, seconded by **B. Laudicina**. All in favor: 21/0/0.

3. Calculation of Adjunct Dues

- **P. DiGregorio:** As you know the contract was passed by the membership, passed by the Board of Trustees, and now it's at the county legislature and might possibly go to a vote there in March. If it passes there, the raise is effective February 1, so the college will have to make that up. We're past February 1. Our current salaries are as they have been, then payroll will have to recalculate our salaries, etc.

So what do we do about the dues: do we collect from the start of the semester? Adjuncts will be paid in the very next payroll, and the contract will not be passed by then. We think we should not go back to assess dues for that little bit of time on our adjunct members. I have calculated that it would have been less than \$1,000 total in dues that we would be losing by just leaving things. It's half a percent of their 2% raise. The officers believe it's not worth it to do that to our adjunct members.

J. Wright: I think the good will factor is worth more than that.

D. Dujmovic: What is the status of the contract? **D. Morelli:** I have signed, and the college has signed, and the Board of Trustees has voted to approve. We're currently not sure when it will be placed before the county legislature. We only know that it's at the county.

Motion to accept this method of calculating adjunct dues made by **J. Wright**, seconded by **K. Spooner**. All in favor: 20/0/0.

4. Legislative District #15 Endorsement

D. Morelli: We are asking for another vote here. DuWayne Gregory is stepping down and leaves an open seat. We reached out to both candidates but only one accepted our invite, so we did screen one candidate, [Jason Richberg](#), who was chief of staff for Gregory. The political screening committee met with him and were really impressed by his knowledge and awareness of the college and our issues. The election is March 10 in case you're in Legislative District 15.

D. Dujmovic: Is he likely to win? **D. Morelli:** We believe so.

Motion to accept FA endorsement of Jason Richberg made by **K. Spooner**, seconded by **R. Lauria**. All in favor: 20/0/0.

5. POWER UP Contribution

D. Morelli: We were approached by the college about this new initiative for girls and women in STEM called [POWER UP](#). The FA logo will be on a shirt and on the program. High school girls will be coming to attend six different workshops, and various STEM programs will be present, including a number of our women faculty members. We've been asked to make a \$250 contribution.

Motion to make \$250 donation to POWER UP event made by **M. Simon**, seconded by **K. Wirth**. All in favor: 20/0/0.

6. Contract Update

- **D. Morelli:** We’ve already discussed this a bit, but I’m confident the legislature will be supportive of our contract as they have been with other locals. By the way, [Suffolk AME](#) was very grateful for our support in their contract negotiations process.

7. EC Rep Issues

- **C. Bosco:** I have several questions from my constituents. First is about the contract vote date. If it passes, would online class sizes increase for this summer? **D. Morelli:** I believe so, yes. **K. McCoy:** I really don’t think they’re going to increase in the summer if the contract doesn’t pass soon enough, though.

C. Bosco: Why did union officials tell members when the contract proposal was put forward that online seat sizes were the same as on-campus at other colleges? **D. Morelli:** We were going on what we were told by colleagues at other community colleges, such as at Nassau CC. But **C. Brewer** and I will be meeting with college administration in a few weeks to address this either through governance or the class size committee. **C. Bosco:** We also know that SUNY four-year institutions are going up to 60 in online sections.

K. McCoy: Most of the other community college contracts don’t have *any* provisions for any class size. So some of the numbers being tossed around are just what happens in practice. Also, contractually, no one can be forced to teach online. **D. Dujmovic:** We discussed this in our department and we believe the college wants to offer not only larger classes but also more online sections.

[Secretary’s note: One EC rep came in and one EC rep left at this time.]

C. Bosco: Why did the FA hire K. Peterman to negotiate the contract? **D. Morelli:** This was presented and voted upon by the Executive Council and it was based on past practice; for example Ellen Schuler Mauk also had been compensated to negotiate a contract. This practice is supported by our Constitution and Bylaws. **C. Bosco:** And the immediate past president is also a member of our Executive Council. **D. Dujmovic:** We also knew he was experienced for the job. **C. Brewer:** He was paid five credits total: two in summer 2019 and three in fall 2019.

- **D. Clark:** A constituent wants the FA to know that they did not feel represented in the conversations about online class sizes. **D. Morelli:** When online classes first came on board at the college they were at lower class sizes because the college wanted faculty to get used to the modality and get involved. Originally, the class size reduction was just a pilot project. The negotiation team agreed to this recent increase because McKay was on leave with pay and we weren’t sure who our next president would be—the next president could be vehemently anti-union for all we know—and due to that administrative uncertainty the negotiation team felt that it was worth making this concession. It was the one big “ask” from administration in order for us to get a contract.

C. Brewer: Negotiation is a process of give and take. People think we just walked in and gave up stuff but it didn’t happen like that. **K. Ng Southard:** And we made other important gains that some people aren’t focusing on.

D. Morelli: Please tell your constituents that I would be more than happy to meet with them one on one about online class size increases or any other issues. They can always talk to me.

- **P. Pratt:** I have two updates regarding the library environment at Grant. Someone asked why can’t we call OSHA but we can’t because doesn’t apply to public institutions. **M. Simon:** Right, we deal with

NYCOSH. **P. Pratt:** Administration has said that things are scheduled to be improved to address all of these issues, which is good news. However, due to current restrictions on overtime at the college, they cannot yet tell us when this will be done. **D. Morelli:** I was told that the AC unit was problematic when it was first built or installed but Joe Fraccalvieri is working on addressing the issue.

- **K. Spooner:** A number of my constituents on all three campuses are wondering what we can do about getting more affordable access to health insurance for adjuncts? Can we create an ad hoc FA committee to consider what other places, like CUNY, Nassau, SUNY four-year schools, etc., are doing to address this issue? **D. Morelli:** I think that's an excellent idea. We can establish an adjunct issues committee. **K. Spooner:** We are likely three years away from our next contract, but it's not too early to get started.

D. Morelli: Also, I emailed all campus deans about notification to adjuncts about knowing when department meetings are held so adjuncts can attend. All three responded immediately and said they would bring this up at their next chair meetings. **K. Spooner:** Thank you. **K. McCoy:** If they don't, let us know.

- **J. Wright:** I'm reporting for Kevin McNamara. There are still too many students in the Riverhead Building classrooms. The class size often exceeds the classroom capacity. E.g., if there are 32 seats and more students are assigned to each class, people are taking chairs from other classrooms. Or it might be an exact match, but one student will have a sign language interpreter, so then we are short a seat. **D. Morelli:** I will talk to Dean Lundburg about this.

6. Officers' Reports

President **Dante Morelli** reports the following:

- I want to thank Courtney Brewer and Bruce Seger for coming with me to Albany for [Higher Ed Advocacy Day](#). The state is short about \$6 billion. SCCC is trying to get either a \$250 increase per FTE or turn to the new funding formula based on a three-year average number of students.
- On March 3, we are hosting [a VOTE-COPE drive at Professional Development Day](#). Members can simply start giving \$1 or \$2 per paycheck; that's only \$26 a year but it makes a huge difference when everyone chips in. It doesn't have to be an exorbitant amount of money but it helps us gain access to the elected officials who shape our working conditions. When I, or Courtney, Kevin, or Kim go to these fundraisers, they are not fancy affairs, believe me, but we do need to be there and talk with the elected officials. **K. Southard:** It's not fun, I'm going to tell you. I'm smiling and cordial while I'm there but it is important work.
- I was the ED39 meeting at FIT recently. We met in January to discuss the agenda for this fall's [NYSUT Community College Conference](#) as well other issues. Please read my [cover story in the current issue of The WORD](#). Community college enrollment throughout the state is bad, really bad.
- I established an awards committee for the FA, and we are meeting tomorrow. We have four awards: excellence in adjunct service, excellence in service to the FA, outstanding mentoring, community outreach and social justice. My thanks to **N. Pestieau** for leading this.
- I also want to thank **J. Wright** for heading up the elections review committee. We are meeting on 2/21 and will share those updates with you.
- We have been talking about the [holiday party](#). Attendance is down but it's a very big expense, about \$13,000. About 40% of the 140 or so people regularly attending are FA members. We are looking for

your feedback about an alternative? **D. Dujmovic:** Friday nights are busy in December. **D. Clark:** I think it should be during the school day.

C. Brewer: We were thinking of a luncheon. **A. Nohai-Seaman:** It's always on the same day as the music department event. **J. Wright:** Maybe move it to January? **K. Spooner:** AME does that, and it saves them a lot of money. **B. Laudicina:** If you do it January during the day, though, it excludes 12-month faculty. **P. DiGregorio:** We have been charging people \$40 per person.

C. Eaton: We also discussed consolidating events, like incorporating the holiday party, retirement celebration, leader appreciation, etc., into one or two events total. **D. Morelli:** Thanks for your feedback; we'll continue to look into this. We are mindful of how we're spending membership money.

- **D. Morelli:** We had been named in a federal class action lawsuit. A current adjunct sued the FA and said, essentially, "post *Janus* all those back dues were illegal, and I want the money back." NYSUT handled the case 100%, and we won. It is currently being appealed, and it could go all the way to the Supreme Court. **P. DiGregorio:** We had to supply a lot of info and we are grateful to NYSUT.

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

- People should be getting their decisions about [promotion](#) in March. Or if eligible, they should be getting those notification letters in March. Donna Krompinger is ready to help all adjuncts too; she's very knowledgeable. Adjuncts should check into this even sooner, so they should contact Donna if they think they're maybe up for promotion.
- Promotion workshops are coming up in March, so faculty need to know not to miss the March 15 deadline. Send all your constituents' promotion questions to me.
- **D. Morelli:** Also, continuing appointment letters are going out a bit later than usual. They are forthcoming within the next week or so. Same for sabbaticals, we believe.

Secretary **Cynthia Eaton** reports the following:

- As Dante just noted, sabbatical decisions still have not been announced by administration.
- The [faculty development & retraining workshops](#) are taking place right now. Ammerman was yesterday, Grant will be next Wednesday, 2/19, and Eastern will be on Wednesday, 2/26. Deadline for applications is 4/15.
- We are seeking volunteers for the election committee. The [elections procedures say that every single constituency has the right to have one member on the election committee](#), so please reach out to your constituents and invite them to volunteer if they wish to serve.

The committee meets once each spring, typically in early May, to count ballots for the annual election and as needed when other elections (usually to fill vacancies) crop up. In the latter instance, we only need a few people from the committee to help each time, so if we have a bigger committee we have more people to draw on.

- It's [election season in the FA!](#) The [timeline and info are in *The WORD*](#) but I'll put in the minutes so everyone knows. It's important to keep our EC filled and active.

- before March 1, 12 p.m. > Call for nominations begins: Click here for the [.pdf form](#) to submit by mail/interoffice or by hand; click here for the [.docx form](#) to submit via email.
- April 9, 12 p.m. > Close of nominations: nominations must be submitted to FA office in writing
- April 13, 4 p.m. > Ballots mailed to the home in all college-wide open elections
- April 30, 12 p.m. > Close of voting and ballot counting
- May 14, 3:45 p.m. > Certification of election results at EC meeting
- May 29, 1 p.m. > Term begins for elected officers, delegates and EC reps

Here are the reps whose terms are expiring:

Full-time Reps ~ Ammerman Campus

- o Music, Visual Arts, Theatre, Philosophy, Women's Studies (Alex Nohai-Seaman)
- o Nursing, Health and Human Services, Phys Ed (Marlene Kellner)
- o Biology and Physical Sciences (Matt Pappas)
- o Accounting, Business Administration, Business Information Systems, Legal Studies (Kevin McNamara)
- o English (David Clark)
- o Engineering, Computer Science, Industrial Technology (Mike Simon)

Full-time Reps ~ Eastern Campus

- o Library, Humanities, Counseling (Mary Schafer)

Full-time Reps ~ Grant Campus

- o Nursing, Health Science, Phys Ed, Veterinary Science (Alice Tobin)
- o Library, Counseling, Media (Tara Fagan)
- o Humanities (*vacant*)

College-wide Constituent-based PA & Specialist Representatives

- o Technical Areas, Instructional Centers (Kevin Wirth)

College-wide Adjunct Representatives

- o Business, Accounting, Communications, Telecom (Marcial Gallimore)
- o Nursing, Phys Ed, Health Sciences (Lea Dato)
- o Foreign Languages, ESL, ASL, Reading (Marshal Stein)
- o Social Sciences (Robert Anzalone)
- o PAs & Specialists - Skills Centers (Shawn Gaffney)
- o PAs & Specialists - Instructional Labs (Laura Stone)

- EC reps periodically reach out to us to express frustration when their schedule changes—outside of their own control, especially as sections and assignments continue to shrink—and suddenly they find themselves no longer available on Thursday afternoons. So I've proposed to the officers that perhaps it'd be useful to have EC substitutes to cover such instances. We are proposing to allow for EC substitutes on a case-by-case basis, for no more than one semester, and the sub would serve in a non-voting capacity. Essentially, they'd attend the meetings, take notes, and pass those on to the official EC rep. The official EC rep would, of course, continue to communicate and email with their own constituents. Thoughts? Please bring back ideas for our next meeting.

Treasurer **Pete DiGregorio** reports the following:

- Looking at the December treasurer report: December is always an expensive month. The mailing of \$1,473 refers to the contract ballots. They are not cheap to mail out. Negotiations and grievance: that line includes the payment to K. Peterman. The publication line reflects the printing of the ballots and envelopes. Member services is the holiday party. The audit expense was \$7,000. Membership analysis: You can see 457 full-time members; the adjunct numbers are sort of off, but in the January treasurer report they're not accurate because many are not yet working. The adjunct numbers in the February treasurer report will show the number we have for the spring semester. January was a light month expenditure wise. The VOTE-COPE line shows a \$3,179 balance, but in April we get 40% back from NYSUT so it'll go back up then.
- **B. Laudicina:** To save money on those elections, security measures for online voting are pretty secure now. Could we do that? **D. Morelli:** We aren't set up to do that, and I'm unaware of any other locals that conduct elections online. **J. Wright:** There are also legal considerations because you're voting on people's finances, raises, etc. **K. McCoy:** It's also hard, particularly with adjuncts, to get people's email addresses so how could we verify who's doing the voting?
- **D. Morelli:** I want to thank our elections ballot counting volunteers: Courtney Brewer, Kristie David, Cynthia Eaton, Laura Galletta, Sophie Painchaud, Kerry Spooner, and Andrew Stone.

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

- I still have the same two grievances we've been dealing with—both have to do with hiring and classification of faculty. Administration wants to settle, then they change their mind, etc., but we are moving forward.
- There are two [FMLA](#) accommodations cases. Not contractual, more HR, but we are still helping our members.
- I handled two sexual harassment/discrimination cases this spring. One is definitely unfounded. Christina Vargas is very good at handling these cases. The other one is unscheduled.
- One thing arose that has never happened before. An adjunct came to campus and was removed from the seniority list but hadn't been notified. They showed up only to find they didn't have a job. The department should have told them right then and there at the observation meeting, so I am dealing with that issue.

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

- In January, with the declining enrollment, I was handling a quite a few bumping and seniority cases.

- I attended the adjunct orientation in late January. It went well, and I noted that maybe two-thirds of the newly hired adjuncts are in nursing.
- You can see [my update in The WORD](#). Know that March 6 is when certification requests are due, and on March 9 promotion A1 Forms are due. There's more in my update and on our wall calendar.
- Kevin mentioned the adjunct who didn't get a letter of termination. I'm also dealing with another member who still doesn't know, but it's not our job to tell them this news, it's administration's job.
- Finally, an adjunct has a salary issue, so I will follow up with Sandy Reinhart in payroll.

5. Unfinished Business

- None at this time.

6. New Business

- [Read The WORD!](#) It's full of information you and your constituents need to know!

7. Adjournment

- Motion to adjourn by **J. Wright**. Seconded by **J. Micari**. All in favor 21/0/0. Meeting adjourned at 5:10 pm.

Members present on February 13, 2020

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
- Jenn Micari: 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

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
- Debbie Gerrie: Instructional Labs
- Kevin Wirth: Technical Areas/Instructional Centers

- 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