

ELECTION INVESTIGATION REPORT

2025 Grievance Officer Election

Elections Committee

May 19, 2025

Faculty Association Suffolk Community College

INTRODUCTION

Definitions

For the purposes of this report, the following terms will be used:

- FA is used as an abbreviation for the Faculty Association.
- The Committee refers to the FA Elections Committee.

Procedural Context

This report has been prepared in accordance with Article V of the FA Election Procedures, which outlines the process for addressing appeals related to election procedures and results. Upon receipt of a written complaint contesting the conduct of the election, the Committee convened to determine appropriate procedures for investigation and exercised its discretion in determining the investigative process, as permitted under Section G.

The Committee recognizes the seriousness of this matter and affirms that significant time and thoughtful deliberation were devoted to reviewing the details of the complaint, interpreting relevant policies, and considering the broader implications of its findings. The findings, conclusions, and any recommendations contained within this report are the result of that investigation and are submitted in accordance with Article V, Section G of the FA Election Procedures.

COMPLAINT

Individuals Involved

Complainant: John Capurso, Candidate for Grievance Officer

Subject of the Complaint: Bruce Seger, Candidate for Grievance Officer

The Committee: Joan Cook, Anabel Darini, Deanna Downs, Laura Galletta, Sandra Gattuso, Marlene Kellner, Donna Krompinger, Daniel Lauterman, Rebecca Turner-Wallace (stepped down from the Committee on 05/12/25 due to scheduling conflicts that prevented her from attending ballot counting and other essential meetings)

Allegation

Bruce distributed campaign materials using his college email account, which is in violation of the FA Election Procedures.

Relevant Policy

According to Article II, Section C.3 of the [FA Election Procedures](#):

“The Elections Committee Chairperson shall: notify each nominated candidate of all election and campaign rules, including ... the right of the candidate to have the union distribute campaign literature to members at each candidate’s expense; and to further advise the candidates and current elected office holders about the prohibition against the use of union and/or College funds (including facilities, equipment, supplies) to support any person’s candidacy for office...”

FINDINGS & TIMELINE

Findings

It has been confirmed that Bruce used his college-issued email address to distribute campaign-related materials. These emails were sent to recipients' college email accounts.

- The total number of emails sent and the number of individuals who received them is currently unknown.
- It has not been determined whether this action was repeated or limited to a single instance.
- The content of the email was nearly identical to the candidate statement submitted by Bruce. It also included an attachment containing his campaign flyer.
- The email did not display a recipient list, indicating that it was either sent to individual recipients one at a time or distributed using blind carbon copy (BCC).

Bruce has been involved with the FA for many years.

- Confirmed years as an Executive Council Representative: 2009 – 2011, 2014 – 2018.

Timeline

February 20th, 2025

Bruce accepted the nomination for grievance officer, which states “Your submission of this form indicates that you agree to accept and be bound by the FA Election Procedures as well as the FA Constitution and Bylaws.” See [Appendix 1](#) and [Appendix 2](#).

March 21st, 2025

An email was sent from The Committee Chair to all candidates, including Bruce, reminding them to “review the FA Election Procedures document” and to “be advised of the following...There is a prohibition against any candidate using union and/or college funds (including facilities, email, equipment, and supplies) to support any person’s candidacy for office”. See [Appendix 3](#).

March 25th, 2025

An additional email was sent from The Committee Chair to all candidates, including Bruce, which contains the same language as the email from March 21st. See [Appendix 4](#).

April 14th, 2025

FA election ballots were sent by first-class mail.

April 14th, 2025

Bruce used his college-issued email address to distribute campaign-related materials at around 7:00pm.

April 15th, 2025

A member reported to the FA that they received an email from a candidate with campaign material. The Committee was notified, by The President of the FA, that one of the elected FA positions sent campaign materials to FA members via the college's email system. See [Appendix 5](#).

April 15th, 2025

A member of the Committee spoke with Bruce to inform him that the FA had been notified about his campaign email and that using college email to distribute campaign materials is prohibited.

April 28th, 2025

The current Grievance Officer, Kevin McCoy, notified John of the reported violation and his rights.

May 1st, 2025

The current Grievance Officer, Kevin McCoy, and NYSUT Labors Relations Specialists, Damon Levenstien, met with Bruce inform him that John had been notified of Bruce's use of college-email to distribute campaign material.

Later that day, John submitted an election appeal letter to the Chair of The Committee regarding the Grievance Officer election. See [Appendix 6](#).

May 2nd, 2025

Ballot counting began at 12:00pm and concluded at around 3:30pm. An email with the unofficial vote totals was sent to the candidates at 3:30 p.m. The contested position of Grievance Officer had a 19-vote margin.

May 5th, 2025

The Committee held their first meeting to begin the investigation into the election.

May 6th, 2025

The Committee emailed Bruce for additional information for their investigation, requesting how many emails were sent and number of recipients. See [Appendix 7](#).

May 7th, 2025

The Committee received a letter from Bruce's attorney. The information previously requested by the Committee was not included in the response. The Committee was advised not to respond to the attorney and to proceed with the investigation. A physical copy of the letter will be available for review at the Executive Council meeting.

May 8th, 2025

Certification of the Grievance Officer election results was tabled at the Executive Council meeting.

May 12th, 2025

The Committee emailed Bruce notifying him of his right to submit a statement in reference to this violation to be included in this report. See [Appendix 8](#).

May 13th, 2025

In response to our May 12th email, The Committee received an additional email from Bruce's attorney with an attachment of the letter sent on May 7th. A statement by Bruce was

not provided. The Committee was again advised not to respond the attorney and to proceed with the investigation.

COMMITTEE DETERMINATION

Conclusion

Based on the information gathered during this investigation, The Committee has concluded that Bruce's use of his college email account to distribute campaign materials constitutes a violation of Article II, Section C.3 of the FA Election Procedures.

The Committee interprets "college funds (including facilities, equipment, and supplies)" to include college-provided email services. While the policy language does not explicitly reference email accounts, these accounts are college-provided resources maintained through college funds, servers, IT support, and infrastructure.

Furthermore, the candidate received two emails from The Committee Chair prior to the violation, both of which explicitly stated the use of college email for campaign purposes is prohibited. This clarifying language was included in response to questions raised during prior officer elections.

Recommended Actions

The Committee believes that this violation may have influenced the outcome of the race but does not rise to the level of disqualification. Therefore, The Committee finds that a re-vote is the most fair and equitable course of action for both candidates and the general membership.

The Committee also recommends that the reason for the re-vote be communicated to the general membership in a transparent yet sensitive manner. This communication should avoid naming individual candidates and should instead focus on upholding the integrity of the election process.

APPENDICES

Appendix 1 - Nomination Acceptance Email (02.20.25)

From: Donna Krompinger
Sent: Thursday, February 20, 2025 8:15 AM
To: Bruce Seger
Subject: FA Elections - Nomination
Attachments: nominations-accept-decline.docx

Hi Bruce,

Great news! You have been nominated to be serve in the FA. Please take a moment to review the attached accept/decline document and let me know your decision by 12:00 pm, March14, 2025.

In solidarity,
Donna

Donna Krompinger
Acting Committee Chair – Faculty Association Elections Committee
Suffolk County Community College
533 College Road
Smithtown Science Bldg. Room 108
Selden, New York 11784
(631)451-4307
krompid@sunysuffolk.edu

Appendix 2 - Nomination Acceptance (02.20.2025)



FA Election 2025 Nomination Accept/Decline

Congratulations, Bruce Seger.

We have verified that you are a member in good standing in the FA and that you've been nominated to by a member in good standing to serve in the FA position of Grievance Officer.

The mission of the FA, as indicated in Article II of the FA Constitution, is to "foster educational excellence." For over 50 years, the FA has done so by advocating for the best possible working conditions for our members—because we know that our working conditions enable our students' learning conditions.

This work has always relied upon, and continues to rely upon, the intelligence, creativity, and engagement of our members. We hope you'll consider joining our team.

Before March 14 at 12:00 pm, you must indicate in writing if you accept or decline the nomination. To do so, return this form using your FA or SCCC email to me at donnakrompinger@fa.org or deliver it in a sealed envelope to my attention at the FA office (Southampton 224J, 533 College Road, Selden NY 11784).

Forms received after the deadline will be considered declines.

Your submission of this form indicates that you agree to accept and be bound by the FA Election Procedures as well as the FA Constitution and Bylaws.

Sincerely,

Donna Krompinger
Acting Elections Committee Chair

☒ I accept this nomination.

☐ I decline this nomination.

Bruce Seger
print/type full name

2/20/25
date

signature if delivered in person to FA office

Appendix 3 - Email (03.21.2025)

Tuesday, May 13, 2025 at 11:39:22 AM Eastern Daylight Time

Subject: FA Elections - Candidate Statement
Date: Friday, March 21, 2025 at 8:26:00 AM Eastern Daylight Time
From: Donna Krompinger
To: Bruce Seger
Attachments: candidate-statement.docx, membership-meeting.docx

Dear Bruce:

You have agreed to be a candidate in this year's FA elections and you are running in a contested position for FA Grievance Officer. As part of the election process, we request that each nominee submit a candidate statement. Kindly send me your statement by March 28, 2025 at 12 noon .

Your opponent is John Capurso.

The FA thus advises you to review the FA Election Procedures document, as posted on the FA website. In addition, please be advised of the following:

- Candidates have the right to inspect, but not to copy, once within 30 days of the election, a list of all members eligible to vote.
- Candidates have the right to have the union distribute campaign literature to members at each candidate's expense.
- There is a prohibition against any candidate using union and/or college funds (including facilities, email, equipment, and supplies) to support any person's candidacy for office.
- The FA logo or letterhead may not be used for partisan political purposes during the conduct of an election.

Finally, you are hereby notified that ballots will be picked up from the FA post box at the Selden post office on Friday, May 2, 2025, at 11 am by two members of the FA Elections Committee. Immediately following pick up, ballots will be transported to and counted on campus in Southampton Room 224J by members of the Elections Committee who are not candidates for office in the current election.

You (or an observer of your choice) have the right to be present during the pickup and tally of the ballots. All candidates and observers present during the counting will sign the final tally sheet.

Please let me know if you or an observer of your choice will be present during the ballot counting.

Sincerely,

Donna Krompinger
FA Elections Committee
Acting Chairperson 2025

Appendix 4 - Email (03.25.2025)

From: Bruce Seger
Sent: Thursday, March 27, 2025 9:12 PM
To: Donna Krompinger
Subject: Re: REMINDER: FA Elections - Candidate Statement
Attachments: BruceSeger.png; BruceSegerStatement.pdf;
BruceSegerStatement.docx

Hi Donna,

I completed the statement form but my esignature was not working. So, I signed then scanned the form and it is attached together with my head shot. I am also attaching the form in Word, but as mentioned it does not have my signature. Let me know if there is anything else needed and please acknowledge that you received the information.

Thanks.
Bruce

From: Donna Krompinger <krompid@sunysuffolk.edu>
Sent: Tuesday, March 25, 2025 11:50 AM
To: Bruce Seger <segerb@sunysuffolk.edu>
Subject: REMINDER: FA Elections - Candidate Statement

Yesterday, someone inquired if a photo should accompany the candidate statement. Yes, you can provide a photo with your statement to be published in The WORD.

Dear Bruce:

You have agreed to be a candidate in this year's FA elections and you are running in a contested position for FA Grievance Officer. As part of the election process, we request that each nominee submit a candidate statement. Kindly send me your statement by March 28, 2025 at 12 noon .

Your opponent is John Capurso.

The FA thus advises you to review the FA Election Procedures document, as posted on the FA website. In addition, please be advised of the following:

- Candidates have the right to inspect, but not to copy, once within 30 days of the election, a list of all members eligible to vote.
- Candidates have the right to have the union distribute campaign literature to members at each candidate's expense.
- There is a prohibition against any candidate using union and/or college funds (including facilities, email, equipment, and supplies) to support any person's candidacy for office.
- The FA logo or letterhead may not be used for partisan political purposes during the conduct of an election.

Finally, you are hereby notified that ballots will be picked up from the FA post box at the Selden post office on Friday, May 2, 2025, at 11 am by two members of the FA Elections Committee. Immediately following pick up, ballots will be transported to and counted on

campus in Southampton Room 224J by members of the Elections Committee who are not candidates for office in the current election.

You (or an observer of your choice) have the right to be present during the pickup and tally of the ballots. All candidates and observers present during the counting will sign the final tally sheet.

Please let me know if you or an observer of your choice will be present during the ballot counting.

Sincerely,

Donna Krompinger
FA Elections Committee
Acting Chairperson 2025

Appendix 5 - Notification Email (04.15.2025)

5/13/25, 11:44 AM

Faculty Association Suffolk Community College Mail - Election Procedures Violation



Donna Krompinger <donnak@fascc.org>

Election Procedures Violation

Dante Morelli <dantem@fascc.org>

Tue, Apr 15, 2025 at 3:15 PM

To: Donna Krompinger <donnak@fascc.org>, Daniel Lauterman <lauterd@sunysuffolk.edu>, Laura Galletta <galletl@sunysuffolk.edu>, Rebecca Turner <turnerr@sunysuffolk.edu>, Joan Cook <joanc@fascc.org>, Debra Handel <debrah@fascc.org>, Anabel Darini <anabeld@fascc.org>, Deanna Downs <downsd@sunysuffolk.edu>, Sandra Gattuso <gattuss@sunysuffolk.edu>, Marlene Kellner <marlenek@fascc.org>

Dear Elections Committee,

It has come to our attention that a candidate for one of the elected FA positions sent campaign materials to FA members via the college's email system. This is in violation of the FA Elections Procedures. Also, as Chair, Donna Krompinger notified all candidates on or around February 14 with the accept/decline form that "Your submission of this form indicates that you agree to accept and be bound by the FA Election Procedures as well as the FA Constitution and Bylaws."

Additionally, Donna sent another message on or around March 16 in the candidate notification email that "There is a prohibition against any candidate using union and/or college funds (including facilities, equipment, and supplies) to support any person's candidacy for office." College facilities and equipment clearly includes college computers and the SCCC email system.

Becky Turner will have a conversation with this candidate (thank you Becky!) to remind the candidate that he cannot send campaign materials via the College email.

Thank you all for your work on this committee!

Dante

Dante E. Morelli, Ph.D.
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Appendix 6 - Appeal Letter (05.01.2025)

Donna Krompinger
Elections Committee Chair
May 1, 2025

On Monday, April 28th, I was informed by FA Grievance Office Kevin McCoy that the Elections Committee had identified a violation of election procedure rules by a candidate in the Grievance Office election. During this meeting, Kevin explained that I had the right to appeal the election based on this violation. Over the past two days, I have considered my options while familiarizing myself with the appeal procedures. Reaching a decision has been a challenging process, mainly due to the not knowing the full nature and extent of the violation, only knowing that it had occurred and was related to unauthorized use of college email resources, a violation of Election Procedures (Article II.C.3).

It is my understanding that any member in good standing may appeal the election based on this violation. Since I do not intend on sharing my knowledge of the violation with any FA members, I feel like this decision rests with me. As such, I felt that it was extremely important for me to consider all options for the benefit of all election stakeholders. Based on the circumstances, I believe that any appeal should be based not on the outcome of the election, but on the integrity of the election process. Our members deserve to have full confidence in the election procedures by which their representatives are chosen and faith in adherence to the election rules.

Because I am working with limited information in a setting in which I have no experience on which to draw, I have decided to appeal the election before the votes are counted. Since election process speaks to election integrity, the outcome should not be seen as the deciding factor in my appeal. This is best achieved by appealing before the ballots are counted and letting the committee make their determination from there. I believe this puts the election committee in the best position to discover the extent of the violation and decide how to best proceed.

Sincerely,

John Capurso



Appendix 7 - Email (05.06.2025)

Subject: [EXTERNAL]Re: FA Elections Violation
Date: Tuesday, May 6, 2025 at 1:39:10 PM Eastern Daylight Time
From: Donna Krompinger <donnak@fascc.org>
To: Bruce Seger <bruces@fascc.org>
CC: Marlene Kellner <marlenek@fascc.org>, Deanna Downs <downsd@sunysuffolk.edu>, Sandra Gattuso <gattuss@sunysuffolk.edu>, Laura Galletta <galletl@sunysuffolk.edu>, Joan Cook <joanc@fascc.org>, Daniel Lauterman <lauterd@sunysuffolk.edu>, Rebecca Turner <turnerr@sunysuffolk.edu>, Anabel Darini <anabeld@fascc.org>
Attachments: DOC050625.pdf

[CAUTION] - External mail.

Dear Bruce,

The FA Elections Committee has been made aware of a violation you made of Article II of the FA Election Procedures, which prohibits the emailing of campaign materials. The rules state, "Candidates are not allowed to use union and/or college resources (including facilities, email, equipment, and supplies) to support any individual's candidacy for office." In addition, an appeal of the election procedures/results has been made by your opponent (appeal attached). As part of this investigation, we request that you disclose how emails were sent, along with the number of those Bcc'd on each email. Please provide this information by May 9, 2025

Following its investigation, the committee will present its recommendations for a vote by the FA Executive Council.

FA Elections Committee

On Tue, May 6, 2025 at 1:24 PM Donna Krompinger <donnak@fascc.org> wrote:

Dear Bruce,

The FA Elections Committee has been made aware of a violation you made of Article II of the FA Election Procedures, which prohibits the emailing of campaign materials. The rules state, "Candidates are not allowed to use union and/or college resources (including facilities, email, equipment, and supplies) to support any individual's candidacy for office." In addition, an appeal of the election procedures/results has been made by your opponent (appeal attached). As part of this investigation, we request that you disclose how emails were sent, along with the number of those Bcc'd on each email. Please provide this information by May 9, 2025

Following its investigation, the committee will present its recommendations for a vote by the FA Executive Council.

FA Elections Committee

Appendix 8 - Email (05.12.2025)

Subject: 2025 Grievance Officer Election – Statement Request
Date: Monday, May 12, 2025 at 11:34:47 AM Eastern Daylight Time
From: Deanna Downs <downsd@sunysuffolk.edu>
To: Bruce Seger <bruces@fascc.org>
CC: Marlene Kellner <marlenek@fascc.org>, Sandra Gattuso <gattuss@sunysuffolk.edu>, Laura Galletta <galletl@sunysuffolk.edu>, Joan Cook <joanc@fascc.org>, Daniel Lauterman <lauterd@sunysuffolk.edu>, Anabel Darini <anabeld@fascc.org>, Donna Krompinger <krompid@sunysuffolk.edu>

Attachments: AppealLetter.pdf

Hello Bruce,

I hope this email finds you well. An appeal was made over the 2025 Grievance Officer Election. For your reference, we've attached the appeal letter to this email.

In accordance with the FA Elections Procedure, the FA Elections Committee is required to conduct an investigation and compile a report to present to the Executive Counsel.

Would you like to provide a statement to include within the report? If so, please reply-all to this email with your statement no later than Friday, May 16th.

Best,
FA Elections Committee

Deanna M. Downs (she/her)
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Suffolk County Community College
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