

**`Broome Community College**  
**Representative Council Meeting- Approved Minutes**  
**October 6, 2017**  
**Wales 203-B 12:00 PM**

Members Present: Howard Streby, Christine Duffy-Webb, Suzanne Hickok, Regina Eckert, Joe Spence, John Sterlacci (Joshua Lindenbaum) Meghan McGuinness, Suzanne Shepard, Fred Loveland, Dave Michalak, Tera Doty-Blance (Amanda Hollister)

Meeting called to order at 12:05 PM

**New Business:**

**1.0 Minutes and Committee Report:**

- 1.1 Approval of the Minutes from 9/20/17. Motion: H. Streby Second: S. Shepard

1.2 **Negotiation Resource Committee:**

- a) Met on 10/2/17, no formal agenda but discussed: Timing of how/when negotiating starts, required notifications, contentiousness of previous negotiations. The successful efforts of the Budget Subcommittee determined there was no budget crisis, demonstrated that Health Care costs didn't go up.
- b) Bill & Amanda looking at contracts and salaries at other campuses.
- c) The committee is seeking items for negotiations such as health insurance for PT adjuncts.
- d) Should faculty be going to the BOT meetings? Howard will get the schedule and then see who can go. We need at least 2 people to commit to attend each meeting. BOT is 5PM on Thursdays and F&F is previous Tuesday at 8:30AM.

1.3 **Organizing Committee:**

- a) Organizing Committee is planning a movie Screening on constitutional convention this month. Motion to spend \$300 for pizza and soda was approved. The newsletter is coming soon and will email everyone when ready for distribution.
- b) Gender discrimination subcommittee will be coordinated by Jamie Heron. Let her know of any concerns.
- c) Planning a signing party at end of Spring semester to prepare for Janus case.
- d) Rep Council is reviewing the survey results and will identify action items.

1.4 **Adjunct Outreach Committee**

- a) There will be a meeting to discuss the need for adjunct assessment compensation next week. A proposal is needed to establish pay rates and uniform hours per course requirements.
- b) The question was asked with respect to data on how many adjuncts rely on this as their primary source of income. There is about 2:1 ratio (teaching 3 or more vs teaching 1 or 2 sections). There is no current data on how many are retired or how many get insurance elsewhere.

**2.0 Vice President's Report:**

- 2.1 Sick days for adjuncts clarified. 2 days each semesters can be carried over. A member was told they could not use a half of a sick day, but had to use the full day. Fred talked to Payroll who directed him to HR and HR was given notice

of the contract violation. It was resolved that the same use of sick days applies all Adjunct Faculty.

- 2.2 Faculty have gone 4 weeks without pay and several in HPSS, were not paid Correctly. Labor Management meeting yesterday went well to address the procedural breakdowns. In the past when a faculty member doesn't get paid they were sent to the FSA to fill out paperwork/promissory note that says when they get paid, they will turn the money over to the FSA. This is not legal and the college may have to pay interest to the employee for the late compensation the Administration will develop a procedure to end that process with FSA.
- 2.3 An ADA accommodation for a Faculty Member has taken 5 weeks and still not resolved by HR. It SHOULD be resolved by next week or an EEOC complaint will be filed.

### **3.0 President's Report:**

- 3.1 The new faculty Applied Learning Career Specialist position was put forward by HR in violation of the Taylor Law. When the position went forward as a tenure track position, the college is required to negotiate rank and salary which we now have in our contract. They are not required to bargain to agreement and since we could not reach agreement, it went through at a higher rank than we wanted. We reviewed the title in context of other faculty positions, and didn't think it should be at the F7A level.
- 3.2 The FA contract Article 21 deals with travel and college cars. A proposal was sent to shared governance by Mike Sullivan that violates our contract. Dave wants a sub committee to take a look at their proposal and see if we can come up with our own proposal that addresses the new issues such as distance parameters for using a college car. We can carry this over to negotiations, unless we come up with a proposal that we can reach agreement. Howard S and Christine DW will serve on the subcommittee, but anyone else interested should contact Tera.
- 3.3 Carnegie Library Update: College did get the additional funding for the Culinary program/ building expansion. The vote was held over in the last meeting of BOT. Howard Streby was there and noted the need for an addition on to the back for culinary because of SHPPO, Historic preservation issues.
- 3.4 A faculty member was dismissed from the college because of not reporting to work for a 10 day period without any notification. Faculty need to be aware that the contract states if you do not show up and do not contact anyone, then you have put yourself on an automatic resignation.
- 3.5 Dave is planning for November or December, to address the board and wants Rep Council members to also attend the meeting. There is a BOT subcommittee that is assigned to negotiations and the college team reports to them. We would prefer someone from that committee sit at the negotiating table so that real negotiations can occur.
- 3.6 Some items for negotiations were raised with respect to the disparity in wages between brand new hires and people who've been here for 10-15 years, scheduling/cutting of sections, money and release time for chairs, overloading inequities.
- 3.7 World Series, March Madness, and Super Bowl scholarship fundraisers are being organized and will be announced. Your participation is appreciated.

Motion to adjourn made at 12:58 PM by M. McGuinness seconded by H. Streby.  
Next Meeting 10/25/17 in Wales 203B at 4PM

Respectfully submitted,

Tera Doty-Blance  
FA Secretary