

**Broome Community College**  
**Representative Council Meeting- Approved Minutes**  
**October 25, 2017**  
**Wales 203-B 12:00 PM**

Members Present: Amanda Hollister, Brian Loy, David Michalak, David Zeggert, Ed Evans, Fred Loveland, Howard Streby, Tim Skinner (Alternate for Jason Detrani), Bill Hollister (Alternate for Jason Smith), Joan Lubar, Joe Spence, Joshua Lindenbaum, Juzi Dzuba, Rob Woods, Suzanne Hickok, Suzanne Shepard, Tera Doty-Blance,

Absent: Meghan McGuinness, Alice Caroompas, Christine Duffy-Webb, Paul Cartie, Regina Eckert, Tom Grace

Meeting called to order at 4:03 PM

**New Business:**

**1.0 Minutes and Committee Report:**

- 1.1 Approval of the Minutes from 10/06/17. Motion: B. Loy Second: H. Streby. Approved.
- 1.2 **Negotiation Resource Committee: H. Streby**
  - a. Next meeting 11/7 at 1PM in B111
  - b. Agenda - Committees give updates, ideas that have come forward, otherwise open agenda
- 1.3 **Organizing Committee: S. Shepard**
  - a. Cancelled the film for several reasons
    - 1.3.a.1 Instead, contact your constituents to discuss the Constitutional Convention
  - b. Handouts are on Google Drive
  - c. Mike G will send out newsletter next week, looks at all sides of the issue of the Con Con
    - 1.3.c.1 Amanda will also add to website
  - d. Meeting on 10/31 to discuss plans for re: Janus Decision
- 1.4 **Adjunct Committee: S. Hickok**
  - a. Trying to set up a meeting, might have multiple due to schedules

**2.0 President's Report:**

- 2.1 MOU - Article 35
  - a. Came out of Labor Management
  - b. Temporary Assistant Professor assignment should be for 2 years
    - i. Already have someone at that mark, another will pass shortly
  - c. Propose to add: If the person who has served 1 or 2 years and goes through the search and gets hired, they get a retroactive credit for that time.
    - i. Reps expressed concern that a faculty member in that position should be saving materials, peer and class evaluations, etc. for a potential packet

- ii. Documentation should include a statement of years as a Full-Time Temporary Assistant Professor.
- iii. Reps expressed concerns about equity in processes and putting faculty position at a disadvantage because they have less time to complete some of the activities that might be required of them.
- iv. It could be optional, up to the employee if they think they need the extra year to prepare
- d. Motion to Approve: D. Michalak, Second: J. Spence, Approved Unanimously

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

- 3.1 The issue of three chairs has been resolved and an election will be held.
- 3.2 Required accommodation for a faculty member has been received
- 3.3 Taylor Law Violation
  - a. A faculty member threatened with discipline at a meeting by a dean without union representation has been addressed.
  - b. MOU will be signed to address all supervision issues.
- 3.4 Course Quotas
  - a. Francis will enforce the contract and discuss with the Deans.
  - b. Chairs have to meet with their dean if they disagree, they should go to Francis to support their position.
    - i. Contracts says section quotas set by departments and put forward by chairs. The dean cannot set them arbitrarily nor unilaterally.
- 2.5 Budget
  - a. Money was not used from the fund balance to balance the budget
    - i. Now salaries are being blamed for budget deficit
  - b. Administration is reporting in division meetings that campus has operated at a deficit for 4 of the last 5 years
    - i. The college submitted a balanced budget for 2017-18.

### **4.0 Guest Presentation: M. Lynch - NYSUT**

- 4.1 Appeal was dropped against one of our adjunct faculty on unemployment benefits and the member has secured the compensation. Congrats!
- 4.2 Need to prepare for a negative ruling re: Janus
  - a. Important that you work with your constituent lists
  - b. If we drop below 50%, it invalidates the union and contract
  - c. We want to present college with voluntary dues authorization card/payroll deduction cards (over 90% would be good)
  - d. Google sheets will be changed slightly to record who you talked to and when
  - e. This is a process, have more than one conversation with faculty members
    - i. Go get the low hanging fruit first, the members we know support the FA
    - ii. Because we are bargaining this year, start with just talking about negotiations and the contract. Open ended questions, what makes you happy? What doesn't?

- f. Reps are critical to this effort, billions of dollars are being used against us in advertising
  - i. Opposition is already calling public employees about existing rights to opt out of union and how they might have more expanded rights to opt out and even get rid of union officers and decertify unions

#### 4.3 Janus vs AFSCME

- a. Video
  - i. Framed as a free speech issue
  - ii. Doesn't address how he feels about bargaining for himself, giving up his seniority protections, his health care,
  - iii. "Give Yourself a Raise" - by not paying dues
  - iv. Reps asked if we can make a video that explains what the Janus case is and what would happen to us if we lose our contract.
- b. What's important to know in NY is the politics piece
  - i. In NY, its separate voluntary donations for supporting specific candidates
  - ii. Union dues don't go to political parties

#### 4.4 Dues Deduction Authorization Cards

- a. SBFA can produce our own cards.
- b. Cards from 2016 were symbolic
- c. New Cards will be a legally binding dues authorization card
- d. The language in the card would say this deduction remains in place unless faculty withdraw it
- e. The good news is that it doesn't matter what the Supreme Court decides, as long as we do the work and keep our members the college can't take away our union

Unaddressed Agenda Items will be added to next meeting.

Motion to adjourn: D. Zeggert, Second: H. Streby - Meeting Adjourned: 5PM

Respectfully submitted,

Tera Doty-Blance

FA Secretary