

Broome Community College
Representative Council Meeting- Approved Minutes
December 13, 2017
Science Building – Room 105, 4:00 PM

Members Present: Alice Caroompas, Christine Duffy-Webb, Howard Streby, Fred Loveland, Suzanne Hickok, Suzanne Shepard, Jason Detrani (Late), Tim Skinner (Alternate for Jason Detrani), Dave Zeggert, Anne Haner-Uncapher (Alternate for Meghan McGuinness), Robert Woods, Judi Dzuba, Brian Loy, David J. Michalak, Tera Doty-Blance,

Absent: Meghan McGuinness (Alternate – Anne Haner-Uncapher) Joan Lubar, Joshua Lindenbaum, Regina Eckert, Paul Cartie, Joe Spence, Tom Grace, Amanda Hollister, Ed Evans, Jason Smith

Meeting called to order at 4:05 PM

New Business:

1.0 Minutes and Committee Report:

1.1 Approval of Rep Council Minutes from 12/1/17

- a. Motion to approve: Suzanne Hickok, Second: Suzanne Shepard

1.2 Negotiation Resource Committee: H. Streby

- a. Next Meeting on 12/19/17 in B111.
- b. Howard reminded everyone to complete the survey that was sent out, asking for ideas and prioritization of potential negotiation items

1.3 Organizing Committee: S. Shepard

- a. Suzanne distributed and reviewed a document with the Gender Survey Tabulation
- b. A copy of the document will be added to the Google Drive
- c. Based on feedback and conversations surrounding the Gender Survey, Suzanne gave a list of suggestions for negotiation items
 - 1.3.c.1 Accommodations for Pregnant and Nursing Mothers
 - 1.3.c.1.1 Faculty & Students
 - 1.3.c.1.2 Flexible Block Scheduling and/or Teaching Online
 - 1.3.c.1.3 Priority Parking in multiple locations
 - 1.3.c.1.4 BC Center (Childcare) Free tuition for children of faculty. Faculty currently pay full price. Extended hours for the BC Center to accommodate schedules outside of 9 to 5
 - 1.3.c.2 Maternal/Paternal Leave
- d. FA staffed Tables for Membership Events
 - 1.3.d.1 January Teaching Conference
 - 1.3.d.2 Faculty Staff Information Fair
 - 1.3.d.2.1 Reps, please volunteer to cover. Suzanne will send out a sign-up sheet
 - 1.3.d.3 Renewal Day
- e. Additional Signing Campaigns planned for January through April

1.4 Adjunct Committee: S. Hickok

- a. Adjunct Unemployment Information Session was held on 12/6/17
 - 1.4.a.1 It went well with 12 attendees
 - 1.4.a.2 Mike Lynch will give another presentation tomorrow (12/14) at 5PM in BB110
 - 1.4.a.3 Upcoming survey on the Loan Forgiveness and Health Insurance for Adjuncts. Should be out by the end of the week
- b. Newsletter article

2.0 President's Report:

- 1.1.a.1 Proposal – EVP/CAO position should be second in command to the campus President in the reporting structure. All other VPs would report to him/her
- b. College Travel Draft
 - 1.1.b.1 If Reps have any recommendations or if anything needs to be added or changed, send it back to us. Otherwise it will go forward as is to Labor Management.
 - 1.1.b.2 Tera will send the document out again to reps with a deadline
- c. Winter & Summer Course Minimums
 - 1.1.c.1 Administration wants/proposed a minimum of 13

3.0 Vice President's Report:

- a. Staff Associates
 - 1.1.a.1 PIF Grants calling for 4 more Staff Associates
 - 1.1.a.1.1 They seem to do more administrative tasks than academic. Administrative Costs are assigned to the Faculty and not to admin which distorts the claim that their costs are lean.
 - 1.1.a.2 Proposal
 - 1.1.a.2.1 Current Staff Associates can choose to stay in SBFA or leave. New Staff Associates would be considered administrative staff with a different title. Since their supervisors are not chairs the change would help to strengthen the department structure.
 - 1.1.a.2.1.1 Rep asked what is the down side of not having the future Staff Associates in the SBFA. Currently, some do academic advising, which would need to be addressed since only faculty do advising. It would then have to be negotiated to keep that academic work in the SBFA.
 - 1.1.a.2.2 Non Classroom Reps should explain to SAs what this all means and get input. They don't have to leave the SBFA and the position needs review, not any individual faculty member.
 - 1.1.a.3 Plan to have a vote at next Rep Council meeting and/or when more than 1 non class room rep is in attendance

1.1.a.4 Potential Negotiation Item

- 1.1.a.4.1 A Rep asked if advising is in the Staff Associate job description? It is listed as a job responsibility.

b. Senior Learning Specialist

- 1.1.b.1 SBFA recommended the grade should be 7A last January
- 1.1.b.2 HR didn't send their draft to us until May and then final in August which only indicated that a CHANGE was made to section 2B that was agreed upon. When the SBFA got the Job Summary back from HR, the grade was changed to 6A
- 1.1.b.3 At Labor Management, Francis told Lynn Fedorchak to send it back to the SBFA
- 1.1.b.4 President Drumm met with Lynn Fedorchak and Michael Sullivan and it was said they never saw the document with the 7A grade on it which is incorrect. We have sent proof that Lynn had said at a meeting with Fred & Tera that the grade 7A was "our proposal". If it doesn't get resolved, we're looking at an Improper Labor Practice
- 1.1.b.5 Currently, there are no non-ranked positions at level 6A in the contract and there is no established salary range. This requires the new salary range to be bargained.
- 1.1.b.5.1 Fred Loveland informed a Dean that they cannot require a meeting with a Department Chair regarding the number sections offered until AFTER sections are put up, not before. Otherwise it is seen as putting pressure on chair

Motion to adjourn: Jason D., Second: Dave Z.
Meeting Adjourned: 5:02 PM

Next Meeting: TBA in January 2018

Respectfully submitted,

Tera Doty-Blance
FA Secretary