

**Broome Community College**  
**Representative Council Meeting- Approved Minutes @ 2/28/18**  
**February 14, 2018**  
**Science Building – Room 105, 2:00 PM**

Members Present: Anne Haner-Uncapher (Meghan McGuinness) Alice Caroompas, Brian Loy, David J. Michalak, Ed Evans (& Jason De Trani), Fred Loveland, Howard Streby, Joan Lubar, Joseph Spence, Judi Dzuba, Kennie Leet (Jason Smith), Rob Woods, Suzanne Hickok, Suzanne Shepard, Tera Doty-Blance (& Amanda Hollister), Tom Grace

Absent: Christine Duffy-Webb, David Zeggert, Paul Cartie, Regina Eckert

Excused: Amanda Hollister, Jason De Trani, Jason Smith, Meghan McGuinness

Meeting called to order at 2:05 PM

**New Business:**

**1.0 Minutes and Committee Reports:**

**1.1 Approval of Rep Council Minutes from 12/13/17**

- a. Motion to approve: Howard Streby, Second: Judi Dzuba
  - 1.1.a.1 Approved with 1 Abstention

**1.2 Negotiation Resource Committee: H. Streby**

- a. NRC has sent proposals to the Negotiating Team

**1.3 Organizing Committee: S. Shepard**

- a. Signing Parties
  - 1.3.a.1 Committee wants to provide light snacks for first two meetings and the last meeting catered for \$300 or so
  - 1.3.a.2 Give-aways
    - 1.3.a.2.1 Magnets, maybe or magnetic SBFA pins?
      - 1.3.a.2.1.1 SBFA Shopping Bag - \$520 but Jeff Hatala might have info on cheaper bags x5221
      - 1.3.a.2.1.2 Polo Shirts – may cost up to \$3000 (one shirt per member) We are applying for a grant from NYSUT for organizing expenses
      - 1.3.a.2.1.3 J. Spence - Motion to authorize up to \$850 for food for the last signing party and to purchase SBFA shopping bags Seconded: S. Hickok, Approved
      - 1.3.a.2.1.4 J. Spence - Motion to authorize up to \$3000 for Polo Shirts Seconded: B. Loy, Approved

**1.4 Adjunct Committee: S. Hickok**

- 1.4.a.1 Adjuncts have several ideas related to defining seniority. Dave says to start with the committee reps, and reach consensus. Keep in mind the likelihood of college approval when preparing the final proposal.
- b. Department Chairpersons have responded positively to requests for assistance in reaching out to non-members

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**2.0 Treasurer's Report: R. Woods**

- 2.1 Dental Dues were facing a 3% increase from BCBS but we were able to negotiate the same rates as last year!

**3.0 Secretary's Report: T. Doty-Blance**

- 3.1 Upcoming Rep Council Meetings scheduled twice a month on Wednesdays unless we can get an alternate day/time that will reach a quorum that includes those that can't make the Wednesday time
- 3.2 Updated Rep Office Hours will be on the website.
- 3.3 Payroll Deduction Card Signing Update - 142 out of 302
  - a. Meghan McGuiness - all 22 members, plus 2 for other constituencies
  - b. Suzanne Shepard - all 16
  - c. Brian Loy - signed 19 of 21
  - d. When you reach out to faculty, give them context. Explain why they need to re-sign, don't just ask them to re-sign
- 3.4 Membership Update
  - a. Lost 7 Adjunct members because they were not on the schedule to teach a course and over 40 agency fee payers also did not return this semester. We gained 8 new members since the beginning of the semester
  - b. Current Membership Totals: 302
    - 3.4.b.1 PT Adjunct Members: 96
    - 3.4.b.2 FT Adjunct Members: 13
    - 3.4.b.3 FT 10,12,Classroom: 193
  - c. Current Agency Fee Payers
    - 3.4.c.1 PT Adjuncts: 139
    - 3.4.c.2 FT Adjuncts: 4
    - 3.4.c.3 FT 10,12,Classroom: 12
- 3.5 Josh Lindenbaum resigned from Rep Council, his constituents have been redistributed to the other 6 PT Adjunct Reps

**4.0 Vice President's Report: F. Loveland**

- 4.1 Professional Math Tutors
  - a. HR has arbitrarily decided what they will be paid based on a hiring date of before or after September 1
    - 4.1.a.1 HR is not using the 2017-18 rate of pay for all tutors hired this academic year. This violates our contract and is being investigated. We have not negotiated a tier system for paying part time faculty.

**5.0 President's Report: D. Michalak**

- 5.1 Succession Plan

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- 5.1.a.1 Dave is retiring in August, which is about 10 months before the end of his second year of his term. He asked the Reps if anyone was interested in running for the position. As there were no additional volunteers, Dave recommended Howard Streby for the position since he is the only member that expressed interest last year when the initial announcement was made by Dave.
  - 5.1.a.1.1.1 Vote: All approved. Howard accepted and will ask the NRC to select a new chair for that committee
- 5.2 Negotiations
  - a. D. Michalak was approached by F. Battisti about negotiating with just him and K. Drumm and F. Loveland and leave out the BSK law firm.
    - 5.2.a.1 M. Lynch said absolutely. The intent is to get a settlement quickly since that is not in the law firm's best interest. We can lobby for the law firm's money being spent for our proposals. Dr. Drumm will discuss further with the BOT at next week's meeting.
      - Discussion:
      - 5.2.a.1.1 E. Evans – why did they change their minds?
        - 5.2.a.1.1.1 J. Spence – did they see how organized we are? Speculation on possible motives with Dr. Drum having only 2 years left on his contract, protracted negotiations not in his best interest. Several faculty have asked Dr. Drumm about the anti-union work that the BSK law firm advertises.
          - 5.2.a.1.1.1.1 S. Hickok stated she is not comfortable that an adjunct isn't going to be in the room with administration. Dave reassured Suzanne that all of the faculty is represented and the negotiations team will develop the proposal.
          - 5.2.a.1.1.2 J. Lubar Wants health benefits after 2 semester and 2 classes.
          - 5.2.a.1.1.3 S. Shepard stated The reality is that it is 2-3 people in a room who get things done
          - 5.2.a.1.1.4 Fred – never seen it happen any other way than this.
          - 5.2.a.1.1.5 A. Caroompas stated that If it wasn't for the FT people/leaders in the room now, the PT faculty wouldn't be here now We (all members, including Part Time Faculty) elected Dave and Fred to represent us in the last election, so we are all represented.
- 5.2.a.1.1.5.1.1 J. Lubar: Why won't the BOT give PT health insurance?  
Dave – The number of PT faculty would cost the college at least 1.5 million dollars at the current rates.

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- 5.3 Resolution on Senior Learning Specialist
  - a. Nothing official from the college has been decided.
- 5.4 Any Reps having difficulty re: cards, Dave will follow up one on one with constituent if needed

Motion to adjourn: H. Streby, Seconded: T. Grace  
Meeting Adjourned: 2:55 PM

Next Meeting: February 28, 2018 at 2PM in Science Building 105

Respectfully submitted,

Tera Doty-Blance  
FA Secretary