

Broome Community College
Representative Council Meeting- Proposed Minutes
February 28, 2018
Science Building – Room 105, 2:00 PM

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

Absent: Christine Duffy-Webb, David Zeggert, Regina Eckert, Judi Dzuba, Jason Smith

Excused: Meghan McGuinness

Meeting called to order at 2:07 PM

New Business:

1.0 Minutes and Committee Reports:

1.1 Approval of Rep Council Minutes from 2/14/18

- a. Motion to approve: Joseph Spence, Second: Howard Streby
 - 1.1.a.1 Approved

1.2 Negotiation Resource Committee: H. Streby

- a. No Updates
- b. Waiting to receive information on salaries from Mike Lynch

1.3 Organizing Committee: S. Shepard

- a. First Signing Party – March 1st from 4-6PM in TH101
 - 1.3.a.1 Organizing Committee has put together the agenda
 - 1.3.a.1.1 Food & Card Signing
 - 1.3.a.1.2 Mike Grubb will MC
 - 1.3.a.1.3 Suzanne Shepard – Awarding of pins for Reps who have signed up all their constituents
 - 1.3.a.1.4 Tera Doty-Blance – Updates on remaining unsigned members and remaining agency fee payers
 - 1.3.a.1.5 Mike Lynch – Negotiations Updates
 - 1.3.a.1.6 Fred Loveland and David Michalak – Leadership updates

1.4 Adjunct Committee: S. Hickok

- a. Adjunct Outreach Committee held a meeting the previous week
 - 1.4.a.1 The committee approved the survey on Student Loan Forgiveness and Health Insurance for Adjuncts
 - 1.4.a.1.1 Will send out a copy of the results
 - 1.4.a.2 The committee approved a list of potential negotiation items that was shared with the Negotiations Team.

Broome Community College
Representative Council Meeting- Proposed Minutes
February 28, 2018
Science Building – Room 105, 2:00 PM

2.0 Treasurer's Report: R. Woods

- 2.1 No Report. Reminder of premium payments to be made.

3.0 Secretary's Report: T. Doty-Blance

- 3.1 Membership Update – Updated constituency lists were distributed
- a. Current Membership Totals: 310
 - 3.1.a.1 PT Adjunct Members: 102
 - 3.1.a.2 FT Adjunct Members: 13
 - 3.1.a.3 FT 10,12,Classroom: 195
 - b. Current Agency Fee Payers Totals: 165
 - 3.1.b.1 PT Adjuncts: 145
 - 3.1.b.1.1 2 have declined to join the SBFA
 - 3.1.b.1.2 This number now includes the previously unidentified Applied Music Lesson Instructors
 - 3.1.b.2 FT Adjuncts: 4
 - 3.1.b.3 FT Classroom & NonClassroom Faculty: 16
 - 3.1.b.3.1 3 have declined to join the SBFA
- 3.2 Rep Assembly
- a. Jason De Trani & Tim Skinner will represent the SBFA at the conference held in Buffalo in April.

4.0 Vice President's Report: F. Loveland

- 4.1 Professional Math Tutors
- a. Resolved – contract was not violated
 - 4.1.a.1 Tutors are getting a 2% raise because minimums go up by that, those that are here from previous year get a 3% raise, because of negotiated salary rate increase
 - 4.1.a.1.1 Suzanne H asked if there are other areas on campus where it does not work that way
 - 4.1.a.2 The negotiated salary increase applies to all part-time titles listed in Article 28.
 - 4.1.a.3 Similar issue to what we had with the part time counselors rate that did not previously exist.
 - 4.1.a.3.1 One option is to put every part time title in Article 28 in the contract (same % increases)
 - b. Staff Associates
 - 4.1.b.1 Growing Number of Staff Associates – 4 more will be hired
 - 4.1.b.2 During negotiations the college refers to our lean administration and low cost expenditures in SUNY.
 - 4.1.b.3 Most SAs do administrative work
 - 4.1.b.4 New ad for SA says administrative and supervisor experience required.
 - 4.1.b.5 Over \$1million in salaries and benefits

Broome Community College
Representative Council Meeting- Proposed Minutes
February 28, 2018
Science Building – Room 105, 2:00 PM

- 4.1.b.6 Propose that the SA title be discontinued and existing SA members be grandfathered if they want to remain FA members
- 4.1.b.7 Jason D agrees with Fred L, was told that some SAs do not perform academic duties
- 4.1.b.8 Joe S says that the job title is so nebulous
- 4.1.b.9 Dave says they are not a homogenous group and there is a wide range of functions they are charged with.
- 4.1.b.10 Suzanne S – maybe split them into categories, since their loyalty is often to their Deans/VPs
- 4.1.b.11 Dave – Send a survey? Find out what they do?
- 4.1.b.12 Joe was told that hiring a SA would allow for their job duties to be whatever he wanted
- 4.1.b.13 Howard – ask them about their job tasks vs job description
- 4.1.b.14 Suzanne S – would they answer questions that would reflect primary administrative duties?
- 4.1.b.15 10 SAs now, 8 are members, 6 have re-signed, 1 declined, 1 retiring – there's about 4 more positions being searched
- 4.1.b.16 Tabled until next meeting

5.0 President's Report: D. Michalak

- 5.1 Payroll issue re: Applied Music Courses
 - a. Applied Music Lesson adjuncts are hired via paper contracts as independent studies but they are not Independent Study. Peggy and Jeanette don't know why it's that way – they agreed to find out.
 - b. Adjuncts are getting paid correctly, but they're not hired as adjunct faculty with the option of joining the FA and are not paying dues.
 - c. Jeanette & Peggy will follow up with Brenda Dawe
- 5.2 Promotion & Appointment Packets are due in March, which means there was only a week before they have to go to the Dean
 - a. Rhoda is in charge of calendar
 - b. Reminder that calendar dates are guidelines to keep the process moving and on track.

6.0 Other Issues & Concerns:

- 5.3 Brian L & Jason D have been asked to run for the Maine Endwell school board because of their union's prolonged contract dispute. Word has spread of how well organized the SBFA is.
 - a. Tim S & Jason D met with Dean Kinney – There was disagreement concerning the use of under-enrolled classes. Issues related to credit by exam preparation are not appropriate. Joe S recommended they bring it up at the Chairs & Deans meeting and talk to Rey. The LA dean has not attended since the meeting format has changed.

Motion to adjourn: Rob W, Seconded: Paul C.
Meeting Adjourned: 2:57 PM

Broome Community College
Representative Council Meeting- Proposed Minutes
February 28, 2018
Science Building – Room 105, 2:00 PM

Next Meeting: March 26, 2018 at 11AM in Business Building 111

Respectfully submitted,

Tera Doty-Blance
FA Secretary