

CCRIFA Executive Committee Meeting Minutes

Meeting Date: November 17, 2016

Meeting Start Time: 3:00pm

Meeting Actual Start Time: 3:05pm

Meeting Location: KN4412

Recording Secretary: Renée Anderson

Attendance

Officers

President Steve Murray, Vice-President John Rood, Secretary Renée Anderson, Treasurer John Ribezzo

Department Representatives

Computer Studies: Donald Paquet, Criminal Justice & Legal Studies: Mark England, Dental Health Programs: Kathleen Gazzola, Engineering: John Mowry, English: Sasha Ruggieri, English: Steve Forleo, English: Marc Levasseur, English: Mike Burdon, Foreign Languages: Carol Panaccione, Library: Laura Ryan, Mathematics: Betty DaCosta, Mathematics: Todd Linton, Nursing: Thomas Folcarelli, Nursing: Donna Scally, Nursing: Keith Scally, Performing Arts Department: Luke Sutherland, Physics: Paul White, Social Sciences Dept.: Leslie Kilgore

At Large

Anthony Amore, English, James Austin, Library, Debra Lilli, English, Tony Rashid, Engineering

Faculty attendees (not EC members) in attendance: Michelle Seyler, English, Paul Miele, Biology

I. Meeting Called to Order

- A. Quorum present
- B. Introductions of Officers by Murray
- C. John Ribezzo has been appointed the temporary treasurer
- D. Introduction of NEARI representation, John Leidecker and Christopher Cobleigh

II. Minutes

The minutes from the last EC meeting(s) 2015 were unavailable thus could not be approved. The previous CCRIFA secretary did not provide them to new CCRIFA administration.

III. Parliamentarian

Motion that Steve Forleo be temporary parliamentarian—appointed unanimously

IV. President's Report

- A. Murray asked John Leidecker to explain the ULPs and report on their current status.

Two unfair labor practices were filed (not the same as grievances, which are individual) (John Leidecker)

First ULP: Master Schedule case #6187 dismissed by Labor Board.

Second ULP: Concurrent Enrollment & PTECH case 6191 is pending.

Leidecker believes CCRIFA is in a better position with the second ULP and thinks we could use that to get leverage with the first ULP.

He also recommended putting both cases into “one pot.”

1. Master schedule—decision to adopt—administration must bargain decision to adopt.
 - a. The problem of optimal times
2. Obligated to bargain impact of PTECH (2017-2018 school year)
 - a. Students already enrolled in program
3. Clarification letter on power of administration to dismiss one of the two—

Administration must engage in impact bargaining. We can try to leverage.

Question about the administration forcing chairs to meet scheduling deadlines, about rolling over fall schedule to spring schedule.

The concern, with PTECH, is whether CCRI courses are being taught in the secondary schools. So far, no evidence that they are being taught although the program is underway and students are enrolled in the program.

Leidecker: RIC already carrying lots of PTECH. CCRI doesn't want to dismiss the possibility—competition with RIC. Lilli: RIC is a four-year school, a horse of a different color.

Parker and Sneesby claim no part in PTECH, according to Leidecker.

Leidecker: Non-negotiable administration right to change scheduling. Past history suggests no attempt to bargain previous scheduling changes. Leidecker argues that the deans did the wrong thing in past history. Leidecker claims that administration will claim that there will be no scheduling off the template, with select exceptions.

V. Treasurer's report

- A. CCRIFA is \$19,000 in the hole—treasurer still able to pay bills.
- B. Decrease in equity.
- C. Union dues are going up yet our budget the same, even going down.
- D. Projecting another decrease in equity.
- E. Dues deduction \$663 per year.

1. Discussion of increases per payroll period in order to achieve equity.
- F. Scholarship fund
 1. Decision made to invest some of the money in an attempt to build fund.
 - a. Brokerage account

Ribezzo proposes addressing the issue of increasing union dues at the next EC meeting.

Murray proposes spending some money on CCRIFA officer stipends (for 2018 - 2020 officers.) He also noted CCRIFA needs basic equipment and office supplies. CCRIFA office doesn't even have a computer.

Lilli: Asks about finding a way to charge those in agency status more.

MOTION made by John Mowry to accept the treasurer's report- passed unanimously.

VI. Vice President's Report

Cobleigh and Rood explain 2 pending grievances

- A. Professor who applied for early promotion
 1. College administration claims right to decide eligibility—three steps into grievance procedure
 2. Rood makes case for pushing grievance—the need to retain quality professors.
 3. Problem of no real justification from administration in its letter except time.
 4. Administration concerns of promotion before tenure.
 - i. Board does tenure.
 - ii. Administration does promotion. (Melucci)
 5. Burdon—problem of continuity in way that department handles promotion.
 6. Tenure and promotion are independent of each other.
 7. Discussion of ways that tenure and promotion occur at other institutions.
- B. Reduction in course load as union president and department chair
 1. Argues that he should receive course reduction for both—administration does not agree. Administration's decisions for reductions for chairs seem to be arbitrary.
 - a. Stipend question—who's receiving stipends and for what?

- b. Murray wants compensation for the work that faculty is doing—making the cases.
 - i. More people should request stipends
- 2. Rob Mellucci made a motion to bring both grievances to arbitration—*motion passed 22-0*.
- 3. Question of whether people filing grievances should be named.

VII. Topics (unfinished and new business)

- A. No faculty advisory committee for the new deans as contract requires.
- B. Discussion of administration tabled so that by-law discussion can continue.
- C. Forming groups to study faculty salary and forming groups to work on by-law revisions.
- 4. Problem of some department chairs not holding EC elections w/in their departments.
 - 1. Lilli: Requirement that EC committee members attend in order to qualify to vote.
- 5. SWAT? Pressure on department chairs to respond within a certain time in their departmental evaluation—

5:00 Motion to adjourn...all in favor

Respectfully submitted,

Renée Anderson