

**Negotiations 1**  
**6/22/21**  
**2:00 p.m.**  
**Wales 203B**  
**SBFA Negotiating Committee Notes**

**Present:**

**Admin: Colin Leonard, Kevin Drumm, Penny Haynes, Lynn Fedorchak, Michele Snyder, Larry Allen, Jeanette Tillotson, Kim Perkosky (notetaker)**

**SBFA: Mike Lynch, Suzanne Shepard, Tim Skinner, Lisa Antalek, Kristin Bensen, Julie Cooley, Dawn Graney, Julianne Martin, David M. Michalak.**

**I. Introductions by Dr. Drumm, Suzanne Shepard, Colin Leonard, Mike Lynch:**

**Drumm: we need your help to create a transformative contract to meet our declining enrollment and increasing expenses.**

**Shepard: We are ready to help by offering our unique experience and expertise to help SUNY Broome become the most attractive community college in the state.**

**Leonard: I come from a union household even though I represent management. I look for “unfair advantages” in contract.**

**Lynch: I’ve been doing this work since 1990. The idea of “transformational” raises a lot of possibilities. Our proposal**

**took 6 months to prepare and included multiple town hall meetings, so it comes from the grass roots.**

## **II. Administration Setting Context:**

**A. Drumm: Suzanne and I have spoken about the possibility of the two of us tentatively resolving “low hanging fruit” ahead of time.**

### **B. Leonard:**

**Ground Rules: document created by Administration in consultation with M. Lynch.**

- **One lead negotiator: Leonard & Lynch**
- **Closed session**
- **Guest speakers allowed**
- **Write down agreements**
- **Total contract must be considered**
- **Must be tentative until all is balanced out**
- **Indicate approximate time length of caucus**

**Signed by Shepard. See separate document.**

## **III. Exchange of Proposals**

**A. Mike Lynch: major changes as follows—**

- **Loading switched to contact mode**
- **Pay raises “fair and equitable” (Colin nodded)**
- **Meaningful role for faculty in establishing class size**
- **Unified rate of pay for adjuncts and overloads**
- **College taking on dental plan administration**

**B. Colin Leonard:**

- **Clarification: strikethrough means take out; bold means add? (ML says yes)**
- **Realigning retiree health insurance this fall: “retirees and active members will ‘flow together’ to manage cost”**
- **Class size/section management: “Finance has worked on this”**
- **Student evaluations of every course by every professor every time**
- **Article 50: all online courses will be college owned**
- **“quota”**
- **38l returns to previous language**
- **No “non-academic” chairs**
- **No compensation listed at this time**

**IV. Set meeting dates**

**V. Caucus & close at approximately 4:00 p.m.**

**Respectfully submitted,**

**Suzanne V. Shepard, Ph.D.  
President, SBFA**