

## **EGCC-EA Executive Committee met at 12 pm on 3/6/202 in Room B101 on the Youngstown Campus**

Attending: Gina Augustine, Ryan Fritch, Lori Parry (Zoom), Jonathan Knapp (LRC), and Shirley Fisher-Ciancetta. Guest EGCC-EA members in attendance: Danielle Anderson and Jim Corrin.

### **Meeting was called to order at 12:20 pm by Gina Augustine, Co-Leader EGCC-EA. She began by submitting an Executive Report:**

1. After a payroll error, adjunct faculty did not receive their 2/14 pay and full-time faculty did not receive their auxiliary pay, and some adjuncts were erroneously paid for courses which were cancelled. Gina Augustine contacted Josh Martin and worked with him to determine cause, administrative actions, and a timeline. LRC Jonathan Knapp and the Executive Committee were alerted. A potential response was planned if administration did not meet their timeline to remedy the situation. Faculty members had contacted and complained to the Board of Trustees. The *Herald Star* contacted Gina about the issue. She chose not to respond. Payroll on 2/28/2020 was correct.
2. Early in March, a support staff member was abruptly removed from her job and given another (maintaining her pay, seniority, and collective bargaining status). Gina was able to intervene, and the staff member was permitted to go back to part of her job. She was also assured that the tuition reimbursement she had been fighting for would finally be released to her.
3. Another support staff member was recently transferred from her grant funded position to a regular EGCC position. With union oversight this staff member maintained her pay, her seniority, and collective bargaining status. (Gina continues to follow another grant funded position concern and will provide updates when it is resolved.)
4. After concerns about office equipment being misappropriated, Gina and Ryan Fritch talked with Karla Martin and Bob Roesenthaler. The equipment was returned with the assurance that protocol would be followed in the future.

### **Gina also stated that-**

- After concerns were expressed about an individual's personnel file, Gina has resolved to keep a close watch on how administration maintains personal files and to ask for audits when necessary.
- After meeting with representative Bret Benack about ethical and logistical concerns of OEA renting space from EGCC for a Drop-in Office, the Executive Team was assured that the lease agreement would be developed carefully and that high standards would be maintained. After asking for and being given a key to the office space, the Executive Team withdrew concerns at this point, but will continue to "monitor" the situation for possible future issues. EGCC-EA will work with OEA and local affiliates to develop and maintain scheduling protocols. Ultimately, OEA is saving thousands of dollars a year with this new rental agreement.
- Tracey Anderson's grievance was addressed on Monday, 3/9/2020. More information will be provided as it becomes available.

**After the Executive Report/Discussion concluded, guests Danielle Anderson and Jim Corrin provided a detailed presentation of the newly formed Diversity and Inclusion Committee.**

[http://egccea.ohea.us/files/2020/03/EGCC-DI-Presentation\\_03062020.pdf](http://egccea.ohea.us/files/2020/03/EGCC-DI-Presentation_03062020.pdf)

The EGCC-EA Executive Committee was impressed by the scope of organization and detail provided by the Diversity and Inclusion Committee. We urged Danielle and Jim to have the team complete their work and share the committee's structure, constitution and bylaws, and budget request with the President's Cabinet.

Meeting adjourned at approximately 2 pm.