

Illinois Eastern Community Colleges and IECCEA Mediation Session Summary

Date: November 5, 2024

The Federal Mediation and Conciliation Service (FMCS) mediator, Mr. Dave Rose, convened the mediation session promptly at 12:02 PM. He started by encouraging both parties to pick up from where we left off last time, recalling that Section 12.1 - Right to Representation was the last item being discussed.

At 12:05 PM, Ms. Angela Williams, the Union's IEA UniServe Director, requested a brief 5-10 minute caucus with her team. After a longer-than-expected break, the Union rejoined at 12:58 PM, with Mr. Rose acknowledging the extended time but emphasizing its potential to benefit both sides. Ms. Williams asked Mr. Rose to reorient the group, and IECC's legal counsel, Mr. Jim Powers, restated IECC's stance on Section 12.1, referring her to the language provided in our proposal from September 27, 2024. Nixie Hnetkovsky requested the proposal be e-mailed to her. Ms. Williams admitted this proposal had been "lost in the shuffle" and requested additional time to consider it.

At 1:30 PM, Mr. Rob Mason presented an economic proposal addressing faculty rank in response to IECC's July 28, 2023 counterproposal to the Union's opening. Mr. Powers reminded Mr. Mason of the comprehensive economic package IECC had submitted on September 5, 2024 which was still awaiting action from the Union. Mr. Mason clarified that his offer was a stand-alone proposal. Shortly after, the IECC team requested a caucus at 1:36 PM, which concluded at 2:06 PM with the mediator joining IECC for further discussions.

At 3:08 PM, a sidebar between IECC and the Union commenced, aiming to clarify IECC's position on its economic package and expressing concern over Fair Share language in the current contract. The sidebar led to an agreement for Mr. Mason and Mr. Hawkins to meet on November 7 to share information about how each side has costed their respective economic proposals. Ms. Williams also noted she would seek legal review of the Fair Share clause, and questioned its removal from the contract as nothing legally required its removal. Mr. Powers disagreed with this position.

Following the sidebar's conclusion at 3:52 PM, IECC requested that the Union review our proposed language modifications on Tenure and Right to Representation, while the Union urged IECC to consider their proposed language on Section 2.3, Outside Employment. The mediator then held a caucus with the Union at 4:39 PM, returning with a Union proposal on Section 9.3, concerning Overload.

Both parties agreed to review all outstanding proposals in preparation for the next mediated negotiation session scheduled for November 25. The meeting adjourned at approximately 5:00 PM.