

## ALL FACULTY ASSOCIATION GENERAL MEETING MINUTES

May 16, 2007

*(Approved by the Executive Council on August 29, 2007)*

Executive Council members present (noted by \*):

*Janet McCulloch, presiding	*John Daly	*Michael Kaufmann	*Warren Ruud
*Alix Alixopulos	*Cheryl Dunn	*Reneé Lo Pilato	*Greg Sheldon
*Lara Branen-Ahumada	*Johanna James	*Michael Ludder	*Linda Weiss
*Paula Burks	*Joyce Johnson	*Andrea Proehl	*Lynda Williams

Also present: Carole Bennett, Abby Bogomolny, Ted Crowell, Marjorie Grossman, Lynn Harenberg-Miller, Ann Herbst, Ray Johnson, Michael Meese, Amy Merkel, Cheryl Redmon, Peg Saragina, Ed Sikes, Jim Spencer, Todd Straus, Deborah Sweitzer, Tad Wakefield, Breck Withers; Judith Bernstein and Candy Shell

The meeting was called to order at 3:07 p.m.

### MEMBER CONCERNS

1. 2006-07 Negotiations. Janet McCulloch informed the gathering that AFA is required to hold a General Membership Meeting every semester. Typically, the spring semester meeting is used to share information about a Tentative Agreement; however, no agreement has been reached yet. She said that the Council would be meeting directly after the General Meeting to consider the District's latest offer and a meeting with the District is scheduled for Monday afternoon, May 22. It is anticipated that an *AFA Update* informing faculty about the status of negotiations will be distributed to campus mailboxes on Tuesday morning, May 23. Janet briefly described a process outlined by the Public Employee Relations Board (PERB) whereby, if the parties engaged in negotiations cannot reach agreement, a formal statement of impasse may be filed, after which PERB would appoint a mediator to assist the parties in trying to reach an agreement. If mediation is unsuccessful, the next step would be to move forward to fact-finding. A case would be assembled and the parties would proceed to arbitration, where an administrative law judge would review the case. As is the case with most school districts, the AFA/District Contract does not include a provision for binding arbitration, which means that, even if the administrative law judge makes a decision in favor of the bargaining agent that s/he deems to be fair, the SRJC Board of Trustees may reject it. Mediation proceeds rather quickly; however, fact-finding and arbitration can take some time. Unfair labor practices may also be filed with PERB.

Lengthy discussion of the following topics ensued:

- what faculty can do to show their support;
- what the factors are that contributed to negotiations moving so slowly;
- what the economic factors are (e.g., the State budget, the roster problems, the District's plan to fund the Early Retirement Option and Retirement Stipend liability for the future, and the problems with the Race Building construction) that have had an effect on negotiations;

- what the agreement was when faculty waived their right to a raise during the budget crunch several years ago;
- what the District has done to cut costs, other than taking it out of faculty and classified salaries;
- whether there should be a planned action for the Graduation ceremony and what effect that might have on negotiations;
- how faculty can get access to the District's fiscal data and other relevant information;
- how faculty can individually and collectively put pressure on the District;
- how much new money the District received this year from the State;
- how health benefit premiums have changed in the last several years and the effect that has had on negotiations;
- what the difference is between interest-based bargaining and positional bargaining;
- how much faculty do for the College that is above and beyond what's required in the Contract and how many are not getting paid for all the work that they do;
- what the plan is to move the process forward, keep it alive, and keep faculty informed over the summer;
- what role the Board of Trustees has played relative to the role Dr. Agrella has played in negotiations, and
- what faculty can do to effect long-term changes in the District and Board's positions.

Janet informed the group that no details regarding negotiations could be released until the impasse petition is accepted by PERB. "People Not Buildings" buttons will be handed out to faculty before the Graduation ceremony.

The meeting was adjourned at 4:10 p.m.

Minutes submitted by Judith Bernstein.