

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
RETREAT MINUTES**

March 22, 2009

*(Approved by the Executive Council on April 8, 2009)*

Executive Council members present (noted by \*):

*Warren Ruud, <i>presiding</i>	*John Daly	Joyce Johnson	*Dan Munton
Alix Alixopulos	*Cheryl Dunn	*Michael Kaufmann	*Andrea Proehl
*Lara Branen-Ahumada	*Lynn Harenberg-Miller	*Reneé Lo Pilato	*Greg Sheldon
*Paula Burks	*Johanna James	*Michael Meese	Mike Starkey

*Vacancies: Two Regular Faculty Seats: terms expire August 2010*

*One Adjunct Faculty Seat: term expires August 2009*

Officers/Negotiators present: Ted Crowell, Ann Herbst, Janet McCulloch;

Councilors-elect present: Dianne Davis, Karen Frindell, Michael Ludder, Audrey Spall

Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 12:15 p.m.

**PRESIDENT'S REPORT**

1. Vacant Seats. Warren Ruud explained that, when the Bylaws were revised to increase the size of the Council by three seats (two regular and one adjunct), there had been a discussion about the terms of the new seats, with the idea that the total number of both adjunct faculty and regular faculty Council seats would be evenly split across odd and even-year elections. The problem at that time (Spring 2008) was that, in order to split the six adjunct faculty seats evenly (three each year), the person in the newly created adjunct seat would end up serving only a one-year term. A decision was put off and now, one year later, the adjunct seat lines up correctly but the two newly created regular faculty seats do not (each would be for a one-year term). To remedy this problem, Warren said that he and Cheryl Dunn, both reelected this spring, have agreed to take the two one-year seats, and run for election again in Spring 2010. Warren distributed a spreadsheet showing the distribution of the regular and adjunct faculty seats. There are now a total of 19 seats on the Council — 13 regular faculty and 6 adjunct faculty. In odd years, seven regular faculty and three adjunct faculty seats would be up for election. In even years, six regular faculty and three adjunct faculty seats would be up for election. Warren also informed the Council that, Joyce Johnson, regular faculty in Behavioral Sciences, notified the Officers that she has resigned from the Council. Her term expires mid-August 2010. This mid-term resignation brings the total number of vacant regular faculty seats to three. Since one new adjunct faculty member and four new regular faculty members were recently elected to the Council, Warren recommended that, in accordance with the Bylaws, the Council consider filling the four vacancies by appointing Councilors-elect, schedules permitting. (One Councilor-elect has already indicated that her schedule would preclude her from taking a seat this semester.) As there were no objections, these appointments will be brought forward for action at the March 25, 2009 Council meeting. The Council also agreed to schedule a discussion about the Adjunct Faculty District Activities Fund (AFDAF) budget at the March 25 meeting, in order to confirm that

there would be funds available to compensate Michael Ludder for the extra Council meetings should he be appointed to fill the adjunct vacant seat.

2. **AFA Policy — Confidentiality.** A subcommittee composed of Mike Meese, Michael Kaufmann, Mike Starkey, and Warren Ruud was appointed to develop an AFA Confidentiality Policy. Following a meeting of the group, Mike Meese developed a first draft for review by the group. Subsequently, several people contributed to the next version, which was distributed to Council members for their review. The Council engaged in an extensive discussion about the content of the policy and the following comments were made: 1) the introduction needs to be expanded to include the guiding principle, which is to protect the negotiations and conciliation/grievance processes from contamination by outside forces and to protect the privacy of individuals; 2) new Councilors-elect would benefit from some orientation and training; 3) the President and/or the Chief Negotiating Officer have been designated the official spokespeople of the organization, and are the ones to answer questions about negotiations; 4) the phrase “but is not necessarily limited to” should be inserted into the first sentence in the Definition section of the policy; 5) AFA staff members are considered to be confidential employees at large; 6) the process should include a timeline, so that someone who feels that there has been a breach of confidentiality brings it forward in a timely fashion and the officers address it without letting too much time go by; 7) while there are a great many safeguards written into the policy, the rights of the person being charged with breaching confidentiality, and how the person is allowed to respond, should be spelled out; 8) the person who was alleged to have violated confidentiality could be referenced in #5 in the Process section — that person should be notified prior to the meeting at which the evidence will be presented to the Council; 9) item #2 in the Process section should be rephrased so that the two officers bring the matter to “the next meeting” and “interviewing the involved parties” should be incorporated into that sentence; 10) rather than reinventing the wheel, it might be helpful to look at the Grievance article for sample language to use in terms of the timeline and the rights of the person who may or may not have committed a breach; and 11) the second sentence in #5 under Process should start with “All Councilors ...” Warren pointed out that no policy on confidentiality currently exists, and that it is important to establish one, even if it’s not perfect, with the understanding that future revisions may be necessary. He said that he would meet with AFA staff on Tuesday, March 24, to incorporate into the policy the suggestions raised during this discussion, and that he would send out the next draft prior to the March 25 meeting.

### **DISCUSSION ITEMS**

1. **AFA Political Action Committee (PAC) Activity.** In providing a context for this topic for the new Councilors-elect, Warren Ruud explained that the AFA PAC is a separate, parallel group to the association and that it has a certain charge that does not apply to the association. Membership recruitment, and political and charitable activities are considered to be “non-chargeable” activities of the association. Fair Share Service Fee payers are not required to pay that portion of fees attributable to non-chargeable activities. According to the last audit, 99.19% of AFA’s activities were chargeable. The chargeable percentage for many associations across the State is in the 60 – 80% range, because they’re much more politically active than AFA. Warren noted that this month the PAC contributed towards expenses incurred by students who participated in the “March in March” at the State Capitol. He suggested that the AFA PAC could increase its level of activity by partnering with Associated Students and the Faculty Association of California Community Colleges (FACCC), expanding

the political advocacy page on the AFA Web site, or taking a more active role in SRJC Board of Trustee elections. The current PAC Steering Committee, which takes its direction from the Council, is composed of Alix Alixopoulos, Cheryl Dunn, and Janet McCulloch.

Michael Kaufmann reported that, in looking at a few different college union Web sites, he found varying levels of activity. Whereas some college unions take stands in support of a woman's right to choose and/or same sex marriage, or against the war in Iraq, AFA has always been a "bread and butter" union, focusing on issues surrounding compensation and working conditions. Michael observed that AFA has not historically put a great deal of effort into its relationship with other groups in the College (students, SEIU/classified employees, and STNC, for example), or into attempts to influence the composition of the Board, and questioned whether the PAC should expand its activities in this direction. The Council engaged in an extensive discussion on the topic, and considered whether it is in AFA's long-term interest to: 1) increase the amount of money given to Board of Trustees candidates who are in support of faculty issues; form coalitions with students and other employee and community groups; sponsor candidate forms; and commit time and energy to canvassing neighborhoods to get out the vote; and/or 2) increase the amount of money given to FACCC and CCCI (California Community College Independents) for state-level political advocacy that could potentially solve the state-level problems that affect SRJC's funding. It was suggested that AFA survey the faculty to determine their level of interest in and support for an increase in the AFA PAC's activities in these areas. A recommendation was also made to advocate for and take monetary action relative to ballot measures included in the special state-wide election on May 19, 2009, in order to help prevent catastrophic cuts in the governor's "May Revise" to the State budget. Warren noted that, although CTA and CFT did not put any money or energy behind their stated support of Prop. 92 last year, they may rally this time, and he suggested that the Council consider issuing a recommendation to the AFA PAC regarding contributions to May 19 ballot measures. He directed staff to place this topic on a future agenda as a discussion item.

2. Load Banking. This item and subsequent discussion were conducted in closed session.
3. Compressed Calendar. This item and subsequent discussion were conducted in closed session.
4. Due Process. This item and subsequent discussion were conducted in closed session.
5. Negotiations Issues during the Budget Emergency. This item and subsequent discussion were conducted in closed session.

#### **AFA STANDING COMMITTEES/WORKGROUPS**

The Council broke up into four workgroups (Adjunct Issues, Article 16, Benefits, and Retirement) to define the role of each workgroups, set goals, establish future meeting schedules, and brainstorm about questions for the upcoming AFA survey. Following the breakout sessions, a representative from each group presented a brief report to the Council. Warren noted that an electronic copy of the reports would be emailed to the Council.

The retreat was adjourned at 4:12 p.m.

Minutes submitted by Judith Bernstein.