

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL & GENERAL MEETING  
MINUTES**

May 13, 2009

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

**EXECUTIVE COUNCIL MINUTES**

Executive Council members present (noted by \*):

*Warren Ruud, presiding	*Cheryl Dunn	*Michael Ludder	*Greg Sheldon
*Alix Alixopulos	*Lynn Harenberg-Miller	*Sean Martin	*Audrey Spall
*Lara Branen-Ahumada	*Johanna James	*Mike Meese	*Mike Starkey
*Paula Burks	*Michael Kaufmann	*Dan Munton	*Julie Thompson
*John Daly	*Reneé LoPilato	*Andrea Proehl	

Also present: AFA Officers & Negotiators: Ted Crowell, Ann Herbst, Janet McCulloch  
AFA Office Staff: Candy Shell.

The meeting was called to order at 3:00 pm

**MINUTES**

In the interest of time, postponed review and approval of the minutes from the April 22, 2009 Executive Council meeting.

**ACTION ITEMS**

None.

**MAIN REPORTS**

Negotiations Report. This report and subsequent discussion were conducted in closed session.

**GENERAL MEETING MINUTES**

**MEMBER CONCERNS**

Forego in the interest of time.

## DISCUSSION ITEMS

Negotiations Update.

Warren Ruud, AFA President, gave an overview of the state financial crisis and the local repercussions. Education will take the biggest hit. He framed the following three main monetary issues that should be funded, even in these challenging times, and that AFA and the District are currently working on together for the 2009-10 academic year:

- Salary  
Rank 10 Salary Status  
Approximate cost is \$1.1 million
- Health Benefits  
Regular faculty fully paid health benefits  
Approximate cost is \$180,000  
Adjunct faculty medical benefits program  
Approximate cost is \$530,000
- Early Retirement Option (ERO) for Regular Faculty  
ERO—District-provided health benefits for qualified retired regular faculty to age 65  
District must address the liability represented by future retirees  
Liability is directed by the Governmental Accounting Standards Board (GASB)  
Approximate cost is \$960,000 annually

Janet McCulloch, AFA Chief Negotiations Officer, noted that salary and benefits have been on the negotiations table continuously since January 2009. Since no agreement has been reached yet, specific details are confidential. She then outlined the following non-monetary issues that AFA and the District have agreed upon this year. Many have been incorporated into Memoranda of Understanding (MOUs)—written agreements signed by both AFA and the District, which are effective immediately rather than delayed and waiting for ratification of a Tentative Agreement. (View full language of MOU's online at <http://www.santarosa.edu/afa/mou.shtml>.)

- Article 9 – Academic Freedom  
Article re-write addresses issue of “Red Star” event and public discourse by faculty members  
Approved by Academic Senate 3/4/09
- Article 15 – Faculty Service Areas (FSAs) and Competency Standards  
New updates affect new hires  
MOU signed 5/1/09
- Article 18 – Leaves  
Changes focus on being in compliance with the federal Family Medical Leave Act (FMLA)  
MOU signed 2/18/09

- Article 21 – Professional Growth Increments (PGI)  
Re-write clarifies guidelines and allows PGI committee to give faculty member proposals pre-approvals  
MOU signed 5/4/09
- Article 29 – Substitutes and Reporting Faculty Absences  
New language better defines what is loaded and not loaded  
MOU signed 2/3/09
- Article 31 – Working Conditions  
Includes new transfer policy for multi sites  
Requires SRJC email system (Outlook) for official faculty/District communications  
MOU's signed 2/5/09 and 3/10/09, respectively

In addition, Janet discussed the following on-going, non-monetary matters being considered by AFA and the District:

- Article 1 – Agreement to the Contract  
“Re-openers”, topics for future negotiations, are being discussed
- Article 8 – Academic Calendar  
District-wide Calendar Committee is working on the new calendar  
New contract language for the article will be developed in 2009-10
- Article 14 – Evaluations  
Article will be completely re-drafted
- Article 30 – Tenure Review  
Language will be finalized this week  
Most significant change directs committee teams to develop college service and professional development plans for faculty members on tenure track

Open discussion with faculty members in the audience included the following topics. Questions from faculty members are in italics; answers by AFA officers follow.

#### Rank 10 Salary Status

*Has the Negotiating Team considered the logic of sacrificing in the short term and restoring in the long term?*

AFA is very sensitive to that concept. The last time we agreed to temporary concessions, restorations never happened. It's better for all parties to deal with specifics.

#### Health Benefits

*What is the increase in premium costs and how will they be funded?*

Two years ago, the District agreed to fully fund regular faculty health benefits at the 2008-09 rate, plus COLA. For 2009-10 there is no COLA and state trends in premiums point to an

increase of \$150,000 to \$180,000. (Exact figures will be announced as a quote to the Fringe Benefits Committee on May 22, 2009). So the \$150,000 to \$180,000 premium increase difference for 2009-10 is the shortfall that needs to be funded and is being addressed in negotiations.

*Why not go with one carrier, the less expensive Kaiser plan, for example?*

It is important to maintain a choice in carriers to be able to shift the risk between pools and promote competition between carriers, which ultimately lowers our premium rates. South Marin's fate is a good example of the negative consequences of eliminating carrier competition. The year after they chose only Kaiser as their carrier, their rate increased 32% compared to Kaiser's overall state increase of 28%.

*Since cost sharing for dependents was included in the recent benefits survey, is it being actually considered?*

All scenarios needed to be included on the survey and that was only one of many options. The option that would work best for the greatest number of people would be the one most seriously considered in negotiations.

*What are the results from the faculty benefits survey?*

The results summary from regular and adjunct faculty is available to view online: <http://www.santarosa.edu/afa/surveys.shtml>.

*Can the District reserves be used to pay for health benefits?*

The District has had to tap into the reserves so they are not that strong, especially compared to other districts. Besides, reserves are not used to pay for ongoing expenses, like health benefits.

### Early Retirement Option (ERO)

*Has there been discussion of any changes in the terms for ERO?*

The District will administer an actuarial study in order to determine when most faculty members retire. There is evidence of fewer faculty members retiring at 55, the age of possible ERO eligibility; however, no change in options has been decided.

### May 19 California Special Election Consequences

*If the propositions pass, will we be better off in negotiations?*

There would still be a substantial budget shortfall in the state even if the propositions pass. If they don't pass, the chancellor for California community colleges will announce considerable budget cuts in June. Growth funding from the state is highly unlikely. With regards to Rank 10 salary status, it is relative to all other community colleges in the state, regardless of the election outcome.

*Is there any help from Washington lawmakers?*

The stimulus money is not working its way into the community college system.

### Alternatives

*Has the District considered cost savings in management and classified staff?*

Actually, SRJC has a very small administrative staff, relatively speaking. The figures are included in a reporting to the chancellor's office.

*What about the money saved in canceling and delaying sabbaticals?*

That agreement with the District (see MOUs <http://www.santarosa.edu/afa/mou.shtml>) is about helping their cash flow. The \$805,000 in savings is set aside in reserves to pay for health benefits.

## **PRESENTATION OF AWARDS**

### **2009 AFA Exemplary Service Award – Bernard Sugarman**

John Daly, long-time AFA Councilor and Negotiator and past AFA president, introduced and presented the AFA 2009 Exemplary Service Award to Bernard “Bernie” Sugarman. Bernie was one of the founders and pivotal leaders of AFA. John noted that Bernie lobbied for the importance of a local bargaining agent and keeping dues local, and that his energy brought this organization the respect of both faculty and administration, alike. Bernie was presented with an engraved plaque and his name will be added to the Exemplary Service Award perpetual plaque hanging in the AFA office.

### **AFA Distinguished Service Awards**

The Council honored Johanna James and Greg Sheldon (outgoing regular faculty Councilors) and presented them with certificates to thank them for their extraordinary contributions and many years of dedicated service to AFA.

### **AFA Certificate of Appreciation**

Joyce Johnson, resigning regular faculty Councilor, was also presented with a certificate of appreciation for her contributions and dedicated service as AFA Councilor.

The meeting was adjourned at 5:07 pm

Minutes submitted by Candy Shell.