

## **AFA EXECUTIVE COUNCIL MEETING MINUTES**

August 24, 2011

*(Approved by the Executive Council on August 31, 2011)*

Executive Councilors present (noted by \*):

*Warren Ruud, <i>presiding</i>	*Cheryl Dunn	*Sean Martin	*Julie Thompson
*Paulette Bell	*Brenda Flyswithawks	*Dan Munton	
Lara Branen-Ahumada	*Karen Frindell Teuscher	*Mary Pierce	<i>(Three vacant</i>
*Paula Burks	*Andre Larue	*Audrey Spall	<i>adjunct seats)</i>
*Dianne Davis	*Reneé Lo Pilato	*Mike Starkey	

Officers/Negotiators present: Ann Herbst, Lynn Harenberg-Miller, Jack Wegman  
Faculty present: Ted Crowell  
Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 3:08 p.m. in the Bertolini Student Center Senate Chambers on the Santa Rosa campus.

### **MEMBER CONCERNS**

1. AFA PAC Endorsements. Sean Martin conveyed a request from one of his colleagues that, in light of recent changes at the District level, as well as the prospect of upcoming elections, AFA review and discuss its position on advocacy relative to its role in endorsing candidates for local and statewide office. Warren Ruud noted that the Council would be exploring that issue this year.

### **MINUTES**

There being no corrections or additions, the Council accepted the minutes from the following meetings as submitted: May 18, 2011 Executive Council Special Meeting; May 23, 2011 Executive Council Special Meeting; and May 23, 2011 General Meeting. (Approved minutes are posted at [www.santarosa.edu/afa/minutes.shtml](http://www.santarosa.edu/afa/minutes.shtml).)

### **DISCUSSION ITEMS**

1. AFA Executive Council Meeting, 3 – 5 pm, Wednesday, August 31. (See Discussion Items #2 and #5.)
2. Fall 2011 AFA Calendar. Warren reviewed the tentative meeting schedule for Fall 2011, which includes eight regularly scheduled Council meetings and a possible Special Council Meeting in the afternoon on August 31 (the fifth Wednesday of the month). Warren commented that, if the Council does not meet on August 31, there would be a three-week gap before the next regularly scheduled meeting, and there are a number of pressing topics that the Council won't have the time to discuss during today's meeting. There will be no Council meeting on November 23 (the fourth Wednesday of the month and the day before Thanksgiving), since it is a Flex placeholder day; consequently, another special Council meeting is tentatively

scheduled for November 30 (the fifth Wednesday of the month). That meeting could be cancelled, if the officers determine that it is not necessary at that point in time to meet.

Although the Council's fall retreat has been held typically on the last weekend in September, Saturday, October 8 appears to be the date with the fewest conflicts in terms of other meetings and conferences. (The CCCI conference will most likely be held on October 14<sup>th</sup> and 15<sup>th</sup> or, alternatively, on October 1<sup>st</sup> and 2<sup>nd</sup>.) Warren asked the Council about their availability on October 8<sup>th</sup> and said that AFA staff will conduct a Doodle poll to determine whether that date works for everyone. Several Councilors who are unavailable on October 8<sup>th</sup> asked about the possibility of October 22<sup>nd</sup>. Others expressed the concern that, if the Council is hoping to spend some time at the retreat doing planning for the year, then October 22<sup>nd</sup> would be too late. Warren suggested that the Doodle poll start off with three options: October 1<sup>st</sup>, October 8<sup>th</sup>, and October 22<sup>nd</sup>.

Warren reported that he has been engaged in discussions with FACCC's Director of Government Relations Andrea York about the possibility of her presenting a workshop at SRJC on September 29<sup>th</sup>. No District-wide committee meetings are scheduled on that day, because it is the fifth Thursday of the month. The likely topics for the workshop would be retirement and unemployment issues for adjunct faculty—two of Ms. York's specialties.

Following the discussion, by unanimous voice vote, the Council approved a motion made by Brenda Flyswithawks and seconded by René Lo Pilato to move this item to action.

### 3. AFA Appointments

- District-wide Committees: Warren reminded the Council that three AFA representative positions remain unfilled:
  - Equal Employment Opportunity Advisory Council (EEOAC), (formerly known as the Staff Diversity/Affirmative Action Committee): Karen Furukawa is chair, and EEOAC meets on an as-needed basis. Jack Wegman volunteered for that position.
  - Professional Development Committee (PDC): AFA has two seats on the PDC, and Karen Frindell-Teuscher is one of the two representatives. Karen briefly described the activities of the committee, which meets on the second and fourth Thursdays of the month from 12:00 to 1:00 p.m. Dianne Davis said that she would consider serving.
  - Sabbatical Leave Committee (SLC): The SLC meets on the second and fourth Mondays from 3:00 to 5:00 p.m. According to Warren and Ann Herbst, the workload, which involves reviewing proposals and reports, will vary depending upon the timeline for submissions and what happens with sabbaticals in terms of negotiations. Warren also pointed out that an important issue for discussion in both negotiations and the SLC is the District's interest in switching to merit-based sabbaticals. Warren requested that Councilors consider the possibility of serving in this position and solicit interest from their colleagues.

(The roster of AFA representatives to District-wide committees for 2011-12, approved on 5/11/11, is available at [http://www.santarosa.edu/afa/Misc/standing\\_cmtes\\_11-12.pdf](http://www.santarosa.edu/afa/Misc/standing_cmtes_11-12.pdf).)

- AFA Standing Committees: Warren reviewed the officers' recommendations for appointments to each of the AFA Standing Committees, and Councilors responded with their interest and/or availability. Warren pointed out that the AFA PAC has an opening for an adjunct faculty member, and the officers have asked Mike Starkey and Paulette Bell to participate in the Publications Workgroup. Dianne Davis clarified that she will be the Note Taker on the AFA Negotiations Team this year, and Lynn Harenberg-Miller said that she would not be able to participate on the Article 16 Committee this semester due to a class schedule conflict. Warren explained that, other than performing some research, the Retirement Issues Task Force has not been very active because discussions with the District are on hold until the District's next actuarial evaluation (currently scheduled for June 2012) has been completed. The task force, and the Negotiations Team, will then focus on various

issues including the Early Retirement Option, the retiree medical/dental stipend, and the placement on the length-of-service list of retirees returning as adjunct faculty.

(The draft roster of AFA Standing Committees for 2011-12, to be approved by the Executive Council, is available at [http://www.santarosa.edu/afa/Misc/standing\\_cmtes\\_11-12.pdf](http://www.santarosa.edu/afa/Misc/standing_cmtes_11-12.pdf) .)

4. Vacant Adjunct EC Seats. Warren noted that the listing on the agenda of a negotiation team vacancy was a typo. Mike Starkey, Mary Pierce, and Paulette Bell will lead the recruitment effort for candidates for the vacant adjunct Councilor seats, and an email announcement will be sent out on DL.STAFF.FAC.ADJ.ALL soon. In addition, Warren encouraged Councilors in both Santa Rosa and Petaluma to join in the recruitment effort by talking to their adjunct colleagues. He noted that the AFA Bylaws provide for either a special election or an appointment by 2/3 of the Council, and recommended that the Council make that decision at a later date.
  
5. FACCC Contract Membership. Continuing a topic of discussion that began in Fall 2010, Warren asked that Councilors consider the idea of asking SRJC faculty to enter into a "contract" membership with the [Faculty Association of California Community Colleges](#) (FACCC). Currently, becoming a FACCC member is an individual decision, with each regular faculty FACCC member contributing \$18 per paycheck, for an annual total of \$180, and each adjunct faculty FACCC member contributing \$5 per paycheck, for an annual total of up to \$50. FACCC is pursuing contract memberships to increase the number of their members in order to have a greater impact in their advocacy efforts with legislators. Several community colleges have become FACCC contract members: Foothill DeAnza, Santa Monica, Los Rios, and Santa Barbara. The faculty association at Contra Costa is currently considering the matter. A contract membership means that every faculty member would automatically become a FACCC member, instead of making an individual decision whether to join, and each would have a monthly mandatory payroll deduction. The AFA membership would be asked to vote on whether SRJC faculty as a group should enter into a contract membership with FACCC. The decision would also impact Fair Share Service Fee payers, who pay the same amount as AFA members do for AFA representation, but do not have voting rights. Contract membership with FACCC typically includes a 10% discount in membership fees (regular faculty membership is \$162 per year, and adjunct faculty membership is \$45 per year). Since an annual membership of up to \$45 would disproportionately and negatively impact adjunct faculty members who teach very few hours (for example, someone who only earns \$150 per year), Warren broached the idea to FACCC of structuring the membership fee as a proportional rate, similar to the AFA dues and fees structure, rather than a flat head-count rate. It would be more equitable if everyone pays the same proportion. FACCC has indicated that it is agreeable to that idea; however, nothing has been finalized. At the present time, there are approximately 100 regular SRJC faculty members who are FACCC members, and approximately 65 adjunct SRJC faculty members who are FACCC members. In general, most of the regular faculty FACCC members are closer to retirement than they are to the beginning of their careers. Currently, AFA and FACCC split the cost of the first year's membership for all new probationary faculty and a certain number of adjunct faculty.

Warren then presented a spreadsheet that demonstrated how a proportional rate as compared to a flat fee rate impacts both the individual and the aggregate amount. He said that FACCC is looking for market share and an amount of money that will net them the amount they need to do the work they want to do for SRJC faculty, and also an amount that the membership will approve. With a contract membership, 100 percent of the fees go to FACCC's educational institute, which makes the amount fully tax deductible for most individual faculty members. (Individuals should consult their tax preparers for details.) With an individual membership only 80 percent of the membership fees is tax deductible, because a portion goes to FACCC's Political Action Committee. Regular faculty members who are already FACCC members would see a decrease in their monthly contribution. The monthly contribution for adjunct faculty working at 40 percent would be less than \$5

Councilors raised several questions, including:

Q: How would FACCC persuade the membership that everyone should join, when the fiscal situation at the state level hasn't changed, nor is it likely to change?

A: That is the case that FACCC will need to make to the faculty. It is hard to prove what effect FACCC is having or how bad the situation for community college faculty would be without FACCC. Recently, FACCC did a great deal to mitigate the attack on P.E. offerings. They are currently advocating strongly for proposed legislation that would benefit adjunct faculty across the state in terms of increased hourly assignment rights (similar to AFA's Article 16), making salary structures comparable to regular faculty (similar to AFA's salary schedules); and making Social Security a retirement plan option statewide. FACCC is working strongly against the Brownley bill, which creates a private extension college. With a contract membership, every faculty member would receive the FACCC magazine and newsletter, and would be tied in more globally. Similar to how it works with public radio, everyone has access and reaps the benefits of FACCC's work on their behalf, but not everyone contributes their fair share.

Q: Should the Council decide to put this issue to the membership for a vote, what would be the threshold for approval?

A: A simple majority, or 50 percent plus one vote, would be required for approval.

Q: Are there issues that FACCC advocates for that are also Senate issues? Might there be a partnership with the Senate?

A: The Senate might decide to support AFA's decision, but the decision to enter into a contract membership with FACCC is not within the Senate's purview.

Q: All of the faculty would be appreciative of an outline of why it's to our advantage to have FACCC as an ally. At \$16 a month for regular faculty, it's not a lot of money to have increased representation in Sacramento, but it's in our interest to have an outline of benefits.

A: At other campuses, FACCC has provided pamphlets and fliers outlining the benefits. Faculty from other contract-member colleges would most likely come to SRJC to make presentations to the faculty, and FACCC would hold workshops. They would talk about what they have done for faculty. For example, this summer, FACCC went to bat for several adjunct faculty members who were denied unemployment benefits. FACCC's Andrea York contacted legislators in Sacramento on their behalf, and all of the cases were subsequently resolved at the same time in favor of the faculty.

Warren noted that one of the reasons to hold a special Council meeting on Wednesday, August 31, is to provide FACCC with an opportunity to make a presentation to the Council. Membership Director Bryan Ha, FACCC Treasurer Rich Hansen, and former FACCC President Dennis Rich (from Santa Barbara City College) might come to that meeting.

### **ACTION ITEMS**

1. Fall 2011 AFA Calendar. Following discussion (see Discussion Item #2), by a unanimous show of hands, the Council approved a motion made by Brenda Flyswithhawks and seconded by Paula Burks to approve the AFA Fall 2011 Calendar as submitted, pending confirmation of the date for the Fall 2011 Council retreat. Warren said that, once the retreat date has been finalized, he would forward to the Council an electronic version of the Fall 2011 Calendar. (An AFA calendar of meetings, events, and deadlines is available at <http://www.santarosa.edu/afa/calendar.shtml> .)

### **MAIN REPORTS**

1. President's Report. Warren Ruud briefly updated the Council about discussions that he and members of the Negotiations Team had (last spring and last week) with several District administrators about the hiring of two management positions (Student Services dean in Petaluma and EOPS director). He noted that AFA has serious concerns about the District's

decision to fill those two positions, given the District's decision last spring to cancel numerous faculty replacement positions and the District's position during last year's negotiations which was ostensibly based on the impact of the State budget crisis on the District's finances. Warren noted that he and Ann Herbst shared those concerns in an email to the District.

2. Vice President's Report: Petaluma. Continuing the discussion that began during the President's report, Mary Pierce reiterated that last fall, the Petaluma Faculty Forum voted unanimously against the District's hiring a Petaluma dean of Student Services. PFF's first meeting this semester is scheduled for September 6, and Mary said that the hiring would be a topic of discussion on the agenda. PFF will also be holding its fall retreat soon. Many hope that PFF will issue a statement asking the District for increased transparency in the hiring process and also to demonstrate that they value faculty input. Several Councilors mentioned that faculty members in the Student Services area are "fairly universally" opposed to the Petaluma hire. Mary added that one of PFF's goals this year is to work on hiring practices.

Council members engaged in a lengthy discussion about their concerns, including: the erosion of shared governance; the lack of an explanation from the District as to why some faculty positions went forward, while others did not; the lack of an explanation regarding the necessity of the Petaluma position; the high cost of the two positions, which come at the expense of faculty replacement positions; and a lack of transparency and poor financial planning on the part of the District. (It was pointed out that the Board has already approved the EOPS position.) Council members offered up several suggestions about potential action to be taken, including: representatives from AFA, the Academic Senate, and PFF should attend the Board meeting on September 13<sup>th</sup> to register their concerns; and the Senate, PFF and AFA should all take a stand in opposition to the Petaluma dean hire.

Warren clarified that AFA oversees issues related to salaries, benefits, and working conditions, and that hiring falls under the Senate's purview. Some suggested that this issue could be considered a workload issue, since the loss of the faculty replacement positions means increased work for those department chairs who are losing regular faculty to retirement. At the conclusion of the discussion, Warren said that he would speak to Academic Senate President Terry Shell and also to Bic DoVan, who is serving as PFF President while Michael Eurgubian is on sabbatical. Mary Pierce said that she would forward the September 6th PFF meeting agenda to the Council, and she encouraged anyone interested in this issue to attend the meeting.

3. Treasurer's Report. This item was postponed until the next Council meeting.
4. Conciliation/Grievance Report. This report and subsequent discussion were presented in closed session.
5. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Judith Bernstein.