

GENERAL MEETING MINUTES

May 20, 2016

(Approved by Executive Council on August 31, 2016)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Jeanette Ben Farhat	Robert Jackson	*Michelle Van Aalst
*Debbie Albers	*Shawn Brumbaugh	* Molly Matheson	*Albert Yu
*Filomena Avila	*Terry Ehret	MJ Papa	<i>Adjunct Vacancy (2)</i>
*Denise Beeson	*Deirdre Frontczak	*Terry Mulcaire	
*Paulette Bell	*Michelle Hughes Markovics	*Karen Stanley	

Negotiators/Appointed Positions present: Will Baty, Marc Bojanowski, Ted Crowell, Mark Ferguson, Julie Thompson

Councilors-Elect present: Bud Metzger

Staff members present: Candy Shell, Carol Valencia

Faculty members present: Michael Aparicio, Samantha Lange, John Martin, Jacqueline McGhee, Dan Munton

The meeting was called to order at 11:37 a.m. in the Bertolini Senate Chambers, Room #4638, on the Santa Rosa campus with videoconferencing to Mahoney Library, Room #PC726, on the Petaluma campus.

1. Negotiations Report: Tentative Agreement

- Chief Negotiator Julie Thompson projected the Tentative Agreement Summary for the Council and guests and summarized the tentative Contract changes:
 - *Article 1: Agreement to the Contract* has a small technical change to codify in Contract language AFA's legal purview in negotiations. The change makes it clear that the District may not use the policy-making process to implement changes that are within AFA's scope of bargaining. This Contract language says that if a policy is within AFA's scope and AFA exercises its right to bargain, articles so opened will be mutually reopened with the District. (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art1_Markup.pdf.)
 - *Article 8: Academic Calendar* includes a slight change to the spring semester calendar. One instructional day in the spring will be changed to a professional development day. With this change, the number of days for the fall and spring semesters will be equal. The calendar committee will choose the day in order to equalize the number of class days per day of the week in the semester. In negotiating this change, AFA was committed to the principle that departments be able to use the day for their own professional development purposes. Chairs are required to forward the departments' plans for the day, but those plans will not need to be "approved" by the District. (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art8_Markup.pdf.)
 - *Article 10: Benefits* was not changed in negotiations this year because the renewal rates came in at about a 4 percent increase, and the District budgeted for a 10 percent increase. We are, however, rolling into the Contract two Article 10 Memoranda of Understanding (MOUs), signed on 7/21/15 and 9/8/15. Both MOUs are advantageous to faculty members. (See <http://www.afa-srjc.org/mou.shtml>.)
 - *Article 16: Hourly Assignments* also has two MOUs (signed 3/9/16) that are being rolled into the Contract to cleanup and clarify the new article. (See <http://www.afa-srjc.org/mou.shtml>.)

- *Article 17: Job Descriptions* has one addition. The District wants to demonstrate that they have ongoing mandatory sexual harassment training for all faculty. They originally wanted to pay adjuncts to attend the training but require contract faculty members to use their flex time. AFA successfully fought for all faculty members to have the option of receiving either flex credit or pay. The training will need to be completed every three years (for contract faculty) or every sixth semester (for adjunct faculty). (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art17_Markup.pdf.)
- *Article 18: Leaves* was revised to reflect recent changes to legislation. The article broadens leave rights, allows for more permissive use of personal leave, and updates the language regarding "parenting." (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art18_Markup.pdf.)
- *Article 22: Professional Development* changes are "ripples" from the Art. 17 sexual harassment training described above. (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art22_Markup.pdf.)
- *Article 26: Salary Schedule Development* rolls the existing language for Rank 10. We were trying to get Ohlone College back into the Rank 10 calculation because they are now paying minimal medical benefits in order to comply with the Affordable Care Act, but we were not successful. We will be watching closely to see if Ohlone's benefit contributions increase in the future. The District team has made it very clear that its long-term salary interests include further challenges to the Rank 10 formula and de-linking the contract and hourly salary schedules. (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art26_Markup.pdf.)
- *Article 32: Workload* is being revised to address the implementation of lab equity. This was our biggest challenge this year and has been a long time coming with task forces, Senate work, state parity rates research, etc. Using the data from the last workload study, we wanted to move forward with implementation, but the District wanted to postpone it. AFA held firm for some movement now and a clear plan moving forward. The current SRJC lab rate is 67 percent of lecture pay, which is the lowest rate in the state. The new floor for all lab courses will be 75 percent, and we are splitting the difference between 67 and 75 to create the first increment of movement toward 75 percent. Effective Spring 2017, all lab courses will be paid at 71 percent. When we return in August, we will begin negotiating the remainder of the lab equity plan, which will include:
 - The date for implementation of the full floor (75 percent);
 - Which courses will be at a higher rate(s)
 - What the higher rate(s) will be; and
 - When all the tiers will be fully implemented.

The TA requires that the full implementation *plan* be completed in March 2017 and the provisions of that plan be fully implemented no later than 2021. The affected departments will need time to plan for the full implementation (possible hiring, load adjustments, adjustment to course outlines, etc.). Because the first increment will go into effect in Spring 2017, there will be two salary schedules this year—one for fall and one for spring. (See http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2016/Art32_Markup.pdf.)
- Terry Ehret asked how faculty members will be notified of the new requirement for sexual harassment training. Julie summarized several ways: through the summary of the Contract changes; via an addition to the hourly assignment contract, which is sent to the Cubbies of all faculty members with an hourly assignment; and through a notification when a faculty member is due to be evaluated. We will probably also make a special email/newsletter announcement to faculty early in the fall semester.
- Julie closed by thanking the Council, Cabinet, Negotiators, negotiations support team, and AFA staff members for their help in getting the TA finalized.

The meeting was adjourned at 12:10 p.m.

Minutes submitted by Carol Valencia.