

GENERAL MEETING MINUTES

May 24, 2017

(Approved by Executive Council on August 30, 2017)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Shawn Brumbaugh	*Robert Jackson	*Margaret Pennington
*Filomena Avila	*Dianne Davis	*Sean Martin	*Karen Stanley
*Denise Beeson	*Terry Ehret	*Molly Matheson	Michelle Van Aalst
*Paulette Bell	*Deirdre Frontczak	*Bud Metzger	<i>Contract Vacancy</i>
*Marc Bojanowski	*Michelle Hughes Markovics	*Terry Mulcaire	

Negotiators/Appointed Positions present: Debbie Albers, Mark Ferguson, Warren Ruud, Julie Thompson

Councilors-Elect present: Ted Crowell

Staff members present: Carol Valencia

Faculty members present: 42 faculty members present

The meeting was called to order at 4:05 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus, and video-conferenced to Room #PC602, on the Petaluma campus.

1. **Negotiations Update.** Chief Negotiator Julie Thompson gave a summary of the current state of Negotiations for the Council and guests, and then entertained questions and comments from the group:

- Julie: Normally we have a Tentative Agreement (TA) in early May, and then conduct balloting the last week of instruction. Our deadline for completing negotiations with the District was May 5. Because of the requirements in the AFA Constitution, once we have a TA, we must hold a general meeting and begin balloting simultaneously. We could not do this with the amount of time remaining this spring. As a result, we have decided to suspend the conclusion of negotiations and will resume them on August 25. We do have some agreements in the form of MOUs that have been signed and are now in effect. (See <http://www.afa-srjc.org/mou.shtml> .)
- Q: What happens if we work without a contract?
- A: Unless there are waivers (temporary agreements) in the Contract, the current Contract remains in force. There is some question about whether our current salary schedules or the Rank 10 formula (which would change the salary schedules) will remain in force. We believe that the formula is what will remain in force but anticipate that the District might argue otherwise. In any event, step and column increases will be automatic. There would also be an increase based on the Rank 10 formula. The District has had to do retroactive checks in the past, and that may be what happens this fall.
- Julie: The way that the Rank 10 formula in Article 26 works is that we look at the salary schedules of all the community college districts in the state at three different benchmarks: the lowest step, the 16th step, and the highest step, all in the highest non-doctorate column. Some districts are taken out of the calculation by agreement, and then SRJC is placed at the 10th place ranking at steps C-1, C-16, and C-28 of the contract salary schedule, and the adjustments in those three cells ripple to the rest of the cells of this schedule. The State COLA minus .50% is also added to the schedules. This year the COLA is 1.56%, so the final amount added after applying the Rank 10 methodology would be 1.06%. The final adjustment in each cell of the contract salary schedule ripples to the corresponding cells in all the other salary schedules (this is called "linked salary schedules"). The new 2017-18 Rank 10 salary schedules would represent an overall increase of 3.17% over the 2016-17 schedules. The District would like to de-link the contract and hourly

schedules to save money, but AFA will fight any attempt to de-link the schedules. (See projected Rank 10 salary schedules for 2017-18: <http://www.afa-srjc.org/Misc/2017-18%20Proposed%20Salary%20Schedules.pdf> .)

- Julie reported on the items that we do have agreement on:
 - *Article 10: Benefits.* This will stay the same with no change in benefits.
 - We have a signed MOU on *Article 14B: Adjunct Faculty Evaluations* and *Article 16: Hourly Assignments.* In order to comply with a new state law, the District was required to already have in place or negotiate provisions for termination of adjunct faculty members. AFA and the District used this as an opportunity to create an additional evaluation rating called "Unsatisfactory," which will be linked to termination. Historically, the "Improvement Needed" ("IN") rating has been used as a catch-all and grey area in adjunct evaluations: existing language allows an adjunct faculty member who receives an "IN" rating to either have an opportunity to improve or be terminated (not reemployed), with no clear contractual parameters for this determination. AFA had a strong interest in providing clear criteria for the "IN" and "Unsatisfactory" ratings, which will provide protections for adjunct faculty members. The negotiated changes also require that all adjunct faculty members receiving an "IN" evaluation rating will have a follow-up evaluation and an opportunity to demonstrate improvement.
 - AFA and the District signed another Article 16 MOU regarding special expertise in the performing and creative arts. Departments may now use evaluation methods in determining whether faculty members meet special expertise requirements for performing and creative arts courses.
 - We have agreed that the teams will recommence negotiations on *Article 23: Progressive Discipline & Due Process* in the fall.
 - We have an agreement that the District policy regarding substitutes will align with *Article 29: Substitutes & Reporting Faculty Absences.*
 - We have agreed to a compensation formula for the Online College Project. The District was making side deals and bypassing the union in unilaterally determining compensation for creating these courses and entering into contract with faculty members outside of a negotiated process. The compensation amount will now be based on the number of units for the course.
 - Regarding *Article 32: Workload*, we have signed a Maximum Class Size MOU that states that the Senate committee will be comprised of faculty and will base its class size recommendations solely on pedagogy. AFA and the District will then negotiate the final agreement.
 - We have an agreement and MOU regarding a CTE coordinators workload study to be conducted next year.
- Julie reported that AFA and the District are close to an agreement on additional matters:
 - Regarding *Article 31: Working Conditions*, the District, due to concerns about liability and FTES reporting, is interested in more prescriptive rules regarding the technology that faculty use for online courses. AFA thought their proposal would create onerous working conditions. AFA wants to preserve faculty flexibility, autonomy, and options. This agreement was not finalized.
 - To address workload increases due to the Canvas conversion, the teams have an agreement but not an *Article 32: Workload* MOU for compensation. The formula we have agreed to will pay faculty members for a specified number of hours at base hourly rate based on type of class (fully online, hybrid, or Canvas enhanced) and the number of units. This compensation would be retroactive, applying to the period Sept. 2015 – June 2017.
 - Also regarding Article 32, we have finalized the negotiations for Lab Equity but do not have an MOU. We have agreed to courses and tiers for all lab courses. The new floor (.75 tier) will be implemented in Fall 2018 and the rest (.80 & 1.0 tiers) will be implemented in Fall 2020.
 - Q: Will AFA work for full parity in the future? We need to acknowledge our lab faculty by saying we will continue to fight for full parity.
 - A: We will continue to study what's happening in other community colleges around the State as well as the workload of our faculty teaching labs here at SRJC, using that data to continue to fight for stronger compensation. Universities have already recognized that labs and lectures are comparable, and a handful of community colleges in our system have, too.
- Julie acknowledged the hard work of the AFA Negotiations Team: Marc Bojanowski, Mark Ferguson, Karen Frindell Teuscher, Deirdre Frontczak, and Terry Mulcaire. Sean Martin also served on the team in the fall semester. The Council also expressed its thanks for Julie's hard work and leadership during this difficult year.

- Comments from attendees:
 - The Board approves the management raises, and the Vice Presidents get better treatment than other managers.
 - AFA is committed to preserving Rank 10. Increases to our salary schedules have not kept pace with the cost of living. We are losing full-time candidates because of this.
 - The Article 13 chair reassigned time formula will be rolled.
 - Article 13 "special assignments compensation" for increased workload is in effect. Chairs/ coordinators need to consult with supervisors to get approved for additional compensation. Come to AFA so we can negotiate for you.
 - Some of the state budget news is good. We will be looking at whether some of the guided pathways money can be used for faculty priorities.
 - The District does not want to honor Rank 10. They want to get rid of it and move to another model. If we agree to their model, we will be, in effect, giving up our right to bargain salaries forever. The District would have total unilateral control over the money that is available to bargain.
 - We have an existential crisis. They are union busting, but this is a moment of opportunity for us. We need to realize where our power lies and mobilize with general opposition across the campus. What are we going to do? We need to have conversations with our colleagues. We need to focus our anger over the summer with a series of meetings.
 - Anyone who feels strongly can write a publication for AFA.
 - Please look at the SEIU email that gives data on the administrator raises this year.
 - The percentage of the budget going to faculty salaries has steadily decreased. Many faculty feel that this reflects how the Administration feels about the importance of faculty.
 - Become a member of AFA. Talk to your department colleagues.
 - AFA will be hosting a series of faculty chats over the summer. Watch your email for details.

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

Minutes submitted by Carol Valencia.