

## GENERAL MEETING MINUTES

December 14, 2016

*(Approved by Executive Council on January 25, 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	*Albert Yu
*Marc Bojanowski	*Michelle Hughes Markovics	*Terry Mulcaire	

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

Staff members present: Carol Valencia

Faculty members present: Sandy Nieto, Kat Valenzuela, Mora Vejby

The meeting was called to order at 4:20 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus and video-conferenced to Room #PC609, on the Petaluma campus.

## PRESENTATIONS

- 1. Adjunct-Contract Faculty Pay Parity: What is it and where do we stand?** (*Mark Ferguson, AFA Budget Analyst*)
  - Mark explained that his goal for today's presentation is to help faculty members calculate pay parity on their own. Pay Rate Parity is defined in [Article 7](#) of the Contract as "*Eighty-seven point five (87.5) percent of the full pay for regular faculty as payment for the performance of student contact assignments.*"
  - The 87.5 percent takes out the District and department service that full-time faculty must perform.
  - Using a prepared handout, Mark walked the Council and guests through the pay parity calculations. (See [www.afa-srjc.org/Misc/Parity\\_Handout\\_12.14.16.pdf](http://www.afa-srjc.org/Misc/Parity_Handout_12.14.16.pdf) .)
  - At the conclusion of the presentation, Terry Ehret summarized that AFA's goal for pay parity is 87.5 percent of full-time pay, and it is currently at 75.8 percent. Mark confirmed that this summary is correct.
- 2. Legal Challenges to Union Fair Share Practices** (*Sean Martin, AFA Vice President*)
  - Sean began with background on the U.S. Supreme Court case ([Friedrichs v. California Teachers Association](#)) that was deadlocked last year after the death of Justice Scalia. Even though that case is concluded, there are over 12 similar cases ready to go before the Supreme Court.
  - In the [Friedrichs](#) case, the plaintiff (a teacher) sought to overturn the precedent case ([Abood v. Detroit Board of Education](#)) where it was decided that unions cannot force non-members to pay for political activities, but can require them to pay for collective bargaining activities. In that decision, the court explained that collective bargaining is a common good that benefits everyone in the bargaining unit.
  - This leads to a discussion of the "free rider problem." There are "common goods" that benefit everyone whether or not they pay for them (such as streetlights and the military). People cannot be excluded from the benefit of a "common good" and they are usually supported by a tax or fee structure. It works as long as there are not too many "free riders"—people who benefit from the common good without paying for it. However, if there are too many "free riders," there is not enough funding to pay for the common good and everyone loses out.

- This could be the problem for faculty organizations like AFA if the Abood case is struck down by the Supreme Court in the future.
- In order for AFA to avoid the "free rider problem," there are several possible solutions:
  - Raise revenue (higher dues for members);
  - Increase membership;
  - Privatization (eliminate collective bargaining); or
  - Reduce and/or eliminate services to members.
- AFA believes that the best solution is to increase membership.
- If AFA's revenue is reduced, some services that could be reduced or eliminated are:
  - Reassigned time for officers to work on behalf of faculty members;
  - Adjunct faculty compensation to attend meetings and accomplish the work of AFA; and
  - Funding for support of State-level lobbying and representation.
- The overall result would be lower compensation, fewer protections, and a degraded professional status for faculty.
- Comments from the Council:
  - There will be a *Dialogue* article coming out soon with more information on this issue.
  - AFA should start a membership drive now.
  - A positive approach to attracting new members (explaining the benefits) rather than a negative one (scare tactics) might be more effective.

The meeting was adjourned at 5:11 p.m.

Minutes submitted by Carol Valencia.