

EXECUTIVE COUNCIL MEETING MINUTES

September 28, 2016

(Approved by Executive Council on October 12, 2016)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	*Sean Martin	*Michelle Van Aalst
*Filomena Avila	*Terry Ehret	*Molly Matheson	*Albert Yu
*Denise Beeson	Deirdre Frontczak	*Bud Metzger	* <i>Adjunct Vacancies (2)</i>
*Paulette Bell	*Michelle Hughes Markovics	*Terry Mulcaire	
*Shawn Brumbaugh	*Robert Jackson	*Karen Stanley	

Negotiators/Appointed Positions present: Debbie Albers, Marc Bojanowski, Mark Ferguson, Warren Ruud
Staff members present: Carol Valencia

The meeting was called to order at 3:05 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

CLOSED SESSION REPORTS

- **Negotiations Report.** This report and discussion were conducted in Closed Session.
- **Conciliation/Grievance Report.** None

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:10 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Timely Payment of Wages.** Michelle Hughes Markovics read a concern received from an adjunct faculty member regarding the timely payment of wages as required by the Labor Code. The faculty member would like AFA to work on behalf of hourly faculty members to reduce the period of time between the hours worked and payment of wages for those hours.
2. **Flex Approval.** Filomena Avila asked for clarification of the previous Member Concern about flex proposals for the day before PDA Day. She asked how faculty members can earn flex credit when allied faculty members are scheduled to work that day. Karen responded that the Contract says that you can earn flex on any day of the Academic Year except mandatory institutional days (see Article [22.03.B.1.b](#)). With allied faculty members, they can earn flex on any *day* but not during the *times* they are scheduled to work (just like lecture faculty members can't earn flex during their scheduled classes).
3. **Classroom Safety.** Bud Metzger raised a concern about safety explaining that he is still not any safer in his classroom in Emeritus than he was last year when he voiced this same concern. Faculty members were recently told that it would cost too much to make the rooms in Emeritus safe considering that the building may be remodeled under measure H, but he asked, "How much is a life worth?" Karen encouraged Bud to share his sentiments as a public comment at the Board meeting.

MINUTES

Terry Ehret made a correction to the Member Concerns portion of the Sept. 14 Minutes. In the third sentence of the second concern, the word "being" should be changed to "was." With the correction

above, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the September 14, 2016 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://santarosa.edu/afa/minutes.shtml> .)

PRESENTATION

1. **The Grievance Process, Part 2 (Karen Frindell Teuscher, Past CGO)**

- Karen explained that the Council had a fruitful discussion after the presentation by Mark Ferguson at our last Council meeting. She asked the Council if they had additional questions about the grievance process.
- There was a question and discussion about how to inform faculty members about the grievance process and how to correct the misconceptions and stigma surrounding it.
- There was a discussion about the possibility of an "ombudsman" position within AFA where faculty members could bring issues to be heard without an adversarial stance. The question of whether those issues would be grievable or not was also discussed.
- There was a discussion about outreach to our faculty colleagues including reaching out to departments and having a presence on the Petaluma campus.
- There was a discussion about the response time for faculty members to hear back from the CGO after initial contact.
- Karen thanked the Council for their input.

DISCUSSION ITEMS

1. **Endorsement of Board of Trustees Candidates**

- Karen explained that a committee of four Councilors interviewed the three Board of Trustees candidates last Friday, asking each candidate seven questions. After the interviews, the committee discussed their three options: the endorsement of zero, one, or two candidates. The committee recommends that we do not endorse a candidate at this time.
- AFA will write a thank you letter to the candidates and continue our efforts to get to know the board members and have them get to know us.
- Councilors can personally endorse and/or support candidates, if they choose.

2. **Use of Robert's Rules of Order during AFA Meetings**

- Karen explained that this topic was brought up as a Member Concern at our last meeting. Further, historically AFA hasn't used Robert's Rules, but there is no violation of the Rules if there are no complaints.
- There was a discussion about the pros and cons of using the rules. Several Councilors raised concerns about the efficiency and flexibility that would be lost if the Council was to adhere to the rules. Other Councilors expressed the view that meetings can be efficient using the rules and that they allow for greater discussion of topics. A robust discussion ensued about the best way to ensure full discussion of topics by all members of the Council.
- There was a discussion about how Councilors can request that items be put on future Council Agendas.
- A motion was made, seconded and approved by unanimous voice vote to place this item on our next Council Agenda as an Action Item (15 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

1. **President's Report.** None

2. **Treasurer's Report: July & August 2016.** Michelle Van Aalst reported as follows:

- This report covers the summer months when there is minimal activity.
- *Conference and Travel* included attendance at one workshop in Sacramento over the summer.
- Several computer software and hardware purchases were made for the office staff.

The meeting was adjourned at 5:02 p.m.

Minutes submitted by Carol Valencia.