

GENERAL MEMBERSHIP MEETING MINUTES

December 5, 2017

(Approved by Executive Council on December 13, 2017)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	Bud Metzger	*Michelle Van Aalst
*Filomena Avila	*Deirdre Frontczak	*Terry Mulcaire	Sarah Whyllly
*Paulette Bell	Robert Jackson	Margaret Pennington	*Albert Yu
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	<i>Adjunct Vacancy</i>
*Ted Crowell	*Molly Matheson	Mike Starkey	

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Conciliation/Grievance Officer-Elect present: Mark Ferguson

Staff members present: Carol Valencia

The meeting was called to order at 3:36 p.m. in Doyle Library, Room 4245, on the Santa Rosa campus with Zoom-conferencing to PC632, on the Petaluma campus.

1. Negotiations Update.

- Karen welcomed the Council and guests, both in person and those connected remotely via Zoom Conferencing.
- Karen projected a slide that summarized the District's latest offer. This offer:
 - eliminates "Rank 10" in perpetuity;
 - takes back this year's raise effective January 2018;
 - includes 2018/19 faculty salaries that will be LESS THAN 2017/18 salaries; and
 - would make 2018/19 faculty salaries 4.6 percent LESS THAN Rank 10, based on initial calculations from this year's salary study.
- To clarify, contrary to Doug Roberts' email message regarding the District's offer, they never offered the faculty 1.56 percent; they offered 0 percent.
- Other non-monetary items from the District's offer were projected. This offer:
 - imposes a 1-year contract that will expire in June 2018;
 - eliminates the Extended Lecture pilot program, including readers and enhanced load implemented via the Extended Lecture pilot;
 - refuses to compensate faculty for extra evaluations or out-of-department evaluations;
 - eliminates the possibility of negotiating a due process article; and
 - imposes unfair working conditions on faculty for online instruction.
- Another slide was projected showing senior-level management raises from the 2015-16 level to the current year:
 - The President received a 9% increase.
 - The VP of Finance received a 13% increase.
 - The Sr. Director of IT received an 11% increase.
 - The VP of Human Resources received a 17% increase.
 - The VP of Academic Affairs received a 12% increase.
 - The Sr. Dean of Curriculum received a 14% increase.
 - The Sr. Director of Fiscal Services received a 17% increase.

- This resulted in an estimated total increase from 2015-17 of 14%.
- The meeting was opened up for comments and questions:
 - Q: What is in the due process article?
 - We want an article that ensures dignity, transparency, fairness and consistency whenever a faculty member is facing discipline. The District's position is that we don't need a due process article.
 - Comment: We are not really at Rank 10. Because about seven community college districts are taken out of the comparison, we are 10th out of 65 districts, not out of all 72 districts. That makes us really at about Rank 17.
 - Q: What is the current state of negotiations?
 - The District filed impasse, but we do not agree with their request for a determination of impasse and think we should continue negotiating. If it is determined (by PERB) that we are at impasse, a PERB mediator will come in to mediate negotiations sessions.
 - Comment: Could we see some of these statistics regarding management raises, the growth of management positions, and the proportion of the budget for each salary group in graphic form? That would be more powerful for people to see and understand.
 - Q: Why do you think the District is going this route now?
 - We don't really know, but we don't think they are thinking it through and we think they are out of touch with faculty sentiment. We have heard that similar things are happening all over the state.
 - Comment: Faculty should write letters to the *Oak Leaf* editor now.
 - Comment: Districts are turning colleges into a business model and are taking their lead from what's happening in Washington DC.
 - Q: How long is the PERB process?
 - We've heard that the average is about six months. PERB could deny the District's request for impasse. Please come to the Board meeting next Tuesday at 4 o'clock. It would be great for the District team and Board to see a unified faculty. It would also support AFA at the negotiations table no matter what happens with PERB.
 - Q: Were there changes to the District's negotiating team that have shifted its approach? If so, can we work to change the composition of the team?
 - We don't have control over who is on their team and don't really even know how they pick their members. However, if we were to file some unfair labor practice charges, that might result in the District deciding to make changes to its team.
 - Comment: We need to become more militant. We could join with SEIU, have staggered walk-outs, and informational picketing.
 - Comment: We should have a physical and digital parking lot for faculty to share ideas. Joining with the Labor Council to get the support of other locals is also a good idea. We could also take our story to the press. It's time to start to build a strike fund and join with the teamsters for their support in the event of a strike.
 - Comment: An empowered faculty is important in supporting our college against all the attacks. Our colleges are important as institutions that work for the betterment of society.
 - Comment: This community loves and supports SRJC. The faculty are the reason for that support.
 - Comment: What about the timing of all this with the winter break coming up?
 - We know that when faculty backs are turned, bad things happen.
 - Q: What does it mean that we are working without a contract?
 - With an expired contract, we have "dynamic status quo," where our old contract stays in place except for waivers and expired items. There have been only a few times in the past when our contract has expired.
 - Comment: The time is right to go public. We should flood the *Press Democrat* with letters to the editor so they have to take notice.
 - Q: What are the next steps?
 - We will know within a week of the PERB decision regarding impasse. Mediation is slow and complicated with, perhaps, several long (all-day) sessions.
 - Comment: We can make signs and flyers. Informational picketing at the beginning of the semester would be helpful.

- Comment: Strikes can be empowering and positive.
- Comment: We are only looking at a strike as a last resort if the District tries to impose its offer on us.
- Q: What about the college's declining enrollment? Can we afford Rank 10?
 - Whenever our enrollment declines, we have a built-in contingency workforce in our adjunct faculty. They take the brunt of it by losing assignments. The District has been cancelling full courses in certain departments because we do not have enough faculty. If we had more full-time faculty in those areas, we would have higher enrollment, but the District doesn't look at it like that. They have been mismanaging enrollment and their finances for a very long time. We don't think we should have to pay the price for their mismanagement.
- Comment: We need a public relations campaign for TV, radio and newspaper. A communications team could develop talking points. Faculty members need to talk to and inform other faculty members.
- Comment: The recent management raise benefited 100 people. For the same cost, our Rank 10 raise benefited 1000 people.
- Comment: We need a work slow-down strategy. We could start by working to Contract.
- Q: What are AFA's next steps?
 - We will continue to hold General Meetings to keep faculty informed. Our minutes are also posted on our website to give accurate information to members. We encourage you to ask questions.
 - Our negotiations table strategy is two-pronged: protect faculty salaries and protect faculty rights and the ability to exercise their professional judgment.
 - We will wait for PERB to decide on the impasse, etc., and then return to negotiations with a strengthened position.
- Comment: We need to have a public relations campaign over winter break.
- Comment: We need to file our own PERB complaint—this is long overdue.
- Comment: What about re-branding Rank 10 since we're not really 10th in rank?
- Q; What about a vote of no confidence in the college's Administration?
 - That would probably need to go through the Senate.

The meeting was adjourned at 5:15 p.m.

Minutes submitted by Carol Valencia.