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The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

April 11, 2018

(Approved by Executive Council on April 25, 2018)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, presiding	*Dianne Davis	Bud Metzger	*Dawn Urista
*Filomena Avila	*Claire Drucker	*Margaret Pennington	*Michelle Van Aalst
Paulette Bell	*Robert Jackson	*Karen Stanley	Sarah Whilly
*Shawn Brumbaugh	*Sean Martin	Mike Starkey	*Albert Yu
*Ted Crowell	*Molly Matheson	*Erin Sullivan	

Negotiators/Appointed Positions present: Mark Ferguson, Steven Kessler, Warren Ruud, Julie Thompson
Staff members present: Carol Valencia

The meeting was called to order at 3:14 p.m. in Mahoney #721, on the Petaluma campus.

CLOSED SESSION REPORTS

1. **Negotiations Report**. This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report**. None.
3. **Cabinet Report**. None.

Closed Session adjourned at 4:05 p.m.

OPEN SESSION

Open Session reconvened at 4:07 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. John Stover raised a concern about the District's lack of response and support after the death of one of his students. He asked if there was a specific protocol in these situations and added that he thought an announcement to the entire college community would have been appropriate. Sean Martin responded that he would recommend contacting the CIRT team to get their guidance.

MINUTES

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the March 14, 2018 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

DISCUSSION ITEMS

1. **Fall 2018 Executive Council Calendar**
 - Karen explained that the draft fall calendar was in the meeting packet and asked for discussion or questions. There being none, she announced that we will approve the calendar at our next meeting.
2. **Appointment of Negotiator Positions, 2018-19: Data Analyst Negotiator, Note Taker Negotiator**

- Karen explained that nominations are now open for these two positions and will remain open until we vote at the next Council meeting. Warren Ruud was nominated for Data Analyst Negotiator, and Terry Mulcaire was nominated for Note Taker Negotiator.

3. Appointment of Fall 2018 One-Semester Replacements: *Conciliation-Grievance Officer, Negotiator*

- Karen explained that nominations are open for these two one-semester replacements and will remain open until we vote at our next Council meeting. Mark Ferguson was nominated for Conciliation-Grievance Officer, and Michelle Van Aalst was nominated for negotiator.

ACTION ITEMS

1. Appointment of AFA Committee Representatives, 2018-19

- Karen projected the current list of nominees for AFA representatives to District-wide committees for 2018-19 and asked for further nominations. The following nominations were made:
 - Mark Ferguson, DTREC
 - Sean Martin, PGI Committee
 - Erin Sullivan, District Online Committee
 - Claire Drucker and Mike Starkey, AFA/Senate co-appointee on the Equal Employment Opportunity Advisory Committee (EEOAC).
- Karen explained that we will need the Senate's approval before voting on the co-appointee to the EEOAC.
- The following slate of uncontested nominees was approved by unanimous voice vote (14 in favor, 0 opposed, 0 abstentions):

Committee	Nominee(s)
Budget Advisory	Bud Metzger
DCC Liaison	Filomena Avila
District Online	Erin Sullivan
DTREC	Mark Ferguson
EEOAC	Michelle Van Aalst
fitSRJC	Dawn Urista
Parking	Dianne Davis
Professional Development	Shawn Brumbaugh & Paulette Bell
PGI	Sean Martin
Sabbatical	Molly Matheson
Textbook	Canon Crawford
Sustainability	Karen Stanley

2. Appointment of Other AFA Appointed Positions, 2018-19: *DTREC Co-Chair, Bay Faculty Representative, Budget Analyst*

- Karen explained that nominations for these 2018-19 positions were opened at our last meeting. She asked for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Warren Ruud as DTREC Co-Chair, Terry Mulcaire as the Bay Faculty Association Representative, and Robert Jackson as Budget Analyst (14 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

1. President's Report. Karen reported briefly on the following items:

- The new President's Consultation Council (PCC) is meeting weekly. There are representatives from the Classified Senate, SEIU, AFA, Academic Senate, DCC, Student Government, Management Liaison Group, and the Board. The Vice Presidents also attend. The goal for the group is to advise Dr. Chong in making decisions. Some members of the group suggested that the hiring of a new Vice President of Academic Affairs should be delayed.

2. Treasurer's Report: Feb. 2018. Sean reported briefly on the following items:

- The first trickle of impasse expenses is on this report for expenses incurred in January and paid for in February. Since then, we have incurred additional expenses, and they will be reflected in the March and April reports.
- The *Janus* Supreme Court decision is expected this summer. In advance of that decision, please encourage all faculty members to become members.

ADDED DISCUSSION ITEM

1. Upcoming Strike Relief Fund Vote

- Karen explained that the negotiations team has been traveling around to different departments and holding general informational meetings since spring break. The Council has also been in discussion about a strike relief fund since the District declared impasse in early December.
- There was a discussion about the recent AFA email communication to faculty that lays out further details about the strike relief fund. Some faculty members are still seeking additional details, but the team has decided that, due to the uncertainties in how the process will play out over the next few months, we are unable to provide further details at this time. If and when the Council votes to seek a strike authorization vote from the membership, all of those details will be worked out and provided.
- A comment was made reiterating the symbolic importance of the strike relief fund vote to show the unification and resolve of the faculty in the impasse process.
- There was a discussion about the need for one more message to our members that explains the current state of negotiations. Some people erroneously believe that all is resolved because of Dr. Chong's apologies and stated future plans. A comment was made that we are still at impasse, and the District has not changed its December offer to faculty that would result in the permanent elimination of Rank 10 and a 3 percent faculty pay cut.
- There was a discussion about AFA's existing Strike Fund and how that money will be used. Treasurer Sean Martin responded that we will be using that money to pay for our impasse-related expenses including attorney's fees, signs, buttons, posters, copying, etc. If we were to go on strike, there would be substantial additional expenses.
- A comment was made that if a strike is approved by the membership, we would want it to have as little impact on our already-impacted students as possible.

The meeting was adjourned at 5:09 p.m.

Minutes submitted by Carol Valencia.