

## EXECUTIVE COUNCIL MEETING MINUTES

November 8, 2017

(Approved by Executive Council on November 22, 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

Staff members present: Carol Valencia

Faculty members present: 15 faculty members

The meeting was called to order at 3:10 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

### CLOSED SESSION REPORTS

1. **Negotiations Report.** This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report.** This report and discussion were conducted in Closed Session.
3. **Cabinet Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 3:46 p.m.

### OPEN SESSION

Open Session reconvened at 3:47 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

There were no member concerns.

### 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 October 25, 2017 Executive Council and General Membership meetings as submitted (17 in favor, 0 opposed, 0 abstentions).

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

### DISCUSSION ITEMS

1. **Adjunct Councilor Vacancy, 2016-18 Term**
  - Karen explained that we have advertised for this vacancy twice without any candidate responses. We are considering waiting to advertise again until the beginning of the spring semester, but we can reopen before then if we have candidates. Please have any interested candidates contact the AFA office.
2. **CGO Support & Training Position, Spring 2018**

- Karen explained that this support position was briefly mentioned at our last meeting. There is someone who is interested in training and providing CGO support but cannot commit to the full position this next semester.
  - There was a discussion about the past practice of splitting the CGO workload, and the benefits of allowing a training period due to the steep learning curve for the position.
  - Karen opened nominations for the CGO Support & Training position for Spring 2018. Steven Kessler was nominated. Nominations will remain open until we vote at our next Council meeting.
- 3. Draft Policy: Computer and Communications Technology Use (2.13P)**
- Karen explained that this draft was brought to us by Robert Jackson as the AFA representative to the Instructional Technology Group (ITG).
  - Robert walked the Council and guests through the draft, pointing out several areas of concern:
    - The Instructional Technology (IT) Department said they are required update this procedure every five years in accordance with Title 5.
    - One area of concern in this draft is found in the "Privacy" section. The former language regarding "District contracts with outside vendors for electronic communications services" was struck. IT explained that it was taken out because there is already a Board policy on contracts.
    - Another area of concern in the Privacy section is the language on internal security. The former language was watered down and struck, and there is new language regarding the lack of privacy for "user's files, account[s], and email." There is no language specifying what records could be considered "public records, subject to disclosure."
    - There was a comment and discussion regarding the possible ramifications of this language and its effect on intellectual property rights.
    - A suggestion was made that, instead of this problematic language, the procedure should just reference the law governing such requests. The District should protect its faculty members from "fishing expeditions" that might result from such broad language.
    - Karen commented that if there are any negotiable items in this policy, AFA can demand that they be negotiated. The District cannot erode our contractual privacy rights via policy.
    - The final area of concern is found in the "Account Termination" section where all the prior language was struck and a new "Consequences of Policy and Administrative Regulation Violations" section was added, which includes harsh general language and very punitive "consequences."
    - Karen commented that this section is very problematic since it references "discipline," which is a mandatory subject of bargaining and must be negotiated.
    - Robert concluded by asking the Council to send him any additional comments, so that he can pass them on to the committee.

#### **ACTION ITEMS**

- 1. Negotiations Team (Contract) Vacancy, Spring 2018**
  - Karen explained that Mark Ferguson was nominated for the one semester Negotiations Team vacancy at our last meeting. She called for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Mark Ferguson to the Negotiations Team for the Spring 2018 semester (17 in favor, 0 opposed, 0 abstentions).
- 2. Conciliation/Grievance Officer Vacancy, Spring 2018**
  - Karen explained that Mark Ferguson was nominated for the one semester Conciliation Grievance Officer vacancy at our last meeting. She called for further nominations. There being none, a motion was made, seconded and approved by voice vote to appoint Mark Ferguson as Conciliation Grievance Officer for the Spring 2018 semester (15 in favor, 0 opposed, 2 abstentions).

#### **OTHER REPORTS**

- 1. President's Report.** Karen reported briefly on the following items:
  - We have been talking about rescheduling our retreat that was cancelled due to the fires. We are thinking of doing one in early spring and then another one in late spring, perhaps using a restaurant meeting room since Pepperwood is not available.
  - The Presidents & VPs of the Senate and AFA, and the DCC co-chairs, have joined to form a new "Faculty Leadership Council." They plan to meet on the 1<sup>st</sup> & 3<sup>rd</sup> Mondays and will be inviting Dr. Chong to come to a meeting soon.

2. **Treasurer's Report: September 2017.** Sean reported briefly as follows:

- The US Supreme Court has agreed to hear a new fair share fee case (*Janus v. AFSCME*). If fair share fees were to be eliminated, AFA would lose about 30 percent of its revenue, which would have serious impacts on what we can do for faculty. We need, more than ever, to build unity among faculty and encourage them to join the union.
- The expense item from *Conference & Travel* was for a group of AFA negotiators and councilors to attend the Fall CCCI conference, in San Diego.
- The *Reassigned Time* expense was for work completed during Summer 2017.
- AFA had our annual audit this week, and we asked our accountants for a fee decrease. They agreed to roll back the fees to last year's level.

The meeting was adjourned at 4:25 p.m.

Minutes submitted by Carol Valencia.