

EXECUTIVE COUNCIL MEETING MINUTES

December 13, 2017

(Approved by Executive Council on January 21, 2018)

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

Officers-Elect present: Mark Ferguson, Steven Kessler

Staff members present: Carol Valencia

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.** None.

Closed Session adjourned at 3:46 p.m.

OPEN SESSION

Open Session reconvened at 3:48 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Sean Martin made a statement of appreciation for all the faculty colleagues who spoke at the Board meeting last night.

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 November 22, 2017 Executive Council meeting and the November 22 and December 5, 2017 General Membership meetings as submitted (13 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. Revision to AFA District Committees Policy

- Karen explained that she introduced a new District-wide committee called *fitSRJC* last month. This is a workplace wellness committee, and AFA will have one representative on it. In order to appoint someone, we need to add it to our list of committees in this policy. We will also need some help recruiting a representative because the committee meets during our Council meeting times. There

being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this to an Action Item (13 in favor, 0 opposed, 0 abstentions).

2. Review of Fall 2017 Member Concerns

- In response to a request from a Councilor, we have begun the practice of reviewing the Member Concerns from our Council meetings on a regular basis to ensure that they have been addressed. We will normally do the review twice per semester but are only doing it once this fall.
- See below a summary of the concerns from our fall Council meetings.
 - Review of concerns from the [8/30/17](#) Executive Council meeting:
 - We will publish a writing for our membership about respectful work environments for adjunct faculty members.
 - The adjunct faculty were surveyed this fall regarding the Adjunct Medical Benefits Program (AMBP).
 - AFA is committed to pay parity, and it is one of our negotiation priorities.
 - Regarding the 12-hour gap for adjunct instructional assignments, we have to be careful moving forward because we don't want to negatively affect adjuncts. We are not sure what the best approach is on this.
 - AFA is committed to fighting against age discrimination. The Equal Employment Opportunity Plan (see [Plan](#)) implementation will capture age data whenever anyone leaves the District.
 - Regarding the reinstatement of additional State categorical funds for part-time faculty, the funding in the State budget was a small amount and has not yet been allocated to Districts. We will work to get any new funding onto our hourly salary schedules if/when it comes to our District.
 - Regarding guidelines for class cancellations, the Ed Code language requiring pay for the first week of classes when classes are cancelled late has had a backfire affect. Now some administrators are cancelling classes earlier. We would like to research how much money the District is losing by cancelling classes early.
 - Regarding program funding versus academic freedom, more information is needed in order to address this concern.
 - The Article 16 "loopholes" caused by the early scheduling pilot are being addressed in negotiations.
 - Regarding the request to eliminate the SLO requirements in our Contract, we have a legal right to eliminate that requirement and plan to work on it in negotiations.
 - We have been working on eliminating the eligibility period for AMBP participation in negotiations this fall. We have an agreement with the District but still need to revise the form and get information out to faculty members about the change. We have also reached agreement to add "triggering events" which would allow faculty members to join the program outside the eligibility period. Final details and forms are still being ironed out.
 - Review of concerns from the [9/13/17](#) Executive Council meeting:
 - We researched the concern of a faculty member who taught two 8-week classes and requested pay for PDA attendance. We found that the District *could* pay this faculty member but is not required to, and so is choosing not to.
 - We agree that salary placement and moving through the classes is unfair to CTE faculty. We would like to change this but haven't been successful in negotiations. We would like to look at how other districts compensate their CTE faculty as a starting point in further talks with the District.
 - Review of concerns from the [9/27/17](#) Executive Council meeting:
 - Regarding the privacy of voting in AFA elections, we are not aware of a way to attach a name to the vote without also being able to see how they voted.
 - Assembly Bill 705 has already passed.
 - We are working on the year-round scheduling implications and lab equity scheduling in negotiations.
 - Regarding the report that instructor names were being placed on the electronic schedules even after faculty members had turned down those assignments, the District told our negotiating team that this is not happening.
 - Review of concerns from the [10/25/17](#) Executive Council meeting:

- The increased "required duties" placed on faculty members are being addressed by AFA when they arise.

3. Strike Fund Authorization

- Sean Martin (AFA Treasurer) reported that we currently have \$96,000 in our strike fund. We could vote to ask faculty members to contribute to that fund or divert a portion of our dues to the fund.
- Steven Kessler reported that when he was a faculty member at City College of San Francisco, they authorized a temporary .05% dues increase for a strike fund. It would have been used for faculty members to apply for hardship funding in the event of a strike. They formed a committee to review and decide upon hardship applications.
- Julie commented that we need to understand how these funds operate. We also don't want to get out ahead of our faculty on this.
- Sean responded that we are asking our accountant about the restrictions, if any, on moving money into and out of our various accounts. At this time, moving funds to increase the strike fund has symbolic force, but we also need to prepare for the possibility that our members will eventually vote to strike if the impasse process does not lead to an acceptable resolution.
- Sean responded that we are asking our accountant about the restrictions, if any, on moving money into and out of our various accounts. A strike fund has symbolic force more than anything else, but we also need to prepare for the possibility.
- Comment: We will also need money for signs, placards, buttons, etc.
- Q: Is it correct that faculty would not get paid if they went out on strike?
 - A: Yes, that is correct.
- Karen explained that this is just a starting discussion. We will talk about it more at our next meeting and at the retreat. We hope to be able to provide some answers by then.
- Comment: There are other things we could do besides strike (including working to contract and boycotting extra activities like those surrounding the 100th anniversary.)
- We will be setting up a Basecamp project to share ideas. Please send an off-site email address to AFA staff to get an invitation to join the project.

ACTION ITEMS

1. Election of Vice President of Petaluma, Spring 2018

- Karen explained that we have one nominee and asked for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Erin Sullivan, regular faculty member in the Behavioral Sciences department, as vice president of Petaluma for Spring 2018 (14 in favor, 0 opposed, 0 abstentions).

2. Revision to AFA District Committees Policy

- This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to add the *fitSRJC* district-wide committee to the list of committees in the AFA District Committees Policy (see: http://www.afa-srjc.org/Policies/district_committees.pdf) (13 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

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

- We would like to reinstate the Budget Analyst position for a Councilor who has been doing extra data mining work for us. We believe this will be useful as we go into mediation and possibly fact-finding. The reassigned time for this position has been between 5 and 15 percent in the past. This will be a discussion item at our next meeting.
- Thank you to all the speakers and supporters who attended the Board meeting last night. It was a great show of support and hopefully got the Board's attention. Please consider coming again in January.

The meeting was adjourned at 4:34 p.m.

Minutes submitted by Carol Valencia.