

**GENERAL MEMBERSHIP MEETING MINUTES**

November 28, 2018

(Approved by Executive Council on December 12, 2018)

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Claire Drucker	*Terry Mulcaire	*Erin Sullivan
*Filomena Avila	*Mike Ichikawa	*Jessica Paisley	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Margaret Pennington	*Sarah Whyllly
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	<i>Adjunct Vacancy</i>
*Dianne Davis	*Bud Metzger	*Mike Starkey	

Negotiators/Appointed Positions present: Mark Ferguson, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 4:35 p.m. in Lark #2004, on the Santa Rosa campus.

**1. Negotiations Update** (Terry Mulcaire, AFA Chief Negotiator)

- Terry expressed his recognition of and thanks for the work of his Chief Negotiator predecessors (Julie Thompson and Warren Ruud) and for the dedication of all of the negotiators who have been part of the process over the last few years (Marc Bojanowski, Dianne Davis, Mark Ferguson, Deirdre Frontczak, Robert Jackson, Sean Martin and Michelle Van Aalst). He also expressed appreciation for our president, Karen Frindell Teuscher.
- In background, certain District administrators were working to get rid of Rank 10 for the last eight years; they were also dishonest and repeatedly acted in bad faith. Now that they are gone, we are working with new players on the District team who are much better, but we still have work to do to continue changing the culture.
- We were able to achieve a pretty good deal for faculty. The salary agreement is only a part of what will become the new contract, but the agreement does officially end impasse which began in December 2017.
- Terry projected and went through the Umbrella MOU agreement (see [http://www.afa-srjc.org/Contract/MOU/mou\\_umbrella\\_compensation\\_and\\_productivity.pdf](http://www.afa-srjc.org/Contract/MOU/mou_umbrella_compensation_and_productivity.pdf)):
  - Negotiations regarding lab equity are complete and will be fully implemented in Fall 2020.
  - Minimum class sizes will go up to 22, but that is still far less than what we are hearing as minimums from other colleges around the state.
  - AFA will receive another 1.0 FTE from the district to do our work on behalf of faculty.
  - The time period for adjuncts to stay on their department length-of-service lists without an assignment has been extended during the College's schedule reduction phase.
- We also have reached agreement on a new Article 23 regarding due process and discipline. This is a huge win after years of protracted negotiations. The agreement is good for faculty and a model for unions across the state. (This MOU is not yet posted on the AFA website.)
- Terry projected and went through the Art. 26 MOU agreement (see [http://www.afa-srjc.org/Contract/MOU/mou\\_art26\\_revenue-cap.pdf](http://www.afa-srjc.org/Contract/MOU/mou_art26_revenue-cap.pdf)):
  - We maintain the Rank 10 formula in our Contract with the addition of Ohlone College back into the comparison group.
  - There is a change to the COLA pass-through for any COLA that is greater than 3 percent.

- The main new provision in the agreement is regarding the Revenue Cap.
- We have agreed that if faculty costs reach a certain percentage of the Unrestricted General Fund (UGF), any faculty raise will be capped at that level.
- There are important exceptions to the application of the cap:
  - No salary will ever be reduced.
  - A provision for a COLA raise that goes over the cap.
  - If the management team receives a raise during a capped year, faculty will get Rank 10.
  - The District cannot apply the cap in successive years. (The cap can only be applied for two years). In the 3<sup>rd</sup> year after a two-year cap, this provision allows us to catch up to Rank 10.
  - The agreement includes District financial exigency language.
- Questions, Answers & Comments:
  - Q: Will we only get Rank 10 every three years?
    - A: There are a lot of unknowns for the future. It could happen that way, but we would always get COLA during any capped years, and we also would get Rank 10 up to the cap.
  - C: One important thing that is in the agreement is that the District will have to show us their financial numbers and begin the salary discussion in January instead of waiting until May as was their past practice.
  - C: We will have labor peace for at least the next two years during the fire-related hold-harmless funding. That will free up the teams to work on the other important items that have been on hold for a long time.
  - C: The new District administrators are transparent, sincere and truly want what's best for the college. It is very refreshing after what the team experienced in past years.
  - C: The agreement also includes corrections to the application of the cap based on "projected," "adopted" and "actual" budgets as the fiscal year progresses.
  - Q: Regarding lab equity, there will not be an incremental implementation?
    - A: No, we decided against that because it's so disruptive to department scheduling. We will wait and fully implement the new rates all at once in Fall 2020 so departments can plan accordingly.
- Terry thanked the guests for attending and encouraged them to contact AFA if any further questions arise.

The meeting was adjourned at 5:01 p.m.

Minutes submitted by Carol Valencia.