



santa rosa junior college
All Faculty Association

*AFA is working for you.
The strength of faculty working together.*

GENERAL MEMBERSHIP MEETING MINUTES

December 9, 2020

(Approved by Executive Council on January 27, 2021)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	Claire Drucker	*Erica Lohne	*Margaret Pennington
Ashley Arnold	*Brenda Flyswithawks	*Matthew Martin	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	Jacqueline McGhee	*Kat Valenzuela
*Paulette Bell	*Steven Kessler	*Bud Metzger	*Sarah Whyllly
*Shawn Brumbaugh	*Laura Larqué	*Jessica Paisley	

Councilors-Elect present: Dawn Urista

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 4:29 p.m., via Zoom Conferencing.

1. **Negotiations Update (K. Frindell Teuscher, AFA Chief Negotiator)**

- Spring 2021 COVID Side Letter
 - The Fall Side Letter provisions were carried over with regard to leaves, evaluations, contract load, special assignments, etc.
 - Several new provisions were added to this Side Letter: absences due to disruptions, spring PGI submissions, and an allied faculty schedule changes process.
- An agreement regarding spring remote conversion compensation is in the works.
- Other agreements that were recently made:
 - Effects bargaining for the split of the Philosophy, Humanities & Religion department.
 - Extra compensation for the Curriculum Review Committee due to the distance education addenda extra workload.
 - A process for limited-duration grant work was outlined.
 - A new agreement regarding college service plans for probationary faculty.
- Other Items in Progress:
 - Work on a definition for "department" along with protections for departments.
 - A detailed special assignment process.
 - Overhaul of the PGI process. We want to standardize and streamline the process, add transparency, and add electronic real-time tracking and approval.
 - Work on a lab equity appeals process.
- Future Goals for Negotiations:
 - Write a new "disaster" article.
 - Make some steps toward hourly pay parity.
 - Develop a process for adjunct faculty to increase their established load, if desired.
 - Plan for an "out-of-COVID" transition.
 - Clean-up of department chair elections and duties in Articles 13 & 16.
 - Rewrite the evaluation forms to better align with the Contract.
- Questions & Comments:

- Regarding the out-of-COVID transition planning, there are many issues of public health that need to be kept in mind.
 - A: Yes, there are many competing interests we must balance, and we hope to do that.
- Q: Will there be a mandate for faculty to be vaccinated?
 - A: We are intent on following the science and providing options for faculty to meet all the many different situations and needs.
- Q: We will be having some in-person courses during spring semester. Could we arrange to have some of the free county testing services on campus for students?
 - A: Yes, we will ask about that.

2. **Direct Dealing: What is it and why is it bad for faculty? (K. Frindell Teuscher, AFA Chief Negotiator)**

- Direct Dealing (DD) privileges some faculty over others.
- DD is a form of bypassing the union because the District goes directly to employees to make deals or communicates with them in areas that are part of the mandatory scope of bargaining.
- Community Colleges are governed by labor law in the form of the EERA which defines the mandatory bargaining subjects: wages, hours, terms and conditions of employment (many things included in this).
- Real life examples of DD at SRJC:
 - Negotiating a contract directly with faculty for a special project.
 - The District assigns a faculty member to perform duties outside of his/her job description for compensation.
 - The District directly solicits input from faculty on mandatory subjects of bargaining.
 - A faculty member goes directly to the District to ask for a special accommodation.
 - The District uses the shared governance process to develop policy changes that affect the terms of employment.
- DD is bad for faculty:
 - It divides faculty;
 - It privileges some over others;
 - It weakens the power of the union.
- Questions & Comments:
 - I hear from faculty that if we do things the right way, it's too slow.
 - A: We can speed things up if it's needed, but sometimes things should be slowed down to do them in the correct manner. It's much easier to do things right the first time rather than having to go back to fix things that were done wrong.
 - Q: Can we post this presentation on the AFA website? It's so informative.
 - A: Yes, we will do that.
 - Doing union work the right way also helps with our campus goals of diversity, equity and inclusion. It ultimately helps those who are disenfranchised.
 - There are two groups that are very vulnerable to DD: adjunct faculty and probationary contract faculty. We need to do something now to be proactive in protecting those who will be vulnerable to future "bad players."
 - A: Yes, vulnerable faculty are often targeted for DD.
 - A listening session or PDA session on this would be very helpful. This supports equity and justice, so we need to get the word out to our membership.

The meeting was adjourned at 5:18 p.m.

Minutes submitted by Carol Valencia.