

EXECUTIVE COUNCIL 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 3:03 p.m. via Zoom Conferencing.

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.

Closed Session adjourned at 3:59 p.m.

OPEN SESSION

Open Session reconvened at 4:01 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. A Councilor raised a concern brought forward by several faculty members. For background, a few years ago a widespread cheating scandal at Harvard was disclosed. In that case, Harvard administrators looked through faculty email messages to learn who had leaked the story to the media. We need to ensure that we have policies and contract language protecting faculty from this type of invasion of privacy. As the result of a recent situation here at SRJC, faculty and administrator email messages were reviewed without notifying the people ahead of time. The Councilor believes that this was done due to bad judgment rather than criminal intent, but it points to the need for policy and contract language to guide the process in the future. Sean responded that SRJC Policy 2.13 (<https://go.boarddocs.com/ca/santarosa/Board.nsf/Public?open=&%252525253Bid=policies#>) covers privacy rights with regard to email. There is also strong privacy language in our recent Side Letter Agreements (see <http://www.afa-srjc.org/mou.shtml>).

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the November 25, 2020 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. Nominations for AFA Officers for 2021-22

- Sean explained that nominations for AFA officer positions are now open. These positions will have a one-year term starting in the Fall 2021 semester. Nominations will remain open until we vote at our Council Meeting on Jan. 27.
- The following nominations were made:
 - Conciliation-Grievance Officer: Casandra Hillman
 - Executive VP: Stanley
 - VP of Membership & Outreach: Steven Kessler
 - Secretary-Treasurer: Jacqueline McGhee

ACTION ITEMS**1. Appointment of AFA Representative to the Equal Employment Opportunity Advisory Committee (EEOAC)**

- Sean explained that nominations were opened at our last meeting. He asked if there were any nominations for this committee seat. There being none, this position will remain open until filled.

OTHER REPORTS**1. President's Report.** Sean reported briefly on the following items:

- We have been very busy in negotiations. We finished the spring semester Side Letter Agreement and have negotiated several special assignments that will assist in the equity work on campus (Queer Resource Center, IGNITE, Black & Ethic Studies lead faculty). We will also be protecting faculty rights and negotiating the new Senate special assignments.
- He gave a report to the Board last night with a positive tone:
 - He expressed thanks for all who have worked hard and persevered through the very difficult situation since last March.
 - He expressed appreciation for the BSU and BLAC for challenging the College to make long-overdue changes. AFA has learned a lot from our affiliation with North Bay Jobs with Justice in their equity work; equity work is the essence of union work.
 - AFA has been involved in the PRT visits from ACCJC. The PRT team has two goals: to assist in the reformation of SRJC's shared governance system; and to assist in the development of an enrollment plan. AFA has strong interests in both of these goals and will be watching this process closely to make sure faculty and student needs are met. A committee composed of members from each of the impacted constituent groups is now developing broad terms for moving forward on the two goals.
 - He praised the Board for making the hard decision of approving a project labor agreement for the new science building to ensure that all the workers will have union rights. It was a controversial decision, and he expressed appreciation to them for their courage.

The meeting was adjourned at 4:29 p.m.

Minutes submitted by Carol Valencia.