

AFA



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

September 8, 2021

(Approved by Executive Council on September 22, 2021)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Deirdre Frontczak	*Jacqueline McGhee	*Carlos Valencia
*Ashley Arnold	*Steven Kessler	Bud Metzger	*Kat Valenzuela
*Paulette Bell	*Laura Larqué	*Jessica Paisley	*Sarah Whyllly
*Claire Drucker	*Erica Lohne	*Karen Stanley	*Catherine Williams
*Brenda Flyswithawks	*Matthew Martin	*Dawn Urista	

Negotiators/Appointed Positions present: Anne Donegan, Casandra Hillman, K. Frindell Teuscher

Staff members present: Stephanie Simons, 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 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Decisions by Dr. Chong.** An AFA Officer read a message from a member regarding Dr. Chong's pattern of making decisions for the college and then backing off and apologizing afterwards. The member asked for the position of AFA on these recurrences of poor judgement on his part.
2. **Reliability of COVID Tests.** A Councilor raised a concern about the COVID testing upon which the college is currently making decisions. The Councilor explained that the most common COVID test (PCR) is based on faulty science and was never designed to be a diagnostic tool. Leadership (at the College and elsewhere) is making decisions based on this test even though it's based on inaccurate data, resulting in a "garbage in, garbage out" outcome.
3. **COVID Protocols for Face-to-Face Classes.** A Councilor relayed a concern from a member who is teaching face-to-face this semester. The member's class had a student who tested positive for COVID, and the instructor was unclear what the procedure was supposed to be. Upon investigation, the instructor discovered that not all students were getting notified about the positive test and there was no follow-up to ensure that students followed the procedure outlined by the College (including quarantine and COVID testing). The Councilor stated that AFA needs to get clarity and answers about these situations.
4. **COVID Vaccinations.** A Member brought up a concern about the implementation of any vaccine mandate, preferring a cautious approach since there are many variables involved including the number of shots that are required and the possibility of booster shots in the future. The member urged AFA to be sensitive to the many complexities surrounding such a decision.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the August 25, 2021 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. AFA Committee to Address Diversity, Equity & Inclusion within the Union

- Sean introduced this new AFA sub-committee to the Council and guests. He explained that Steven Kessler (VP of Membership & Outreach) and Jessy Paisley (Adjunct Cabinet Representative) have been working on this document and would like to present it to the Council for discussion.
- Steven introduced the topic by stating that AFA is striving to be an ally with BIPOC faculty and to move AFA toward more diverse leadership. In order to address the many issues of Diversity, Equity & Inclusion (DEI) within AFA, we are planning to develop and are seeking volunteers to serve on a committee that would assess the documents and practices of AFA and then make recommendations.
- A document outlining the purpose, composition and charge of the committee was projected for the meeting participants, and the floor was opened for discussion.
- Several Councilors expressed support for the development of such a committee and emphasized the importance of AFA beginning the process of addressing DEI issues within the organization.
- Comments from Councilors included the need to ensure that the committee members are representative of diversity and the need to reach out to the many new faculty members of color hired in recent years in order to get some new energy and perspective.
- One suggestion was made to change the word "stricter" in Item #3 to "stronger" or "more equitable."
- Questions raised by Councilors included how the committee would work with the Senate regarding professional development on issues of DEI; whether the committee would look at the Contract in areas not outlined in the document (specifically Article 16); and whether committee members would be required to have a formal background in areas of DEI.
- Comments from members included the need to explore how people are nominated for the committee and how to reach out to people who are currently not known by the Council in order to ensure "diversity"; and the need for the Senate & AFA to collaborate on professional development and also work on issues surrounding hiring and retention.
- Sean and Steven thanked the Council and guests for their feedback. More on this topic will be coming soon.

2. District Vaccine Mandate Decision & Communications

- K. explained that the AFA negotiations team brought forward this issue at the last negotiations meeting and is feeling more encouraged by the response of the District team. They acknowledged the poor communications and decision-making process and also came in with a rough proposal. The Board will vote on a mandate next week which will be a soft mandate for Fall 2021 and a hard mandate for Spring 2022. Once that decision has been made, AFA has the duty to negotiate any impacts and effects of that decision. We want to ensure that we get the chance to negotiate any impacts on safety and that the District can live up to their promises (and obligation) to keep people safe.
- A question was raised by a Councilor about the timeline for getting all this done in negotiations.
 - Response: AFA drafts the agendas for the negotiations meetings, and the District adds to them, if needed. This item is on our next agenda and we will be working together to produce a vaccine-specific side letter agreement. Unfortunately, AFA does not have control over how long it takes the District to complete the tasks they are assigned during the negotiations sessions. It's also difficult because the District leadership does not have a cohesive, consistent voice in these matters.
- Several comments were made about the need for an immediate vaccine mandate with competent implementation. Faculty are hesitant to sign up to teach in person in the spring given the chaotic fall roll-out.

- A suggestion was made that the District should look to the many faculty experts on campus to implement the plan rather than using administrators who do not have any expertise in public health or epidemiology.
- Sean urged the membership to speak up at the Board meeting on Sept. 14 to let their views be known.

ACTION ITEMS

1. **AFA Representative to District-wide Committee for 2021-22: Parking & Transportation**
 - Sean explained that we announced this vacancy at our last Council meeting. He asked for volunteers to serve on this committee.
 - Brenda Flyswithawks volunteered to serve. In the interest of time, the vote for this committee appointment was put off until the next Council meeting on Sept. 22.

OTHER REPORTS

1. **President's Report.** This report was tabled due to time constraints.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Carol Valencia.