Council of Division Reps Meeting  
November 3rd, 2017

1. **Introductions and a group picture.** There were more than 20 CDR members at the meeting with over 200 years of experience.

2. **Negotiations and Survey**
   - The negotiating team sent out a survey to all faculty and received many responses from faculty. The greatest number of responses highlighted money and workload.
   - The last contract reopener, 2016-2017, secured a step 10 for adjunct faculty, and full-time faculty who are on the adjunct salary schedule for overload and summer/intersession.
   - There was a short discussion of AB 1690, a bill passed by the legislature and signed by the Governor in 2016. The bill mandates that Districts bargain with faculty representatives to have a mechanism for adjunct faculty, with seniority, to be assigned a 60-67% load, IF, they would like that load. It also mandates that Districts design a method for establishing seniority, (if they do not have one), and also requires evaluations of adjunct faculty. Districts are supposed to be in negotiations to move to those goals, or their SSSP money may be at risk.
   - The current medical cap for the District is $43,000 for a family. That is the total cost for all benefits for a family for 2017.
   - Unfortunately, we are still fighting for “equal pay for equal work” as it refers to adjunct faculty.
   - We are again proposing that the District increase the salary for part-time faculty by paying them, at their current teaching hourly rate, for an extra 30 minutes for each .20 load. Full time faculty would not receive the increase as they are already being paid for one office hour for each .20 load.

3. **Writing Articles for the Newsletter**
   - **December:** Garry Johnson-Single Payer Article; Mentee Article
   - **February:**  
     o Randy Pratt-Sick Leave accrual;
     o Guillermo Castillo _RAM or some other idea;
     o Ken Jardin-Mentee
   - **March:**  
     o Mirella Burton article on award won by Cynthia Burnham;
     o Sravani Banerjee Some to do with Rosa (can’t remember sorry);
     o Jonathon Cronan Women in Construction
   - **April:** Elaine Ortiz Kristich ??;
   - **May:** Ken Jardin Sabbatical;
     o Garry Johnson Men in Nursing;
     o Jory Segal -?

4. **Membership Campaign:** Sign up 5 members
• Supreme Court will hear Janus case regarding whether compulsory union fees violate the First Amendment. If the court rules in favor of Janus, there will be a loss of agency fees, but the collective bargaining group will still have to represent members who don’t pay dues.
• Need to outreach to 200 members that. Everybody on CDR will pick 5 names to get membership cards from. People stay with the union for personal reasons, so personal outreach is important.

5. **Know your rights**
   • Golden handshake – gives two years of full time service credit. Doesn’t impact salary. STRS – highest compensation if you’ve been here 25 years. Adjuncts can take it too
   • Bridge plan – For retiring full time faculty between age 60-65 years old who have worked at least 15 years, with the last 10 being full time, the district will pay medical benefits until you’re 65 years old, at which point Medicare will cover you
   • Class and step – In order to advance in class, you MUST go to an accredited school. Courses don’t need to be related to your subject; they just need to be related to the college’s mission, vision, goals, etc and students you serve. E.g., ethnic studies, sociology, photography, etc are all fine as long as you can properly justify it.
   • Article 4 – additional faculty rights – deferred pay to get on 12 month salary schedule
   • As of June 2016 – every pay cycle will include a sick leave summary

6. **Building the Council of Division Reps**
   • Some people on the Council of Division Reps need signs

7. **Reports to Division**
   • At division meetings – ask dean for the last 5-10 minutes to talk about the union
   • Mentorship program – every full time faculty or permanent/tenure track faculty gets a mentor. The goal is to keep good contact with fulltime faculty so they get a good sense of the union. Possible extension to mentor adjunct faculty, but 50 are hired every semester, so it’s harder to do
   • Encourage district to hire more fulltime faculty. When Barbara first came on board, there were 275 fulltime faculty members. Now there are 230.
   • 50% rule – Districts must spend 50% of public money on academic side of educational institution (e.g. faculty and lab assistants). Right now, the district is at 50.33%. Union will try to get the district to hire more FT faculty
   • FT/PT faculty ratio – When Barbara first came on board, 72% of students were taught by FT faculty. Now, only 50% of students are taught by FT faculty.

8. **Next meeting**
   • Next meeting in Spring 2018 will be at SJCC. Barbara won’t be there :’o(

By Jory Segal and Diana Pham-Note takers