AFT 6157 Executive Board/COPE/Membership Meeting
Minutes
September 9, 2016
San Jose City College, Student Center, SC 104
9:30am-12:30pm

I. Call to Order
The meeting was called to order at 9:34am.

II. CLOSED SESSION

III. Open Session Begins - Roll Call

A. Present:
   Paul Fong, President
   Randy Pratt, Vice President
   Linda Ferrell, Fiscal Officer
   Helen Han, EVC Full Time Rep
   Elaine Ortiz-Kristich, EVC Full Time Rep
   Andres Quintero, EVC Adjunct Rep
   Michael Berke, SJCC Full Time Rep
   Fabio Gonzalez, SJCC Full Time Rep
   Phil Crawford, SJCC Adjunct Rep
   Jory Segal, Adjunct Rep at Large
   Bill Jacobs, Retiree Chair
   Mark Newton, Grievance Officer and Negotiations Team

   Also present: Scott Miller EMT program, Barbara Hanfling (Executive Director), Susan Yuen (Office Manager).

B. Approval of Agenda: Paul noted that a request for an agenda item was received via email from Phil Crawford, but it arrived too late to be considered for today’s meeting. The item will be tabled until the September 23rd meeting. A motion was made to approve the agenda. The motion was seconded. All approved.

C. Approval of Minutes: Fabio pointed out that Frank Espinoza’s name should also be incorporated to the statement in Section IV.A.3.b. There was a motion to approve the minutes with that correction. The motion was seconded. All approved.

IV. Membership Concerns

A. Need for Budget Analysis: It was raised that the District seems to be escaping scrutiny. The growth in enrollment does not seem to be reflected in a rise in faculty FTE, and administrative positions seem disproportionate. It would be good to have a budget analysis done for 2005 to 2015. Paul said that there is someone at CFT who looks specifically at budgets and can also train us to understand budgets.

B. Fabio’s Reassigned Time: Fabio expressed disappointment in the decision that the board made regarding his reassigned time.

C. Kieron Connolly: Mark reported that a beautiful memorial plaque was unveiled during PD day at the CT conference room.

V. Action Item:

A. Student Interns: Barbara reported that Kim Garcia called her to let her know that there are graduate level counseling students who are receiving stipends and working as counselors. The concern would be that we could not accept these types of arrangements until there are a sufficient number of counselors hired. Barbara said that this item needed to be brought to the Executive Board for discussion.
1. Elaine said that she was told that it was no longer happening. They were going to keep them as-is, but have the students do clerical/administrative work so that the counselors are freed to do more counseling.

2. Fabio pointed out that the students arrive with an agreement about learning objectives, and doing clerical work will not meet those objectives.

3. Elaine said that in her understanding, they are not “interns”, but actually temporary hires.

4. Mark said that the question is whether the students are there to serve their educational needs, or the college is using them to serve the college’s needs.

5. Barbara wrapped up the discussion by saying that she will email Kim and cc: the Board, expressing the Board’s concerns about not having enough counselors.

VI. Reports (District Council, District Budget, Presidents Meetings, HR Meetings, BOT Meetings)

A. President’s Report – Paul Fong

1. Sworn in on July 1st. Attended the biennial California Labor Federation conference on July 11th and the Board of Trustees meeting on July 12th.

2. Attended AFT Conference in Minneapolis, where very progressive resolutions were passed. Very well attended, and had many distinguished speakers including Hillary Clinton, Dolores Huerta and Al Franken. Paul was appointed to the PPC – Policy Planning Committee.

3. Attended the La Raza Roundtable event which honored ENLACE as Program of the Year.

4. Presented at the New Faculty Orientation. We welcomed 16 new full time faculty members.

5. Presented at the SJCC Adjunct Orientation while Randy did the one at EVC.

6. Other meetings: Attended 3 Board of Trustees meetings so far. Met with Mayra Cruz. Met with the college Presidents, the Chancellor, and Kim Garcia. Still need to meet with Doug Smith.

7. Attended Leadership Retreat at Hayes Mansion along with Randy, Andres and Jory, AFT 6157 reps. They discussed how we are operating in a deficit mode – not meeting FTES goals. We are operating with a deficit of $9 million (Paul noted that in reality we have $60 million in reserves).

8. COPE Pre-Endorsement meeting held. Results reported to the SBLC.

9. Paul expressed that he was looking forward to working with the Board. He emphasized an open-door policy, distributed his cell-phone number. A number of Board members thanked Paul for the touching remarks that he made at the memorial service for David Moglen.

B. Vice President Report – Randy Pratt

1. Randy added to the remarks about David Moglen: he was a full time faculty member working in adjunct positions, which left him with no job security and no benefits for his children. He stands as a symbol for how poorly adjunct faculty are treated.

2. Meetings: He presented at PD Day at EVC, and the Adjunct Orientation. Participated in the Leadership Retreat – his takeaway from the retreat was that there were 120 people attending the event, but only 6 were faculty members and less than a dozen were members of CSEA. This was disappointing. Finally, he attended the COPE and SLBC Endorsement meetings.

3. Randy also thanked the previous leadership for their service and expressed that he was looking forward to serving as Vice President on the Board.

C. Fiscal Officer’s Report – Linda Ferrell

1. Audited Financials for 2015-16
   a) Everything went well with the outside audit. We received more revenue than budgeted and had less expenses than budgeted. Linda emphasized that we should always aim for this. She has experienced times when this was not the case, and the Union needed to choose what got paid and what did not get paid.

2. Balance Sheet and Subsidiary Ledgers
   a) Linda would like for the Board to consider increasing our restricted legal funds. In the case of a lawsuit, we need to front funds. CFT or AFT will reimburse us only if they deem that it applies to the rest of the Union.

3. COPE
   a) Linda noted that signatures on COPE banks accounts still need to be updated.
4. Other
   a) Phil expressed that he feels strongly that Barbara and Linda should have access to a credit card. Linda pointed out that with a credit card, you lose internal control and expose the Union to liability.

D. Executive Director’s Report
   1. Barbara was involved in the same meetings that were covered in Paul and Randy’s reports.
   2. She passed out picnic flyers and directed everyone’s attention to the updated meeting calendar.

E. Bay Faculty Association (BFA) Report
   1. Barbara said we used to be very active when the meetings were held closer, but now they are held in Oakland, so it is difficult for her to attend. Meetings are Mondays from 3:30-6:30pm. Mike said that he was willing and will coordinate with Barbara.

F. Retiree Report – Bill Jacobs
   1. Starting to make plans for breakfast meeting with Retirees/Barbara

G. Other Committee Reports
   1. Faculty Association of the California Community Colleges: wants to share a presentation to the Board about what they have to offer to our members.
   2. South Bay Labor Council: Paul reported that he made the motion to provide a sole endorsement for all the incumbents in the Board of Trustees race, which was recommended at the COPE pre-endorsement meeting. The challengers were deemed not experienced enough. Paul also noted, however, that it will be made clear to Craig Mann and Rudy Nasol that although we are giving a sole endorsement, we want to meet with them more often and work closer with them during their next term to ensure support.

VII. Old Business
   A. Budget Allocation Discussion: Fabio reported that they will be having a half-day retreat to talk about the budget. It is important to have the finance committees from each college represented. Linda will be invited.
   B. Summer AFT 6157 Work/Schedule: Reported earlier in President’s Report.
   C. La Raza Roundtable Report: Elaine reported that it was the first gala for the Roundtable. About 300 people attended. ENLACE was recognized. One of the students spoke, and quotes from alumni were shared. Bill inquired about where the plaques and awards are stored, he recommended having them displayed in library.
   D. Picnic: Mike recommended to have arts & crafts activities as well as the jump house and agreed to organize this. Barbara asked all Board members to chat up the picnic with colleagues. There are other prep and clean-up duties involved, and we will bring a list to the next meeting. There will be between 80-100 people attending.

VIII. New Business
   A. Retreat: Paul announced that the Board will be having a retreat, most likely at the end of January or first week of February. It will be a one-day retreat. If there are any agenda items people would like to include please email Barbara and Paul.
   B. Negotiations: We will delay this discussion to allow time to review the adjunct faculty request. Other proposals are summarized in the meeting packet. There was a brief discussion about the cancellation of classes, which is often done before the last-minute influx of students. Justifications for cancellations need to be made clear. There is no negotiated threshold at this time.

IX. Negotiations
   A. We will delay this discussion to allow time to review the adjunct faculty request. Other proposals are summarized in the meeting packet.

X. Other Information
A. Fabio pointed out that the number of new faculty hires seems to be underestimated – not even covering retirements. Barbara said that she would send out the list of retirees on both campuses.

XI. Good and Welfare

XII. COPE Meeting

A. Discussion of Appointment of 4 members to COPE Board: No volunteers responded. COPE list has been distributed. Board members will be able to approach COPE members and encourage people to get involved.

B. Board of Trustee and Bond Initiative Pre-Endorsement Meeting: As discussed earlier, incumbents were given sole endorsements. They have our conditional approval, as long as they connect with our facilities committee.

C. Forming a Subcommittee to review the COPE Bylaws
   1. Phil described some of the items that need to be discussed, including leadership and quorum issues for COPE.
   2. Volunteers: Andres, Phil and Paul.

D. Donations to each Trustee Candidates and Measure X:
   1. Andres recommended a very token amount to the candidates that we were not enthusiastic about, but a larger amount to candidates that we truly endorse. Phil suggested an amount of $2,500 to Mayra Cruz and $250 to each of the others (Craig Mann and Rudy Nasol)
   2. Barbara gave some background about Measure X. She remarked that in the past we have always supported bonds because it is a way to get investment in infrastructure. It leaves more money in our reserves for raises.
   3. It was moved and seconded to give $2,500 to Mayra Cruz, $250 to Craig Mann, and $250 to Rudy Nasol. All approved.

E. Proposition 55: Barbara will be asking for people to do phone banking.

F. Adjunct Bill in Sacramento: This bill will require due process for termination, and additional hours for adjunct.

CLOSED SESSION

Meeting Adjourned at 12:36 p.m.

Next Meeting-Friday, September 23rd, 2016, Evergreen Valley College, Library Appi Mishra, 9:30-12:30pm