AFT 6157 Executive Board/COPE/Membership Meeting
Minutes
October 14, 2016
San Jose City College, Student Center, SC 104
9:30am-12:30pm

I. Call to Order

The meeting was called to order at 10:11am.

II. Roll Call

Present:
Paul Fong, President
Randy Pratt, Vice President - Arrived at 10:10am*
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 - Excused
Fabio Gonzalez, SJCC Full Time Rep - Excused
Phil Crawford, SJCC Adjunct Rep - Excused
Jory Segal, Adjunct Rep at Large - Excused
Mark Newton, Grievance Officer and Negotiations Team
David Yancey, Past President

Also present: Janet Chang (Director of Health Services, SJCC), Barbara Hanfling (Executive Director), Susan Yuen (Office Manager).

*Once Randy arrived, a quorum was present and we proceeded with all the business of the Union requiring a quorum.

A. Approval of Agenda: Barbara noted that Janet Chang asked for time to speak about a proposal and would be arriving mid-meeting. A motion was made to approve the agenda. The motion was seconded. All approved.

B. Approval of Minutes: There was a motion to approve the minutes. The motion was seconded. All approved.

III. Membership Concerns: None.

IV. Action Items: None.

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

A. President's Report – Paul Fong

1. Paul thanked everyone for their hard work during the picnic.
2. District Council meeting: Reviewed the new Board Policies, three of which were pulled.
   a) Intellectual property: It had stated that the Chancellor could make policies unilaterally. This violates our contract. Chancellor agreed to pull the policy.
   b) Calendar: Policy originally stated that it would be a joint decision of the academic senate and the union, but attorneys said that calendar is fully within purview of the union.
   c) Freedom of speech: Chancellor was advocating for district to be a "non-public forum." This was taken out. Any restrictions will now be determined at the President’s level.
3. Budget Allocation Model: Committee has met, but not a lot happening yet. Process delays have adverse implications on our ability to negotiate.
4. SJCC President Breland wants to convert 3 faculty positions to classified, which is an important point of contention that we will be addressing.
5. EVC currently has 5 faculty positions (3 from the State and 2 others) and President Yong is looking to create a 6th.
6. It was clarified that the State is guaranteeing 6 positions to the district, 3 for each campus. These positions MUST be used to hire faculty.
7. Met with Kim Garcia. Primary issue will be implementing AB1690
8. Board of Trustees meeting was quick. (Accreditation team was visiting)

B. Vice President Report – Randy Pratt
1. Attended meetings with Rudy Nasol and President Yong.
2. FT sick leave accrual issue: Overload faculty sick leave has not been accrued correctly. Currently in talks with Kim Garcia. Going back to recalculate will be difficult and overwhelming (also affects retirees and STRS) so we may be able to use this issue during negotiations.
3. Academic Senate at Evergreen discussed the situation surrounding the District Academic Senate. The bylaws and constitution have not been approved by the EVC Senate. Barbara also reported that there are officers now in place: Fabio, Eric and Michael Berke.
4. Spoke with Lisa Owen regarding AP4021, which is the process for how district can cancel a program. AFT is not represented on the committee, which is a concern.

C. Fiscal Officer’s Report – Linda Ferrell
1. Income Statement thru September – one quarter thru fiscal year, and we are right on target for both revenue and expenses.
2. Balance Sheet and Subsidiary Ledgers – No comments or questions.
3. COPE – After the donations that will be voted on, we will have a balance of about $25k.
4. Internal audit is scheduled for Friday, October 21st. Teck Ky, Ann Soman and Clem Lundie are on the committee. Last year’s only recommendation was to lower costs by purchasing an institutional license key for the Adobe design software. This was accomplished over the summer.

D. Executive Director’s Report – Barbara Hanfling
1. Barbara, Mark and Paul meet with Doug Smith and Peter Fitzsimmons monthly to talk about budget issues. Some of the recent conversations have been about the following issues:
   a) Faculty positions are getting "de-funded" without any notice. Classified positions require board approval when they are up for elimination. We need to push for the same.
   b) When a full-time faculty retires, they budget a replacement to be placed at Class 3 Step 4, which is too low.
   c) Conversation about Workforce Institute Funding turns out the District is spending about $650,000 on WI, not the $125,000 the Chancellor stated.
2. Had lunch with Mayra Cruz and Rudy Nasol. A lot of time was spent explaining the issue of the office hours for adjuncts, which has a direct impact on students.
3. Budget Allocation Model Meeting:
   a) It was decided that the committee meetings are open -- anyone can attend. So Mark, Barbara and Paul can continue to attend. There was discussion regarding the 10 plus 1 of the academic Senate. Goal is to come to consensus.
   b) The consultant that they hired put up four models: each of these gave a certain amount of money to the colleges from 3.6 million to 10 million each. There were lots of other issues raised such FTES, CTE, Athletics and how to determine their weight and value.

E. Bay Faculty Association (BFA) Report: None.
F. Retiree Report – Paul Fong, for Bill Jacobs
1. Fall Retiree Meeting will be held October 25th 1:30pm.
G. South Bay Labor Council – Paul Fong
1. Paul will be withdrawing his nomination for the Board officer because there is a vacancy that will open up when Gemma Abels becomes the Vice President. Paul anticipates that he will be nominated at that time to fill Gemma’s seat.
H. Other Committee Reports

1. College Council: Elaine reported that the College Council met with the accreditation team. Barbara shared that she and Paul met with the team at Evergreen to discuss shared governance issues, but we were not involved with the SJCC accreditation visit.

2. Academic Senate: Randy reported that the Academic Senate also met with the accreditation team.

VI. Old Business

A. Picnic: There was a brief discussion on how great the venue was where we have held it for 16 years and why change the venue to someplace in our district. No alternative venues were suggested at this time. Consensus was that those who are doing the work of putting it on should have the most say in where it is held.

B. Somos Mayfair: Andres met with Camille Llanes-Fontanilla. They just started a partnership with Alum Rock to house a small library in the neighborhood. Andres will write a newsletter article.

C. Budget Allocation Model: Discussion continued by the Executive Board on this issue. David emphasized that both faculty and classified employees must understand that the budget allocation model has a direct impact on the ability for the union to negotiate for salary and benefits. The revenue for increases needs to remain in the district budget. David volunteered to compose an email based on what he said in the meeting and send it out to the faculty and put it in the newsletter. One of the biggest concerns of the AFT which has been mentioned frequently is having too many pots of money, and therefore not being able to understand the reserve of the District.

VII. New Business

A. Evaluations: Barbara heard from HR that the accreditation team wanted copies of faculty evaluations. Our attorney wrote a letter that explained that contract states that it is confidential and unfair dealing if they ask faculty members directly to sign a waiver form. Agreed to a compromise where redacted files could be given (5 names per bargaining unit). Found out that the accreditation team was primarily concerned that the evaluations were done and complete.

B. Accreditation:

1. Barbara attended the SJCC final wrap-up presentation. Areas for improvement include: committee minutes need to be improved to ensure adequate communication; and evaluations are not being done in accordance with contract. There was also a lot said about distance education. In general, most people said that it was a lot better than last time.

2. Elaine attended the EVC final presentation. Areas of commendation include transparency and diversity. Areas of improvement include student folders, budget allocation process needs to be formalized.

VIII. Negotiations

A. Janet Chang, Director of Health Services for SJCC, presented a proposal to convert the Directors of Health Services to an 11-month contract. She presented the connection between health and student success and explained how the position is unique. Currently, the time required to set-up and close-down the clinics each year also reduces the time for direct contact with students during the year. Barbara asked if Janet has any creative ideas for where the funding may come from. Janet suggested that it could come from SSP and Equity funds because it can be clearly tied to student success.

B. Opening proposal: We sunshined the proposal. It will be put on our webpage.

IX. Other Information - none

X. Good and Welfare

XI. COPE Meeting

A. Six Executive Board Members were present and eight COPE members were present: Paul Fong, Randy Pratt, Linda Ferrell, Helen Han, Elaine Ortiz-Kristich, Andres Quintero, Mark Newton, David Yancey.

B. Confirmation of email votes:
1. It was moved and seconded to donate $500 to Measure W, which was requested by the President of AFT at San Francisco City College. 7 votes for. 1 against. Motion passed.

2. It was moved and seconded to donate $1,000 to Ash Kalra. Paul described his background. Motion passed with a unanimous vote.

3. It was moved and seconded to donate $2,100 to Jim Beall. Several board members described the good works that he has done in the past. Motion passed with a unanimous vote.

C. Linda reminded everyone about the items needed for FPPC reporting, which includes the exact position they are running for, who to write the check to, address, and FPPC number. She will be developing a form.

D. Donation to the South Bay Labor Council COPE:

1. There was a discussion about directly supporting City Council races versus donating to them through SBLC. Andres felt that it was important to cultivate the relationships, and they may not be aware that the funds are coming from us. Paul warned that if we support one, we'll need to support others, and that would be a slippery slope. This is why we donate to SBLC instead.

2. It was moved and seconded to donate $5,000 to the SBLC COPE. 7 votes for. 1 abstention. Motion passed.

E. Adjunct Bill 1690 was signed by the Governor.

F. Other Requests:

1. David suggested that we ask CFT for a donation to SBLC. Paul will follow up.

2. Paul reported that Rudy Nasol is not fundraising, so he asked for us to redirect our donation to Measure X. No motion made.

G. Kathy Jasper: It was moved and seconded to nominate Kathy Jasper as the delegate to the South Bay Labor Council, replacing Frank Espinoza.

CLOSED SESSION

XII. Personnel Issues

XIII. Negotiations:

XIV. Grievances/Issues

XV. Discipline/TRC Issues

Meeting Adjourned at 12:24 p.m.

Next Meeting-Friday, October 28, 2016, Evergreen Valley College, Appi Mishra LC, 9:30-12:30