AFT 6157 Executive Board/COPE/Membership Meeting
Minutes
October 28, 2016
Evergreen Valley College, Appli Mishra - LC
9:30am-12:30pm

I. Call to Order

The meeting was called to order at 9:37am.

II. Roll Call

Present:
Paul Fong, President
Randy Pratt, Vice President
Linda Ferrell, Fiscal Officer
Helen Han, EVC Full Time Rep - Excused
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
Mark Newton, Grievance Officer and Negotiations Team
David Yancey, Past President - Excused

Also present: Jesus Covarrubias (President, SJCC Academic Senate), Alex Lopez (SJCC Academic Senate Executive Committee), Barbara Hanfling (Executive Director), Susan Yuen (Office Manager).

A. Approval of Agenda: Phil requested that two items be added to the agenda: Executive Director evaluation, and COPE committee restructuring. A motion was made to approve the amended agenda. The motion was seconded. All approved.

B. Approval of Minutes: A number of questions were asked by members who were not present at the last meeting. Items in question were clarified. There was a motion to approve the minutes. The motion was seconded. All approved.

III. Membership Concerns:

A. Andres attended the Milpitas campus opening and reported that the facilities were very impressive and very convenient for students.

B. Jesus Covarrubias addressed the board to express his desire to work closely together and present a unified front. Some recent district-wide emails have caused concern. Michael suggested reconvening the joint leadership meetings, which were very productive in the past. Paul said there were some recent misunderstandings and reassured everyone about his commitment to maintain open communications.

IV. Action Items:

A. There was a request for donations to the Labor Movement Holiday Party on Sunday, December 18th. It was moved and seconded to donate $250 out of good and welfare funds. All approved.

B. Membership on Budget Allocation Committee: It was moved and seconded to appoint Barbara as AFT 6157’s representative, Mark Newton as first alternate, and Paul Fong as second alternate. All approved.

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

A. President’s Report – Paul Fong
1. Paul reported that the theme of the next CFT convention is “Education Unions that Inspire”.
2. Paul and Barbara attended a lunch meeting with Trustee Wendy Ho. She supports our proposal for adjunct office hours.

3. He attended with Barbara a Yes on X Committee fundraiser event, the Gloria Zuffall annual run, retiree meeting with Barbara at Walter Soellner’s house, and the Chancellors Advisory Group breakfast meeting.

4. He and Barbara met with Byron Breland and made clear the union’s position about the 2-3 faculty positions that are proposed to be converted to CSEA positions. We made it clear to Dr. Breland that we will bring the matter to the attention of the Trustees if the positions are threatened.

B. Vice President Report – Randy Pratt

1. Randy reiterated the message that was in his district-wide email. He expressed his desire to maintain civility in our communications. He thanked Jesus for taking the time to attend today’s meeting in the effort to express his views.

C. Fiscal Officer’s Report – Linda Ferrell

1. Linda reported about the internal audit that happened on October 21st. There were no problems reported. They had one recommendation which was to have the internal audit team sign confidentiality agreements before conducting the audit.

D. Executive Director’s Report – Barbara Hanfling

1. Barbara explained how she, Paul and Randy regularly meet with members of the Board of Trustees.

2. She attended the opening of the Milpitas event and subsequent Board Meeting. Several issues about the Milpitas campus have implications for the union:
   a) Regarding concurrent enrollment, the union’s position is that our faculty have first priority to teach such classes, not high school faculty. High school faculty who meet the minimum qualifications are welcome to apply as adjunct faculty.
   b) There is going to be a “coding academy” from 2pm to 9pm for which they have an agreement with MIT to teach an open access online class (MOOC – Massive Open Online Course). Anyone in the world can attend for free. This faculty member is paid by MIT and is not a dues-paying member of our union. There will be an on-site instructor teaching a lab that accompanies the course. The Union and the Academic Senate will be watching this as it develops.

3. She reported the discovery of a “Catch-22” regarding the new positions. The positions were funded at Class III Step 4, however the statutory cut-off day for budget is September 15th, which is too early for new faculty to be appropriately classified or benefits to be assigned. She also informed the board that the administration is putting forward a false timeline with regard to the vacancy produced by Joseph King’s retirement.

4. There has been a District Council and District Budget meeting. We are $29 million into Basic Aid this year, and $31 million next year. There is $15 million in reserve, while the prudent level to have is about $5 million.

E. Bay Faculty Association (BFA) Report: None. Michael will get additional information from Barbara about the next meeting and attend if he can.

F. Retiree Report – Bill Jacobs

1. Retirees enjoyed hearing about what is going on in the district.

2. Phil asked about a benefit that is due to the active teaching members of the union who are also retirees. Barbara said that it should have appeared in the October 10th payroll. There are approximately 40 people who are affected. Barbara will follow up to let these retirees know about the new benefit.

G. South Bay Labor Council – Paul Fong

1. Phone banking is on-going. We have a good relationship with them and should maintain it.

H. Other Committee Reports

1. College Council: Elaine reported that because of accreditation, admin is looking at the shared governance handbook and procedures, which need to be updated.
2. Academic Senate: Primary focus is on the budget allocation model, which will be discussed later in this meeting.

3. Retirement Board of Authority: Mark reported that their investment goal is going to be more conservative (4-6% versus ~7%), but there is no reason for alarm because we are currently overfunded.

4. Apprenticeships: Phil reported that he is working on getting the iron workers apprenticeship program to SJCC. We are also working on a pre-apprenticeship program in partnership with the 25 building trades. One point of contention is minimum qualifications for instruction.

VI. Old Business

A. Budget Allocation Discussion: The committee met on 10/21. Worked on principles for budget development. Discussed key issue statements (a.k.a. “elephants in the room”). 29 issues were brought up. These are posted on the committee website. Models for comparable Basic Aid districts were distributed. Agenda for the next meeting: approving principles, reviewing revenue report, reviewing CTE courses and costs.

B. Somos Mayfair: Andres will be submitting an article for the December newsletter. When he receives an email to save the date for their annual event, he will forward it to the board.

VII. New Business

A. Department/Division Meetings: One of the deans at EVC recently sent an email to five full-time faculty members saying that their sick leave will be docked because they did not attend a division meeting. Barbara requested feedback from the board on this issue. Is this a universal problem that the union should take on?

1. Michael relayed that he has heard of a faculty member being told that missing meetings would have a negative reflection on evaluation.

2. Barbara would like to require prior written notice.

3. Linda relayed that her dean often changes the date of the meeting at the last minute.

4. There was a brief discussion about what was contained in the contract.

B. District Council: Barbara sent a redlined version of the District Council membership/duties.

1. David Yancey in an email recommended that instead of “support”, we should say “provide guidance and advice.”

2. If anyone has additional comments, they should email Barbara.

3. Fabio pointed out that the voice of the administrators is represented twice because of the presence of MSC.

4. Elaine asked about the process and purpose of the District Council. Barbara explained that issues are brought up, it goes to the constituent groups, and comments come back which the Chancellor will take into consideration. There is no voting involved. Fabio noted that it’s a good way to give a heads-up on contentious issues. Not all districts have a body like this.

VIII. Negotiations

A. Two negotiations sessions have been held. The proposals for adjunct were given, which included: pay for committee work, office hours, golden handshake, health benefits (getting them on to the full-time benefit plan), and implementing AB1690.

B. Regarding due process, we have proposed that: (1) there shall be an improvement plan, and (2) if we take away SRP from a faculty member, they get appeal right to the VP of Instruction and two faculty members.

C. They have proposed going in to SISC. District is worried about our non-credit language. On Tuesday, they will be giving us their proposal on Article 12, which Barbara thinks will relate to “productivity.”

D. Randy will be working on a “Negotiations News” that will go out next week.

IX. Other Information

A. Elaine heard that there will be an IEC Dean (Institutional Effectiveness). It was clarified that it was a researcher position. Barbara noted that Associate Deans are being hired at EVC for Non-credit.
X. Good and Welfare
    A. We are providing a $250 donation to the Labor Movement Christmas Party. If anyone would like to volunteer, it is a very good cause.

XI. COPE Meeting
    A. COPE Coordinator Position: We need to appoint a coordinator.
        1. Phil recommended putting a call out to the membership before appointing someone. Elaine asked about past practice. Barbara relayed the history, which included instances where there was a call to membership and we selected someone, times when nobody volunteered and we operated without a coordinator, and most recently Frank Espinoza and Virginia Scales, who served as the coordinators. A coordinator is needed most during election cycles.
        2. Fabio expressed the need to establish clear guidelines for the future. Barbara explained that guidance on forming the COPE committee came from CFT and AFT and written into our bylaws. Our lawyer believes that we are following the bylaws.
        3. Phil asked for clarification on when a meeting is a COPE Board meeting and when it is a COPE Membership meeting. Barbara and Paul clarified that the COPE Membership meetings are when the endorsements are made. This meeting is a COPE Board meeting.
        4. It was moved and seconded that Randy Pratt be appointed to the COPE Coordinator position. All agreed.

    B. Phil proposed several ideas for COPE. These include: meeting less often; paying $50 per meeting; assigning geographic areas to advocate for legislation; and holding a COPE event for fundraising.

CLOSED SESSION

XII. Personnel Issues

XIII. Negotiations

XIV. Grievances/Issues

XV. Discipline/TRC Issues

Meeting Adjourned at 12:31 p.m.

Next Meeting-Friday, November 18, 2016, San José City College, SC 104, 9:30-12:30