AFT 6157 Executive Board/COPE/Membership Meeting
Minutes
November 18, 2016
San José City College, SC-104
9:30am-12:30pm

I. Call to Order

The meeting was called to order at 9:36am.

II. Roll Call

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 Arrived 10:40am
Fabio Gonzalez, SJCC Full Time Rep - Excused
Phil Crawford, SJCC Adjunct Rep
Jory Segal, Adjunct Rep at Large
Mark Newton, Grievance Officer and Negotiations Team - Excused
David Yancey, Past President - Excused

Also present: Barbara Hanfling (Executive Director), Susan Yuen (Office Manager).

A. Approval of Agenda: 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:

A. Frank Espinoza introduced the Executive Board to his mentee, Madavi Sudarsana, a new full time SJCC faculty member in Child Development.

B. Phil gave an update on the issue of minimum qualifications to teach in the apprenticeship programs. The State Academic Senate is trying set up the requirements, however there are differences of opinion between trade union leaders and academicians.

C. A brief discussion was held about the FON (Faculty Obligation Number). Phil feels that we should push at the CFT conference for a resolution to stop using the FON, which is very poorly administered and contrary to the 75% FT/PT ratio written into AB1725. Barbara reviewed the history behind the FON and explained that our current FON is 188, and our actual number is 230. We have always been over our FON. She said that instead of the FON, we should focus on the FT/PT ratio. Ours is currently 57%.

D. New signs were distributed to Executive Board members for their doors and adjunct centers.

E. Andres inquired about the plans for the Adjunct Center at Evergreen. Elaine said that it will be moving to Acacia for the time being.

F. Barbara brought up the issue of political signage. Before the election, there were many calls from concerned faculty after an email from President Yong went out. Barbara checked with our attorney and reassured faculty that they can keep their signs up in their offices. One faculty had her signs taken down, both inside and outside her office. When Barbara met with President Yong, he said it was done under Chancellor Budd’s instruction. Barbara and Paul met with the Chancellor and she agreed to issue an apology, which she did. Before the next election we need to come up with a clear understanding about political signage that can be properly communicated to all.
There was a brief review of the history of the Supreme Court Case Friedrichs regarding the legality of “agency shop” laws that require public employees to pay union dues. The fees were deemed legal in CA courts, but deadlocked at the Supreme Court after the death of Justice Scalia. The lower court ruling stands, but with the recent election it will not stay this way for long. The issue is likely to be a very big topic at the CFT convention.

IV. Action Items:

A. 27 Acres Discussion: There is a proposal to re-zone 27 acres of land owned by the district near EVC, allowing 12 of the 27 acres to be developed in exchange for $2 million per year (up to $2.4 million, with profit sharing). These funds will go towards Student Success programs.

1. Paul was approached by Chancellor Budd to testify on behalf of the district in support of rezoning. He told her that he is personally in support of it, however he could not speak until the union takes a position.
2. Elaine asked how the community feels about the issue. Paul reported that it is mixed. There are people in the community who see and support the compromise. Others do not want any type of development whatsoever.
3. Randy mentioned that he was reassured when he found out that even if the zoning changes, the land can still be used for educational purposes.
4. Phil noted that Measure X passed, which is evidence that the community supports the future development of the college. He feels that we should support the compromise.
5. Andres admired the community engagement that arose because of this issue. He felt that the phased approach is a good compromise.
6. Linda asked if the $2 to 2.4 million was annual or one-time. It is annual.
7. Helen asked if the remaining 15 acres is protected. Paul said it is, if you trust the district to hold to the commitment that they are currently making. Barbara said the issue is actually whether you trust that the community will rise up if the district fails to keep their commitment.
8. Jory questioned why we cannot just have 12 acres rezoned. Randy mentioned that there was a lot of time and money already spent on 27 acres. Barbara also brought up the issue of mixed-use facilities (ex. aquatic center).
9. Barbara also pointed out that there will be ample space for development at EVC based on the Facilities master plan.
10. Phil said that it is a prudent business decision to upgrade the zoning for a rainy day.
11. It was moved and seconded that the Union supports the rezoning of the 27 acres, with the understanding that only 12 acres will be developed at this time, and 15 acres are kept for future development at EVC. 6 votes in support. 2 abstentions. Motion passed.

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

A. President’s Report – Paul Fong

1. Paul met with President Yong regarding the political signage. Also talked about the positions that the EVC Academic Senate proposed.
2. Met with three trustees (all meetings took place before the elections):
   a) We discussed adjunct office hours with Jeff Lease, and found out that he wants it to be taken from the raises. Barbara explained that in the past we have compromised full time raises to bring adjunct pay up to parity; however this is a different issue altogether – it is about work performed, not parity. Therefore the funds should come from the district.
   b) Wendy Ho supports the office hours, but made no mention of how this will happen.
   c) Mayra Cruz supports it, but wants us to compromise.
3. Met with the Chancellor, who conveyed her thanks for support of Measure X. Also discussed the 27 acres issue.
4. Met with Doug Smith and discovered that he has already allocated our 6% increase to the colleges, in anticipation of the budget allocation model. It makes negotiations much tougher.
5. The COPE bylaws ad hoc review will be held on Thursday, December 8th at 8:30am at SJCC. Randy, Phil, Andres and Paul will attend.

B. Vice President Report – Randy Pratt
1. Randy attended the meetings with the Trustees, Chancellor Budd and President Yong.
2. He reviewed the list of ranked positions presented by the EVC Academic Senate.

C. Fiscal Officer’s Report – Linda Ferrell
   1. Linda presented the October Income Statement. We are about 33% thru our year, and on-target with income and spending.
   2. She reported that Barbara negotiated down the cost of our adjunct representatives’ reassigned time. The original total had included 100% of STRS at the defined benefit level. Barbara was able to negotiate it to 60/40, which matches the overall number of adjuncts who do the defined benefit plan.
   3. She reported that we spent approximately half of our COPE account for this election. We usually spend it down further.
   4. There will be a new COPE disbursement form.

D. Executive Director’s Report – Barbara Hanfling
   1. Barbara attended the meetings previously mentioned.
   2. There have been several contentious conversations regarding budgets. In the meeting with the Chancellor, Barbara pointed out a major discrepancy regarding the Workforce Institute budget. During negotiations, we questioned the differences between the tentative budget and adopted budget. These conversations are ongoing. Nothing has been resolved at this time.

E. Bay Faculty Association (BFA) Report: None. Michael Berke cannot make it on Mondays at 3:30pm because he has class until 3pm.

F. Retiree Report – Bill Jacobs: None.

G. South Bay Labor Council – Paul Fong
   1. Participated in three phone banks at SBLC for Prop 55.
   2. Almost all of SBLC’s endorsements passed. There were several very close races.
   3. There was a brief conversation regarding the implications of the election on students and campuses.

H. Other Committee Reports
   1. College Council:
      a) Elaine reported that they are working on the integrated planning manual, which deals with strategic initiatives and program review.
      b) The council had a discussion about taking down no smoking signs at EVC because the entire campus is designated as “no smoking”.
      c) The President opened up the floor for feedback on positions, so Elaine brought up the issue of ESL non-credit instructors being allowed to teach with just a bachelors degree. Barbara clarified that the Ed Code requires the minimum to be a BA, but we can always put a master’s degree in the desired qualifications. There are many adjuncts who would welcome the opportunity to add non-credit classes to their load. Phil will write an article for the newsletter about non-credit classes.
      d) Elaine also brought up the issue of adopting hiring practices to better reflect our student population.
      e) There was an unpleasant exchange of emails after the meeting.
   2. Academic Senate:
      a) SJCC:
         (1) Phil reported on discussions regarding the position list.
         (2) Michael reported that they discussed AB1995, which requires community colleges to open shower facilities to homeless students. Board policies are being changed to address this.
      b) EVC:
         (1) Randy reported the District Academic Senate recommendations that he pulled together were approved unanimously and are moving forward to the SJCC Academic Senate.
The Program Viability Review recommendations were also brought to the EVC senate.
Randy is receiving a lot of support from other Senators.
Elaine noted that there is a proposal for +/- grading that's in the Senate, and the counseling faculty is in the process of writing a resolution against that proposal.

VI. Old Business

A. Budget Allocation Discussion: Barbara reported that progress is slow. They are going over philosophy, principles, major issues. Phil noted that the Academic Senates under 10 plus 1 have right of meet and agree on this area. Elaine is reporting a lot of tension in counseling, which is being told that they have zero funds.

B. Somos Mayfair: Andres is still trying to get together with Camille. After Thanksgiving, Elaine and Andres will make arrangements to deliver the check and take a photo.

C. Retreat: Friday, February 3rd, 9:00am-4:00pm. Bascom Community Center. A CFT field rep will be there. They are also sending a researcher and budget person. If anyone has ideas for the agenda, please email Barbara or Paul. Bill suggested that the Senate presidents be invited. Paul agreed to send them invitations.

VII. New Business

A. District Council: Barbara had sent out the new charge document and requested comments. District Council got cancelled until after Thanksgiving.

B. Measure X: We do not know the plan for how funds will be used. And we must be a part of it.

VIII. Negotiations – saved for closed session.

IX. Other Information

A. The spring meeting schedule was distributed. CFT in Sacramento will be held March 31st to April 2nd and can be used as an alternate plan for PD Day. The CCC meeting is held on Friday night.

B. There was a brief conversation about maintaining a united front and meeting regularly with the Academic Senate leadership teams. Michael will work on finding dates for regular meetings starting in the Spring.

X. Good and Welfare

CLOSED SESSION

XI. Negotiations

XII. Grievances/Issues

XIII. Discipline/TRC Issues

Meeting Adjourned at 12:27 p.m.

Next Meeting - Friday, December 9th, Evergreen Valley College, Appi Mishra LC 9:30am-12:30pm.