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
Nasreen Rahim, EVC Full Time Rep (excused)
Elaine Ortiz-Kristich, EVC Full Time Rep
Andres Quintero, EVC Adjunct Rep
Alex Lopez, SJCC Full Time Rep (excused)
Fabio Gonzalez, SJCC Full Time Rep (excused)
Phil Crawford, SJCC Adjunct Rep (excused)
Jory Segal, Adjunct Rep at Large
Bill Jacobs, Retiree Chairperson

Also present:
Barbara Hanfling (Executive Director), Susan Yuen (Office Manager), Garry Johnson (EVC Nursing Faculty), Kathy Jasper (EVC ESL Faculty), and Daryl Hemenway (CFT Field Representative)

A. Approval of Agenda: Additions to the agenda were proposed. A motion was made to approve the agenda as amended. The motion was seconded. All approved.

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

III. Negotiations

A. Barbara passed a copy of the opening proposal. There are a lot of adjunct issues. Not on the list is the non-credit loading issue. We expect the District to be bringing it up.

B. Good news is that property taxes came in right under 5%.

C. Got a request for differential loading for a 300 level ESL class. Barbara wants to bring it up at a class-size meeting rather than bringing it up in negotiations.

D. Adjunct office hours will be top priority.

E. A motion was made and seconded to approve the opening proposal. All approved.

IV. Membership Concerns

A. Elaine brought up a concern that Enlace program is getting charged for rooms on nights and weekends. Soccer program is also getting charged. Custodians don't clean until Sunday, so Friday evening and Saturday events should not have an impact. Barbara suggested that this issue should be handled by the Dean. Randy said that we should also bring this up in the Faculty Senate as well.

B. Garry brought up an issue with nursing faculty regarding unpaid teaching time for orientation sessions at the hospitals. Some hospitals do not allow students to be there without the faculty present. Barbara gave suggestions about next steps.
C. Elaine brought up a concern about classes and hours not being put out at the same time, which causes adjunct to accept classes just to ensure that they get their loads. Adjuncts end up dropping classes and they need to scramble to get someone to teach the classes. Unfortunately, there’s nothing in the contract right now to require the lists to be put out together.

V. Action Items – None

VI. Special Presentation – Daryl Hemenway led a discussion about the impact of the Janus discussion and what the Union can do to prepare. Main takeaways were as follows:

A. Janus is considered a "blockbuster" case. The written decisions on such cases most often come out in June. When it does, we should expect to lose the ability to collect agency fees immediately. CFT is expecting approximately 18% loss in revenue. Our Union needs to budget accordingly.

B. We need to brace for a lot of national attention on this issue. There will be TV ads, campaigns in the conservative areas of the state.

C. Union is still obligated to represent people who do not sign up to be members.

D. CFT has been working with locals on plans.

E. AFT 6157 is in a relatively good position for now because of our high membership numbers, and our current efforts to collect membership forms.

F. He commended our strategy of having Executive Board members and Council of Division members do personal asks.

G. The board brainstormed with Daryl on ways that we can to brace for future years:
   1. Plan some kind of listening campaign for the spring. Make sure that they hear from us before the publicity starts. CFT can help us with planning.
   2. AB119 in CA will still allow us to have access to orientation. We should continue to utilize this opportunity. PD Day efforts also should be continued.
   3. We can do YouTube videos and utilize social media.
   4. Everyone should be prepared with bullet points about why it is important to join the union. Here are a few:
      a. We have a great contract.
      b. We have influence with the Board of Trustees.
      c. We help people solve problems.
      d. We help make working conditions better (share horror stories from other campuses – for example: adjuncts not having a physical space for office hours)

H. He invited us to attend a meeting to learn more and talk to other locals. Meeting is at Pajaro Valley Federation of Teachers office on Wednesday November 8th.

VII. Reports

A. President's Report – Paul Fong
   1. Paul and Barbara and Randy met with both campus presidents, as well as with Jeff Lease. Attended the Chancellor's breakfast, where she gave a status report to district community.
   2. District budget committee met earlier this week. There is a concern about the VTA charges for the Eco-Passes. Price has doubled.
   3. He was nominated to the SBLC Executive Board for another term.
   4. For the RAM meetings, he's asked Linda if she'd be willing to be the Union's rep to that group. She will discuss it with Barbara.
   5. Presidential search committee is starting.
B. Vice President’s Report – Randy Pratt
   1. Randy also attended the meeting with Lease and raised concerns about the 50% law. He also shared the issues about timing and process for bond issues.
   2. He attended the meeting with Keith Aytch. Randy was encouraged and feels that we will be able to work well with him if we keep an open line of communication.

C. Fiscal Officer’s Report – Linda Ferrell
   1. The internal audit was held on October 27th. The internal audit team had one recommendation: whenever we approve any financial matters that are approved at meeting, we number them in the meeting so that it will be easy to cross-reference.
   2. In anticipation of the Janus decision, dues revenue may be been reduced by 10-15% in next year’s budget.

D. Executive Director’s Report – Barbara Hanfling
   1. District Budget: The budget is showing a lot of reserves. Enrollment is doing better. It's important to note that this budget was done under the assumption of a 2.9% property tax, and we ended up at almost 5%.
   2. RAM: Has been meeting for 2 years. The committee is struggling to come to an agreement. There are six points of contention that are being focused on.
   3. The 2 adjunct meetings were well attended.

E. Bay Faculty Association – Paul was invited to an event.

F. Retiree Report – Bill has agreed to sit on the OPEB board for the rest of this year. Replacement will need to made for Fall 2018.

G. South Bay Labor Council Report – Paul has been nominated to sit on the Executive Board.

H. Other Committee Reports – none

VIII. Old Business
   A. Signing new membership forms. Susan passed out a list showing all faculty missing membership form. Each board member is being asked to target at least 5 faculty members who do not have a form, and make personal asks for them to sign a new form.

IX. New Business – None

X. Good and Welfare – Barbara informed the Executive Board that George Forrester is currently in hospice.

CLOSED SESSION:
   XI. Executive Director Search
   XII. Negotiations
   XIII. Grievances/Issues
   XIV. Discipline/TRC Issues

Meeting Adjourned at 12:40 p.m.

Next Meeting – Friday November 17th, San Jose City College SC-104