AFT 6157 Executive Board/Membership Meeting Minutes  
Friday, September 14, 2018  
Evergreen Valley College, 9:30-12:30pm, VPA 115

I. Call to Order

The meeting was called to order at 9:39am.

II. Roll Call

Board Members Present:
- Paul Fong, President
- Fabio Gonzalez, Vice President
- Linda Ferrell, Fiscal Officer
- Andres Quintero, EVC Adjunct Rep
- Alex Lopez, SJCC Full Time Rep
- Phil Crawford, SJCC Adjunct Rep at Large
- Dennis Meakin, Adjunct Rep
- Nasreen Rahim, EVC Full Time Rep
- Elaine Ortiz-Kristich, EVC Full Time Rep
- Jessica Breheny, SJCC Full Time Rep

Ex-Officio Present:
- Bill Jacobs, Retiree Chairperson

Also present:
- Jennifer Bills, Executive Director
- Jory Segal, Office Manager
- Patty Lim, E-Board Attorney
- Gerard Friesz, AFT Western Regional Director
- Daryl Hemenway, CFT Field Rep
- Thuy Cao, SJCC EOPS Counseling
- Javier Chapa, SJCC Language Arts
- Carlos Chavez, SJCC Counseling
- Lezra Chenportillo, SJCC Counseling
- Jesus Covarrubias, SJCC Ethnic Studies
- Meiko Daire, SJCC Counseling
- Elena Dutra, SJCC EOPS Counseling
- Yesenia Escobar, SJCC EOPS Counseling
- Julio Flores, SJCC EOPS Counseling
- Rebecca Gamez, SJCC Foreign Languages
- Valetin Garcia, SJCC Counseling
- Rachel Hagan, SJCC Counseling
- Cindy Huynh, SJCC Ethnic Studies
- Maricela Martinez, SJCC CTE Counseling
- James Maughn, SJCC Language Arts
- Scott Miller, SJCC, EMT
- Olga Morales, SJCC EOPS Counseling

Anita Reyes, SJCC Theatre

Will Reyes, SJCC, Counseling
A. **Approval of Agenda:** Additional agenda items were proposed. A motion was made to approve the agenda as amended. (Approved, Ortiz-Kristch/Breheny)

B. **Approval of Minutes:** A clarification was made to the minutes. Fabio Gonzales moved to postpone discussion. (Approved, Gonzales/Ortiz-Kristch, 9-0-0)

### III. Membership Concerns (45 minutes) (extensions until 11:30)

Each speaker is limited to 3 minutes

Randy Pratt spoke of his support of AFT 6157. His experience of collaborating with the union has been positive. Today will be his last day as COPE chairman.

Frank Espinoza wanted to reach out as the Academic Senate VP to encourage collaboration between the Senates and the Union. He also spoke about the history of collegiality on past Union Executive Boards.

Clem Lundie came to thank the union for its assistance. He appreciated the transparency & communications by the union. He expressed his support for the Union.

Anita Reyes spoke about the importance of professionalism.

Javier Chavez agreed with Anita's assessments. He read a statement: “Those with a voice are thinking that they are THE voice. We all have a voice, we should all speak to express our sentiments.” There are those who are leaders in the union and senates who have influence on hiring and funding. It is a sad state of affairs when the union has to respond to allegations by members that have more to do with power plays than actual issues.

Maricela Martinez spoke about the problems currently facing the union and the role of the union is to protect out working conditions. Leadership should be different between the Senates and the Unions. Decisions should not be made to benefit individuals. Maricela responded to Phil’s comments.

Gary Johnson spoke about bullying in the nursing profession. His suggestion was to support all efforts to remove any union Executive Board members who are bullying other individuals. Lezra has been a union organizer and is a full-time at SJCC. She is really concerned about the in-house accusations going back & forth. What are the tools that members have? Are the meetings being recorded? How can she research minutes? The point of the union is to advocate for faculty.

Marjorie Clark stated that as an employee she needed her union to be functional. The union appears to be dysfunctional. She is hearing allegations of discrimination, racism bias, etc. The
email accusations are destructive. It is time to unite. Egos should be left outside the door so the union serves its membership.

Olga Morales, SJCC counselor. Requested transparency. Concerned that her dues are being misused. Very disappointed in the internal battles taking place.

Phil Crawford stated that David Yancey and Mark Newton were both on the Academic Senates and the E-Board.

Marjorie Clark talked about the Council on the status of Women. The email she sent out was to acknowledge the work that Jennifer Bills did to achieve a 6% raise. Union members need transparency from the E-Board. What is going on here? What is the power play?

Isai Ulate spoke that if the E-Board cannot resolve their differences to represent its members, elect new members.

Parliamentarian invited by Fabio to the meeting, Tami Dunning. She suggested that the E-Board “follow your rules”. She said a parliamentarian was brought into the SJCC Academic Senate meetings to help run the meetings in an efficient manner.

Carmen Solorzano spoke. New faculty need assistance from the union. Grievances, questions, etc. need assistance. Workshops for all faculty. Good communication needs to be the goal. She suggested a workshop on faculty rights when there are student complaints.

Jesus Covarrubias urged using a Parliamentarian. He expressed his view that new leadership is a positive.

Carlos Chavez needs help with grievances. Turn-around time should be 48 hours.

**Fabio/Andres make a motion to hire a Parliamentarian and grievance officer.**

**Ferrell/Rahim amended the motion to having a discussion about the Grievance officer.**

The vote is for the reassigned time only, 20% on each campus. (Approved 9-0-0). The position will be announced. An email will be sent out to all faculty. Paul stated that a decision will be made on the grievance officers at the next executive board meeting.

**Applications will be accepted over the next 2 weeks.**

Elena Dutra said that there is all the chaos at PDD membership meetings. Supported the idea of a Parliamentarian.

**Gonzales/Quintero motion to hire Tammy, Parliamentarian.** Jessica would like to amend the motion to hire a Parliamentarian to not having a specific person as part of the motion.

Elaine/Linda spoke about the cost of a Parliamentarian. Our income is being reduced due to loss of membership. Cost is important and it should be reviewed before we continue the discussion.

Phil spoke in favor of the motion to hire Tammy. Alex spoke to the importance of hiring a Parliamentarian. Nasreen spoke to the importance of finding the “right” parliamentarian and to the importance of researching the individuals before we hire a Parliamentarian. Jennifer Bills will research the costs. Fabio spoke to the importance of having a Parliamentarian.

$180 for 2 hours meeting is the charge for the Parliamentarian at the SJCC Academic Senate. Tammy is a registered Parliamentarian.

Phil clarified that the motion to hire Tammy was for today only. That was not the original motion.

Marjorie & Jennifer spoke to the importance of assessing the qualifications of different Parliamentarians.

Elaine spoke to the importance of assessing the qualifications and costs of a Parliamentarian.
Yesenia counselor at SJCC. Faculty members understand there is a problem with the E-Board and dysfunction.

Call for question requires 2/3 vote. (closing debate). Motion to end debate.
Linda asked for clarification on the motion.
Gerard suggested that the original vote be voted down.

**Gonzales/Quintero moved to hire a parliamentarian, Tammy Dunning, for today and move forward with discussing.** Jessica stated she has concerns having someone coming to our meeting without being invited, and then hiring her. Jessica is in favor of hiring a Parliamentarian.

Paul Fong says a Parliamentarian was hired for the August 21st retreat. In response to Fabio’s request for a Parliamentarian, Jennifer hired a Parliamentarian, Esther Heller, President of the state Parliamentarian organization. The E-Board was notified a week ahead of time that a Parliamentarian had been hired for the retreat.

Jennifer never received notice that Fabio was bringing his own Parliamentarian.

Paul closed debate. The motion carried to have Tammy Dunning as the Parliamentarian for the meeting. (Gonzales/Quintero 7-0-0). Tammy Dunning agreed to waive her fee for the day.

**Reassigned time for the E-Board was announced.**

Andres .03 release time
Phil .03 release time
Dennis .03 release time
Alex none
Elaine none
Jessica none
Nasreen none
Fabio .30 release time
Linda .20 release time
Paul .60 release time

Elena Dutra expressed concerns that a Parliamentarian will not attend future meetings.

Jennifer addressed the member’s concerns and noted that restructuring the budget would be necessary to hire a Parliamentarian.

Marjorie suggested term limits for E-Board members.

Motion to extend discussion 5 minutes. (Approved, Gonzales/Breheny7-2-0)

Motion to move to Legal presentation. (Approved, Ferrell/Breheny 9-0-0)

**CLOSED SESSION**

Meeting Adjourned at 1 p.m.

Next Meeting – Friday, September 28, 2018, SJCC 9:30am-12:30pm

Reports and Other Business were postponed until 9/28/2018.

**IV. Reports:**

A. President’s Report – Paul Fong
B. Vice President’s Report – Fabio Gonzalez
C. Fiscal Officer’s Report – Linda Ferrell
D. Executive Director’s Report – Jennifer Bills
E. Academic Senates
F. Bay Faculty Association –
G. Retirees –
H. CFT Part Time Committee –

V. Old Business
VI. New Business
VII. Negotiations
VIII. Good and Welfare
IX. COPE CLOSED SESSION
X. Negotiations
XI. Grievances/Issues – Discipline/TRC Issues -