AFT 6157 Executive Board/Membership Meeting Minutes  
July 18, 2019 SJCC, T418, 2-5pm

I. Call to Order
The meeting was called to order at 2:05pm.

II. Roll Call
Board Members Present:
Paul Fong, President
Fabio Gonzalez, Vice President, phoning in
Linda Ferrell, Fiscal Officer
Doug Robb, SJCC Full Time Rep
Steven Mentor, EVC Full Time Rep
Phil Crawford, SJCC Adjunct Rep at Large, phoning in
Lorraine Levy, EVC Adjunct Rep
Nasreen Rahim, EVC Full Time Rep
Barry Del Buono, SJCC Adjunct Rep
Jessica Breheny, SJCC Full Time Rep

Ex-Officio Present:
Bill Jacobs, Retiree Chairperson
Kathy Jasper, Grievance Officer

Also present:
Jory Segal, AFT 6157 Office Manager
Dennis Meakin, adjunct faculty SJCC
Maryruth Gross, Interim AFT 6157 Executive Director

III. Approval of Agenda: Additional agenda items proposed. A Motion was made to approve the Agenda as modified, adding grievances into closed session. (Breheny/Mentor, Approved 6-0-0)

IV. Approval of the Minutes. Motion to approve the 4/26/2019 minutes with edits, (Breheny/Ferrell, Approved 5-0-2).

V. Closed Session
Motion to approve the above ED job search process. (Ferrell/Breheny, Approved Unanimous)
Ancillary activities should not be loaded. There is a rather fuzzy definition at the state and in our contract concerning ancillary activities. The head of HR will be discussing interpretation of the language with the Dean’s Academy in the next month.

VI. Old Business
A. Approval of 2019-2020 Budget
Linda is hoping that some legal fees will be refunded. Consulting fees includes electronic voting costs and costs to obtain non-work emails.
Motion to approve the projected budget for fiscal year 2019/2020. (Gonzales/Breheny, Approved, Unanimous 9-0-0)
Bill Jacobs suggested that the best time for a picnic is in the Fall due to weather.

B. Electronic Membership Voting
100% non-work emails are required by CFT and AFT for voting electronically. It was suggested that an email be sent to everyone requesting non-work emails.
Discussion occurred about online voting:
Do schools with online voting get better turnout?
There may be some unintended consequences.
Some people may not be willing to share non-work emails
Is there a server we could use for anonymous voting?
There should be a transparent & secure process for voting.
Linda, Phil, Fabio, Steven & Doug will form a committee to research.

VII. New Business

A. Retro Pay & Salary Schedules
   Full time Faculty received retro pay for 2018-2019 but it did not include summer, overload, or step adjustments. There is a problem with the District’s calculation of step adjustments. (Step 13 was supposed to become Step 14 in pay. Step 14 was supposed to receive the pay of Step 17. Step 17 was supposed to move to Step 19. Maryruth will talk with Byron.
   District did not send the negotiating team the step plan to confirm it was correct. Adjunct Faculty are scheduled to receive their retro on the August 10th paycheck. They will receive the same 2.5% raise on the salary schedule as Full-time faculty plus an additional 2% increase in pro rata on the full time salary schedule. Eligible Adjunct faculty will move to step 11 in the fall of 2019.

B. AFT Investigation Report & Order
   1. Policies
      Suggestions were received from AFT, the local is supposed to create their own language. Policies under the sexual harassment document should be read and voted on electronically before the next September meeting.
      a. Sexual harassment policy
      b. Employer email policy
      c. Code of conduct policy
   2. Training
      Aft will recommend a parliamentarian.
      Restorative Justice? Maryruth will research.
      Modified Rober’t Rules to promote good discussions and decision making.
   3. Constitution & Bylaws
      Lorraine, Jessica, and Paul will research making changes.

C. Building a Strong and Involved Membership
   Document from CFT on Vital signs of a strong union
   Reaching out to members is vital

D. Release time for the academic year
   Motion to approve proposed 2.1 release time allocation, (Robb/ Approved, 6-2-1) Ferrell and Levy opposed.
   Fong--President 60%
   Gonzalez--Vice President 10%
   Ferrell—Treasurer 20%
   Grievance Officers 40%, split between both campuses, to be advertised
   Negotiator—RJ Ruppenthal 20%
   Negotiator—Gonzales 20%
   Adjunct Negotiator—20%, to be advertised
   Discussion occurred about changing it in the spring to have membership coordinators. It was decided to continue with current structure of release time of .20 for negotiators for fall.

E. Executive Board Meeting times for 2019-2020
   9/19-EVC, 10/17-SJCC, 11/21-EVC, & 12/12-SJCC from 2-5pm
   Hopefully Zoom can be set up for meetings.

VIII. Membership Concerns
   AFT has committees the E-Board can join. Part-time, retiree, higher ed, etc. Paul sends in the form to be on the committee. CFT pays expenses for the 3 yearly meetings.
   Meeting adjourned at 5pm. Meeting Notes submitted by Jory Segal