AFT 6157 Executive Board/Membership Meeting Minutes
September 19, 2019 @ EVC, Appi Mishra, 2-5pm

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

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 phoning in

Ex-Officio Present:
Bill Jacobs, Retiree Chairperson, not present
Also present:
Maryruth Gross, Interim AFT 6157 Executive Director
Jeff Freitas, CFT President
Sarah Henne, CFT Field Rep

III. Approval of Agenda: Additional agenda items proposed. Amend New Business 7B Loading Steven M/A Motion was made to approve the Agenda as modified, adding grievances into closed session. (Ferrell/Mentor, Approved 9-0-0)

IV. Approval of the Minutes: Motion to amend to strike the Denise Meakin paragraphs as not accurate. Barry del Buono is the correct spelling. Motion to approve the 7/18/19 minutes with edits, (Levy/Robb, Approved 8-1-0). Motion to approve minutes

V. Membership Concerns:
   a. District email system for the union? Shouldn’t we have a separate email system? Member brought concern that the union does not have its own email
   b. Frank Espinoza-(VP of EVC AS) Congratulations to the new and former members. EVC Academic Senate looking forward to collaborating. EVC has a dozen new faculty who need help regarding their s and checking on salary placement?
   c. Dennis Meakin-Membership list needs to be maintained and updated
   d. Padma Manian-Clarified the AFT members listed as negotiators for the 2019 contract

VI. Reports:
   1. President’s report-Attended CFT meeting endorsement
   2. South Bay Labor - Endorsement
   3. Conflict of interest policy-passed (unanimous)
   4. Code of Conduct-passed (unanimous)
   5. Email provided by the district-To discuss
   6. Electronic Voting-To Discuss
   7. Announced the scheduling of the meeting

Executive Report
Checking references for Candidates
Search Committee – reference check spot, there are a couple of good candidates; need to discuss a process. We don’t want to wait until October to make a job offer.

MaryRuth, Fabio, Paul met with Administration and Beatriz to adjust steps to retroact the steps (14) (16 a bump in pay without PRC) (17 to 18 a pay bump) good news for those who have been stalled on. Step 19 still has the PRC requirements. All these adjustments need to be done hand so the process is difficult.

**Fiscal Report**

Not closed-looking for reimbursement for law expenses from our insurance companies.

AFT Budget presented-August report approved 19/20 budget

**Negotiations**

“Re-opener” the District proposed an Interest Based training, but the team is rejecting that for now. A comprehensive survey is being prepared for members to get their input on which articles to discuss. Padma will be using non-work emails to keep the EBoard up to date. CFT is setting up negotiation committee report. What are the parameters for reopeners? It is wide open if no agreement was made when we closed prior. Suggestion to begin budgeting for future years instead of being in a retroactive cycle.

**ByLaws Committee**

Meeting Thursday 9/26/2019

VII. Old Business

A. Approval of 2019-2020 Budget

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. Stephen Mentor reported from the Cabrillo union which uses “Election Buddy” for surveys, elections, and the endorsement of bonds. Cabrillo has endorsement from CFT to use it. Next possible steps-confirm requirements from the Union, have a Rep from the Election Buddy, and complete due diligence from other colleges.

Jeff Freitas pointed out the union may not use district emails for voting. Jeff Freitas also pointed out that the selection of delegates to CFT and AFT conventions cannot be performed through online voting.

Chair of elections committee should have all member nonwork emails. We require fair and equal distribution and access to resources. Individual candidates should not be sending their own statements to the entire membership but we need to make sure we have a way for people to present their candidacy.

*Motion* to add: election materials-“including candidate statements to the election committee” (Barry/Nasreen) (9-0-0)

C. Distribution of report-491 reports have been sent to non-work emails. Concern about misleading information shared by Phil and Fabio. AFT required the cover letter and censure to be sent. No members have yet requested the full report, AFT lawyers said that full report is available to members who request it.

D. Restorative Justice-MaryRuth looking for restorative justice program practitioners through Cornell and Santa Clara University.

E. Roberts Rules for small meetings-November 7 and 21 Cheryl Teare is available for training on these dates. There is a need for materials to review ahead of time and also to have the training be problem focused. CFT can pay for the training. Jeff Freitas has additional recommendations to provide to the EB (Dennis Kelly; John Perez)

VIII. New Business

A. Schedule Division Council meetings and General Membership Meetings

   a. October meeting will be a DCM and GMM at SJCC
   b. By laws need to be clarified

B. Loading
English 106 co-requisite for English 1A. Originally capped at 30 or but in August the class was raised to 35. Request information from the district, potential grievance and put the burden of proof on the district. Class size needs to be negotiated by faculty. Ask for written information from the district for proof that this was negotiated

IX. **Closed Session**

Meeting adjourned at 5:02pm. Meeting Notes submitted by Lorraine Levy and Steven Mentor

Next meetings, 10/17/2019 @ SJCC