

**GENERAL MEMBERSHIP MEETING MINUTES**

December 13, 2017

*(Approved by Executive Council on January 21, 2018)*

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	Bud Metzger	*Michelle Van Aalst
Filomena Avila	*Deirdre Frontczak	*Terry Mulcaire	*Sarah Whyllly
*Paulette Bell	*Robert Jackson	*Margaret Pennington	Albert Yu
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	<i>Adjunct Vacancy</i>
*Ted Crowell	*Molly Matheson	*Mike Starkey	

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Officers-Elect present: Mark Ferguson, Steven Kessler

Staff members present: Carol Valencia

The meeting was called to order at 4:35 p.m. in Doyle Library, Room 4245, on the Santa Rosa campus with Zoom conferencing to PC726, on the Petaluma campus.

**1. Negotiations Update.**

- Julie gave the following update to the Council and guests:
  - After the Dec. 1 negotiations session, the District filed for impasse, and it was approved by the Public Employee Relations Board (PERB) on Dec. 5.
  - AFA has been working hard to bargain in good faith and be creative, ethical and honest. We want to continue negotiating in good faith with District.
  - If we were to put the District's last offer before the faculty, it would not pass. The high cost of living in Sonoma County plus the lack of respect for faculty demonstrated in the District's offer are central issues. Faculty care deeply about the quality of education and the legacy of excellence here at SRJC.
  - Regarding the recent privacy and confidentiality concerns, the District is saying [in their latest offer] that we don't need an Article 23 (Progressive Discipline and Due Process). They are saying this in the face of these current concerns and issues. We have been working on the draft of Article 23 for over seven years and have been thinking holistically about faculty rights and trying to set up protections for all faculty. We want due process protections in our contract that we all, administrators and faculty, agree to follow--one set of rules for all. The climate at SRJC, in general, is much more punitive than it used to be. There are always disciplinary matters going on, and we need to ensure adequate protection for our members.
- Questions & Comments:
  - Comment: We hope that Dr. Chong and the Board will see what faculty want.
  - Comment: They are disempowering faculty though salary and control of programs.
  - Q: What is the process now that we're at impasse?
    - A: The District filed impasse with PERB. PERB determined that we are at impasse and referred it to mediation. The mediator contacted both sides and suggested some dates for our first session. We have decided upon Jan. 31 for our first session. AFA wants to challenge the information that the District has provided to PERB regarding the number of meetings and hours invested in negotiations so far, and the teams' proposals. We will have one or more meetings with the

- mediator and could move to an agreement based on mediation but are not required to. If there is no agreement (after mediation), we go to fact-finding where they will look at:
- ❖ Notes of negotiations meetings
  - ❖ Cost-of-living data
  - ❖ Data on "comparables"
  - ❖ Existing salary data
  - ❖ Data on the District's finances
- At the end of fact-finding, we could reach an agreement, or the District could impose their last offer, and the union could strike.
- The PERB process is not binding.
- Comment: In the past, the Vice President of Fiscal Services has reported different data to different groups (ACCJC, college community, Chancellor's office).
  - Comment: The Budget Advisory Committee faculty representatives are pushing for more information and decision-making ability. The committee needs to be able to look at the entire budget, including categorical money.
  - Comment: The District hires people with categorical money and then, when that funding goes away, those salaries are moved to the general fund.
  - Comment: Hiring is a shared governance process and is spelled out in policy. In the District's recent reorganization of student services, they violated and went around Title V requirements. AFA is going to start asking questions. Dr. Chong announced last night that he wants to reorganize the Vice Presidents. We are going to push them to follow the policy.
  - Comment: We need to keep showing up at Board meetings and use the public comments time to express to the Board what the faculty cares about. We want them to expand the comment time to allow for a greater number of topics to be addressed by faculty. We also want to have more sessions at the AFA office for people to come by to ask questions and make suggestions. They are silencing faculty voice at the Board meetings.
  - Comment: We need to have buttons, signs and t-shirts on campus at the beginning of the spring semester.
  - Comment: Student support is also important.
  - The next board meeting is January 9. If you can't be there in person but have comments, please send them to AFA so we can present them on your behalf.

The meeting was adjourned at 5:10 p.m.

Minutes submitted by Carol Valencia.