

EXECUTIVE COUNCIL MEETING MINUTES

March 14, 2018

(Approved by Executive Council on April 11, 2018)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	*Bud Metzger	Dawn Urista
*Filomena Avila	Claire Drucker	*Margaret Pennington	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Karen Stanley	*Sarah Whyllly
*Shawn Brumbaugh	*Sean Martin	*Mike Starkey	*Albert Yu
*Ted Crowell	*Molly Matheson	*Erin Sullivan	

Negotiators/Appointed Positions present: ~~Mark Ferguson~~, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:09 p.m. in Bech #1999, on the Santa Rosa campus.

CLOSED SESSION REPORTS

1. **Negotiations Report**. This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report**. This report and discussion were conducted in Closed Session.
3. **Cabinet Report**. This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:03 p.m.

OPEN SESSION

Open Session reconvened at 4:03 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

There were no member concerns.

MINUTES

Erin Sullivan noted that her name was missing from the list of Councilors who attended the meeting. With that correction, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the February 28, 2018 Executive Council meeting as submitted (16 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml> .)

DISCUSSION ITEMS

1. Fall 2018 Reassigned Time Request

- Karen projected the proposed reassigned time for fall semester and noted the following changes from the Spring 2018 allocation:
 - Decrease the Data Analyst position 5 percent since we will have a Budget Analyst.
 - Eliminate the Publications Coordinator position. Later this semester, we will be discussing a change to this position and its reassigned time.

- After a call for discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

2. Open Nominations for AFA Committee Representatives, 2018-19

- Karen explained that Councilors are required to serve on at least one committee. Adjuncts are paid for their service. Nominations will open today and will remain open until we vote at our next meeting. The following nominations were made:
 - Equal Employment Opportunity Advisory Committee: Michelle Van Aalst
 - Department Chair Council Liaison: Filomena Avila
 - Sabbatical Leaves: Molly Matheson
 - Parking & Transportation: Dianne Davis
 - Professional Development: Shawn Brumbaugh

3. Open Nominations for Other Appointed Positions, 2018-19

- Karen explained that the remaining positions are open for nominations and will remain open until we vote at next meeting. The following nominations were made:
 - DTREC Co-Chair: Warren Ruud
 - Bay Faculty Association Representative: Terry Mulcaire
 - Budget Analyst: Robert Jackson

4. Strike Relief Fund Authorization

- Karen explained that an informational email message went out today, and hard copies will be put in faculty mailboxes the week after spring break. The vote will begin on April 15. The proposal is to raise the dues to 1.0% (an increase of .26%), and it would take effect on May 31 (contract payroll) and June 10 (hourly payroll).
- The negotiations team is visiting department meetings and will hold five general information sessions.
- Plans are also in progress to set up a "GoFundMe" page for additional donations to supplement the fund.
- We still haven't made a decision about what to do with the fund if we do not go on strike. Some suggestions are: student scholarships, offset fees/dues increase with a temporary lower amount, use to replenish AFA strike and legal funds.

ACTION ITEMS

1. Appointment of AFA Officers, Negotiators & Appointed Positions, 2018-19

- Karen reminded the Council of the nominations from the last meeting and asked for additional nominees. A motion was made, seconded and approved by unanimous voice vote to approve the following slate of uncontested nominees (16 in favor, 0 opposed, 0 abstentions):
 - President: Karen Frindell Teuscher
 - Vice President of Santa Rosa: Sean Martin
 - Vice President of Petaluma: Erin Sullivan
 - Secretary/Treasurer: Sean Martin
 - Chief Negotiator: Terry Mulcaire
 - Conciliation Grievance Officer: Julie Thompson
 - Adjunct Cabinet Representative: Robert Jackson
 - Adjunct Negotiators: Robert Jackson, Warren Ruud
 - Other Negotiators: Mark Ferguson, Julie Thompson

2. New Agenda Item: Appointment of Spring 2018 Open Positions: *Adjunct Cabinet Representative, Adjunct Negotiator*

- Karen listed the nominations from the last Council meeting for the Spring 2018 open positions (Adjunct Cabinet Representative and Adjunct Negotiator).
- There being no further nominations for Adjunct Negotiator, a motion was made, seconded and approved by unanimous voice vote to appoint Robert Jackson to fill the open position for the remainder of the Spring 2018 semester (16 in favor, 0 opposed, 0 abstentions).
- There being no further nominations for Adjunct Cabinet Representative, paper ballots were distributed and counted by Sean Martin and Margaret Pennington. Robert Jackson was elected to fill the open position for the remainder of the Spring 2018 semester.

3. **Fall 2018 Reassigned Time Request**

- This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the Fall 2018 Reassigned Time Request (16 in favor, 0 opposed, 0 abstentions).

PRESENTATION

1. Pilot Labor Agreement and Apprenticeship Program (*Marty Bennett, North Bay Jobs with Justice*)

- Marty introduced himself and his co-presenters: Keith Diaz from the Sheet Metal Workers' Local Union and apprentice, Dalton Hemphill. He walked the Council through a packet of information on wages, job growth and inflation in Sonoma County. He explained that the SJRC Board agreed to a project stabilization agreement pilot to be used for the Burbank Auditorium Measure H project.
- Marty would like the help of faculty members in informing students about how they can be hired to work on the project. A copy of the student flyer is part of the meeting packet and was sent electronically to the Council. There will be an informational meeting for interested students on April 13. This is a gateway to the construction trades which can then be a gateway to the middle class.
- Marty explained that his organization is part of a community labor coalition with the mission of increasing the living standards of North Bay residents. They have been able to pass living wage ordinances in Sonoma and Marin counties resulting in a \$15/hour minimum wage by 2020. Twenty percent of the workforce on the Burbank project will be apprentices, and SRJC students will be given priority.
- Keith Diaz explained that the stabilization agreement provides labor continuity and cooperation. It calls for local hires and levels the playing field. Apprentices get college credit and have a career pathway starting at \$24/hour. They will also finish with no college debt. He added that, "We are not offering jobs—we are offering careers."
- Dalton Hemphill explained that he is a Sonoma County native and in his fifth year of the building trades apprenticeship. He added that he was unprepared for college after graduating from high school and chose the apprenticeship program because of the starting hourly wage. The labor agreement will guarantee good jobs for local residents far into the future, and then they will spend their money in the local community.
- A question was asked about how long it will take to put our community back together after the fires. Answer: It will be at least 10 years. Everyone complains about a labor shortage, but there's no shortage if the jobs pay well.
- A comment was made about AFA's support of Project Labor Agreements (PLA) here at the college and our hope that we can provide mutual support to one another. Keith added that they can help in our current impasse situation. They have come out in support of SRJC board members in the past.
- A question was asked about the chances of expanding the PLA to other Measure H projects. Answer: With these agreements, the projects are on time and on budget. We hope that will help us get future agreements.
- Marty thanked the Council for their time and support.

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

Minutes submitted by Carol Valencia.