

## GENERAL MEMBERSHIP MEETING MINUTES

May 8, 2019

(Approved by Executive Council on August 28, 2019)

Executive Councilors present (noted by \*):

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

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 4:30 p.m. in Lark #2004, on the Santa Rosa campus.

### 1. **2019 Tentative Agreement** (*Terry Mulcaire, AFA Chief Negotiator*)

- Terry thanked the negotiations team for all their help and hard work in the process of accomplishing this agreement.
- A cover letter and summary of the TA (including links to all the new language: [http://www.afa-srjc.org/tentative\\_agreement.shtml](http://www.afa-srjc.org/tentative_agreement.shtml)) will go out to the faculty this evening.
- He summarized the following highlights of the TA:
  - We will have Rank 10 for next year. With the proposed state COLA, the average raise will be 4.62 percent.
  - The lab equity agreement was in place before impasse, but was held up until we had a TA with the District. It will fully go into effect in Fall 2020.
  - Regarding Article 26:
    - We preserved the Rank 10 formula with a new cap on the total faculty costs as a percentage of the Unrestricted General Fund.
    - It was a hard-fought battle to keep the Rank 10 formula in the Contract.
    - AFA's agreement on the cap was a concession, but we were able to secure some important safeguards: the cap can only be applied for two years in a row, salaries can never be cut, and if any administrator(s) receive(s) a raise(s), faculty will get Rank 10.
  - We finally were able to negotiate a discipline/due process article after trying for many years to do so.
  - The Adjunct Medical Benefits Program (AMBP) deduction will drop to 1 percent for next year in order to draw down the current surplus. We will look at the fund balance next year in order to determine the percentage that will make it sustainable into the future.
  - Canvas Conversion Compensation is in place. Faculty must apply by June 30.
  - Waivers: Because the contract expired, labor law says we can remove any "waivers" of our rights from the contract. Some examples of this are removing DTREC, removing prohibitions against grieving certain decisions of the District, and having Board policies that give faculty extra requirements outside of the contract.
  - We have a long list of MOUs from the last three years (30 total). Of interest is Art. 23 (new discipline article), Chair & Coordinator X-Factors for extra work, and the new "unsatisfactory" ratings for adjunct evaluations (Art. 14B & 16).

- There will be no changes to contract faculty medical benefits for 2019-20. There was an 8 percent increase in benefit cost that the District will absorb.
- We will have 3-year contract (2019-22).
- Sean Martin explained that we learned much about labor law through the impasse and mediation processes, especially regarding direct dealing. We now have developed a process to address instances of new faculty compensation that avoids direct dealing.
- In response to a question about the Art. 26 cap and future compensation:
  - There is a lot of discontent at the state level regarding the new Funding Formula, so it could change going forward. However, it's very difficult to predict what will happen in the future.
  - Kate is concerned about funding for the college when coming off the fire waiver and onto the new funding formula. The District is hoping that its finances will be relatively stable after those changes are implemented.
  - Robert Jackson added that because Rank 10 is computed based on what is happening with salaries statewide, even if we would have had Rank 10 during the recession years, salaries would have been stagnant.
  - Sean added that the CCCI lobbyist told AFA that the new funding formula "hold harmless phase" will likely be extended.

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Carol Valencia.