

EXECUTIVE COUNCIL MEETING MINUTES

August 29, 2018

(Approved by Executive Council on September 12, 2018)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	*Bud Metzger	*Mike Starkey
Jambul Akkaziev	*Claire Drucker	*Terry Mulcaire	*Erin Sullivan
*Filomena Avila	*Mike Ichikawa	*Jessica Paisley	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Margaret Pennington	*Sarah Whylly
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	

Negotiators/Appointed Positions present: Mark Ferguson, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:05 p.m. in Lark #2004, 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 4:05 p.m.

OPEN SESSION

Open Session reconvened at 4:10 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Paulette Bell brought forward a question from a faculty member about the status of the state budget categorical funds to be put toward part-time parity.
2. Paulette asked an additional question (from a faculty member) about how AFA members can opt-out of AFA so they no longer have to pay dues.
3. Paulette brought forward a concern from a faculty member that, as class sizes have increased, so has the workload. However, even with the increase in workload, the hourly salary schedule pays the same rate for class time, grading and preparation.
4. Karen responded that the AFA Cabinet will respond to all member concerns once per semester, and those responses will be recorded in the Minutes. The Cabinet's review of the Spring 2018 concerns will be done in our meeting next week. There was a discussion about the fact that class size maximums are set for each course regardless of the delivery (face-to-face or online). As a result, it behooves faculty members to not allow students to add their courses beyond the class cap in order to keep their workload at a reasonable level.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the May 9, 2018 Executive Council meeting and May 23, 2018 General Membership meeting as submitted (16 in favor, 1 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. **Appointment of Bay Faculty Association Representative, Fall 2018**

- Karen explained that we need someone to fill this seat just for the fall semester. The Bay Faculty Association is a group of union leaders from throughout the Bay Area; it meets on the last Monday of the month in the East Bay. The meetings are an opportunity to hear speakers and network with other unions.
- Dianne Davis expressed interest if she is allowed to receive compensation without interfering with her reduced load status.

2. **Appointment of AFA Representatives to District-wide Committees for 2018**

- Karen explained that AFA was finally designated a seat on the newly combined Integrated Student Success Committee. It meets on the 1st Friday of the month for 3 hours. This committee seat will be open until filled.
- She explained further that the Housing Advisory group will probably only meet a few times. The next meeting is Tuesday @ 4:00.
- Sarah Whyllly expressed interest in attending the Housing group meeting.

3. **CCCI Fall Conference Attendees**

- The fall conference will be on Oct. 18-20, in San Diego. Please let AFA staff know by one week from today (Sept. 5) if you're interested. Once we know who would like to attend, we will assign the available spaces based on the AFA Conference Attendance Policy. Also, if anyone else would like to pick up their own travel expenses, we will pay for their registration.

4. **Fall 2018 Meetings and Retreats**

- Karen pointed out the fall list of meetings at the bottom of the Agenda. We will meet in Petaluma on Oct. 24 and have our retreat on Sunday, Oct. 14.
- She explained further that our retreat can be at Pepperwood or at the AFA office. By informal vote, the Council selected the AFA office for the location of the retreat.

5. **Change to AFA Bylaws, Article II Executive Council**

- Karen explained that the Academic Senate recently changed its Bylaws regarding adjunct faculty eligibility for Senate seats. We are considering following their lead in order to protect our adjunct Councilors from losing their seats because of class cancellations. This proposal would change the requirement in our Bylaws so that adjunct Councilors must either have offer rights (per Article 16) **or** have a class assignment. She asked the Council for their input.
- The Council expressed support for the change. No opposition was noted.
- Karen thanked the Council and added that the draft language will be ready for review and approval at our next Council meeting.

6. **Status of AFA Post Janus**

- Karen explained that due to the recent Supreme Court ruling (*Janus v. AFSCME*), fee payers will no longer contribute to the union. Members will continue to pay the same dues. In addition, all unit members (whether members or not) will receive the same services from us. They will become "free riders" since they will receive benefits for which they do not pay.
- We are in the process of looking at our budget to determine which expenses we can reduce to account for the loss in our income. We are also considering offering different tiers of services to entice people to join.
- AFA encourages all former fee payers (now non-members) to join in order to support our collective efforts. Those collective efforts include negotiations, representing and assisting individual faculty members when they need help, and representing faculty interests in committees and other college-wide groups.
- We also encourage our faculty colleagues to check into whether or not they are a member. Many adjunct faculty members are not aware of their membership status.

- Even if a faculty member doesn't like unions, support of AFA is important because it protects the professional status of faculty members and protects their working conditions and workload.
- It would be helpful for faculty members to have conversations with the non-members in their departments to inform them of the benefits of contributing to AFA by becoming a member.
- There was a discussion about having a membership drive. One suggestion was to have stickers/posters for office doors or buttons that say, "I'm a member of AFA."
- Karen thanked the Council for their input and added that we will continue discussing this topic in our upcoming meetings.

OTHER REPORTS

1. **President's Report.** None.
2. **Treasurer's Report:** *April/May, 2018 & Year-End 2017-18.* Sean reported the following items, focusing on the Year-End Treasurer's Report:
 - Revenue is categorized by dues (members) and fees (non-members), so you can see the loss of revenue that will result from the *Janus* case.
 - Additional legal fees and impasse fees were incurred over the spring and early summer.
 - The *Conference and Travel* costs were for the spring CCCI conference.
 - The 2017-18 fiscal year ended with a net gain of \$54,603, but we will still need to pay for our summer officer and negotiator hours which will deplete that gain.
 - We have not yet had to use our dedicated Strike or Legal Funds to pay our bills.
 - Our accounting fees (*Professional Fees: Accounting*) should also go down since we no longer have to complete a fair share service fee payer report.
 - As of June 30, the Strike Relief Fund had a balance of \$11,239.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Carol Valencia.