

EXECUTIVE COUNCIL MEETING MINUTES

October 24, 2018

(Approved by Executive Council on November 14, 2018)

Executive Councilors present (noted by *):

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

Negotiators/Appointed Positions present: Mark Ferguson, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:14 p.m. in Mahoney #721, on the Petaluma campus.

CLOSED SESSION REPORTS

1. **Negotiations Report.** The report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report.** None.
3. **Cabinet Report.** None.

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:06 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Vote of No Confidence in Chancellor Oakley.** Sean Martin advocated that AFA consider adopting a vote of No Confidence in Chancellor Oakley for his neglect of the shared governance process and disregard of faculty input in decisions being made at the state level.
2. **Precinct-walking for John Kelly Campaign.** Sean made an announcement about a request by John Kelly's campaign office asking for faculty support of precinct-walking leading up to the Nov. 6 election. The Council voted to endorse Trustee candidate John Kelly at our last meeting.
3. **Lot C Parking Space Size.** Dianne Davis raised a concern she received from a faculty member in her role on the Parking & Transportation Committee. This faculty member is concerned about the Lot C parking space size that appears to be getting smaller and smaller. There are issues with finding open staff spaces and experiencing damage to cars due to the small size of spaces. The faculty member is requesting that these concerns be addressed during the bond measure renovations to parking lots.
4. **EEOAC Survey in November.** Michelle Van Aalst brought forward a request from the Equal Employment Opportunity Advisory Committee. The committee will be sending out a survey to all college faculty, staff and students. They are asking for help by completing the survey and encouraging students to complete it. The survey window will be Nov. 2-27.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the October 10, 2018 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. AFA Membership Policy

- Karen explained that we discussed this item at our recent retreat. Draft language was included in the meeting packet and was projected for the Council and guests. As background, she explained that we have learned from our legal counsel that we must have a membership policy in the wake of the *Janus* decision. The Council originally discussed having an opt-out period of August 1-31, but our attorney recommended that we choose the period July 1-31 in order to immediately follow the expiration of our contract on June 30.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

2. AFA Voluntary Fee Payers

- Karen explained that this was also discussed at our retreat. Draft language was included in the meeting packet and projected for the Council and guests. Although we are prohibited from collecting mandatory fee payer deductions in the *Janus* decision, we are allowed to have a voluntary fee payer deduction. We have learned that some faculty members have a philosophical objection to joining unions and others have religious prohibitions.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

3. Why should you join AFA?

- Karen projected a document that was created in 2011 entitled "Ten Reasons to Join AFA" and explained that we would like to update this document as part of our membership drive. The document was projected for the Council and guests. She asked the Council for their suggestions for revision of the document. Suggestions included:
 - The Rank 10 salary schedule increases faculty enjoy are much greater than the .74% dues deduction.
 - The linked salary schedules (contract and hourly) are a unique benefit.
 - "Exclusive" voting privileges are for members only.
 - New bullets under the Contract Faculty benefits section are needed.
 - Under the Adjunct Faculty benefits, we should include the linked salary schedules (with a short explanation of what that is) and the new "established load" provisions in Article 16.
 - Add a bullet about AFA's awareness of and involvement in college and State happenings (through committees, Academic Senate, professional organizations, etc.).
 - Several suggestions regarding the last bullet and closing statement were made:
 - How faculty can give back by being a member. Their membership contributes to the ability of AFA to effectively represent and advocate on behalf of faculty.
 - Join today!
 - Include a "peace in the valley" statement after last year's contentiousness.
 - Statement that AFA has stood firm in the face of intense pressure and continues to effectively protect faculty interests.
 - "United we bargain. Divided we beg."

ACTION ITEMS

1. Adjunct Councilor Vacancy

- Karen explained that we discussed how to proceed with the filling of this vacancy at our last meeting, but we still need to decide if the Council will appoint or send the candidates to the membership for a vote.
- Several adjunct Councilors asked that the Council send the candidates to the membership for a vote in accordance with past practice.
- Several other adjunct Councilors expressed support for appointing a candidate for this vacancy.

- A clarification was made that if the Council votes to appoint, it then would need to decide how to vote for the appointment. One option would be to have a paper ballot for all four candidates.
- A motion was made and seconded to send the candidates to the membership for a vote (9 approved; 3 opposed; 2 abstention). The motion did not pass. (A two-thirds majority of the entire Council is required, which would be 13 votes).
- Because several Councilors are missing today, and we have not reached the threshold for passage of a motion, Karen proposed that this item be put back on the agenda as an action item at our next meeting.

2. AFA Membership Policy

- This item was moved from a Discussion Item. The draft language was changed to reflect the opt-out period of July 1-31 with an added explanation regarding the contract expiration date of June 30.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the draft membership policy (14 in favor, 0 opposed, 0 abstentions).
- The final, approved language written below is posted on the AFA website at http://www.afa-srjc.org/Policies/membership_cancellation.pdf .

AFA Membership Cancellation

Current AFA members may cancel their membership during one opt-out period per academic year. The opt-out period will be July 1-31, which is the one-month period that immediately follows the June 30th expiration of the collective bargaining agreement. To cancel AFA membership, faculty members must submit a written request to AFA. If a cancellation request is received by AFA outside the opt-out period, it will be effective at the beginning of the next opt-out period.

3. AFA Voluntary Fee Payers

- 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 draft Bylaws change (14 in favor, 0 opposed, 0 abstentions).
- The final, approved language written below is posted on the AFA website at <http://www.afa-srjc.org/Misc/bylaws.pdf> .

ARTICLE I. MEMBERSHIP

Section 5: Non-member faculty may opt to pay a service fee as a Voluntary Service Fee Payer that becomes effective upon completion of a Voluntary Service Fee Deduction form.

OTHER REPORTS

1. President's Report. Karen reported as follows:

- The CCCI Conference last weekend was extremely valuable. All the schools present were as concerned about the statewide issues as is AFA. The spring conference will be April 25-27, in the Bay Area. Due to the close location, we can send any Councilors who are interested in attending for the Friday full-day session.
- Sean Martin explained that he contacted John Kelly regarding the concerns and questions raised at the Retreat. Sean's written query to Kelly and Kelly's full response were read aloud. Based on Kelly's response, Sean explained that the interview committee was assured enough to continue with our endorsement of him. FACCC also has a number of statewide endorsements on their website that he would encourage you to check out--especially the superintendent of public instruction endorsement.
- Sarah Whyllly also reported on several items:
 - I attended the CCCI conference and learned a lot. I will be preparing a report for adjuncts on the conference.
 - At the last Student Government Assembly (SGA) meeting, I presented information received from Chabot-Las Positas Community College faculty leaders. They conducted research on the ramifications of the new State funding formula. I will talk more about this issue at the next SGA meeting. The SGA is also interested in joining with AFA in their advocacy efforts. I also shared a list of CCCI-sponsored bills and how legislators voted on them. Lastly, the SGA passed a resolution regarding the lack of staffing and support for the Dream Center. The Assembly is

considering funding positions out of their SGA budget in order to get needed services for students.

- Several members of the Council explained that we need more research and information before moving forward with support of the SGA resolution on the Dream Center.

2. Treasurer's Report: July, August & Sept. 2018. Sean highlighted the following items from the report:

- The *Conference & Travel* expenses were for the CCCI fall conference registration fees and the summer State budget conference expenses.
- We paid approximately \$11,000 in legal fees, mostly for impasse-related services.
- We paid for summer officer and negotiator time in the amount of \$31,000.
- We currently have 276 full-time members and 341 part-time members.

The meeting was adjourned at 5:06 p.m.

Minutes submitted by Carol Valencia.