



*AFA is working for you.
The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

February 12, 2020

(Approved by Executive Council on February 26, 2020)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Deirdre Frontczak	*Bud Metzger	*Kat Valenzuela
*Ashley Arnold	Robert Jackson	*Jessica Paisley	*Sarah Whilly
*Paulette Bell	*Steven Kessler	Margaret Pennington	* <i>Contract Vacancies (2)</i>
Shawn Brumbaugh	*Laura Larqué	*Karen Stanley	
*Claire Drucker	*Matthew Martin	*Erin Sullivan	

Negotiators/Appointed Positions present: Mark Ferguson, Karen Frindell Teuscher, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:08 p.m. in Kunde #113, 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.

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Use of SARS for Faculty Accountability**. Ashley Arnold raised a concern about the use of the SARS system for scheduling in the Disability Resources department. It requires faculty members to clock in and out every one-half hour and doesn't account for at-home faculty work. She is concerned because faculty are being micromanaged causing hostility in the department. She asked AFA to advocate for the use of the system only for student scheduling and for it not to be used to account for faculty time outside of student contact. Karen responded that she believes this is an unfair labor practice, so she would like AFA to write a "cease and desist" letter.
2. **Study Abroad Reassigned Time**. Matthew Martin brought forward a concern about inconsistencies in the reassigned time for the study abroad program. Karen responded that this should be on the list of "special assignments" that the team is currently negotiating with the District.
3. **Copy Center Closures**. Karen Frindell Teuscher brought forward a concern about the closure of the copy center for most of this week. As a result, faculty were not able to get their copy needs met.
4. **Communications with EH&S Department**. Canon Crawford brought forth a concern about his recent communications with the Environmental Health & Safety department. He found them to be very unprofessional and blamed him for a recent accident on campus. He had to go to Dr. Chong to get an adequate response to his concerns.

5. Upcoming SGA Elections. Sarah Whilly announced that the Student Government Assembly elections are coming soon. The students want to organize a debate for the candidates and would like faculty help in formulating the questions. If you are interested in helping with this, please see Sarah.

MINUTES

Paulette Bell raised a concern about the summary of her member concern from the last meeting (Jan. 22, 2020). There was a discussion about the practice of using names in member concerns. The approval of the minutes from the Jan. 22 Executive Council meeting was tabled until the next meeting when this discussion can continue.

DISCUSSION ITEMS

1. Secretary-Treasurer Vacancy, Spring 2020

- Sean explained that we have someone who is interested in filling this vacancy, but s/he is not yet eligible because s/he is not on the Council. If we hold off on this appointment until the next Council meeting, the current Contract Councilor vacancies will be decided, and we can see if the interested person is elected.
- He explained that nominations are officially open for this vacancy and will remain open until we vote at the Feb. 26 meeting.
- Jessy Paisley was nominated.

ACTION ITEMS

1. Appointment/Election of Candidates for Contract (2) and Adjunct (1) Councilor Vacancies

- Sean explained that we have three candidates for two Contract Councilor vacancies and three candidates for one Adjunct Councilor vacancy.
- According to our Bylaws, we have several options:
 - The Council can appoint one or more candidates.
 - The Council can send some or all of the candidates out for an election.
- There was a discussion about the past practice of sending the candidates out for an election when the term is more than one semester. An appointment, however, would save time. It might not appear to be fair if the vacancies are not treated in a like manner.
- A motion was made, seconded and approved by unanimous voice vote to send the Contract faculty candidates out for an election unless one or more of the candidates chooses not to run (11 in favor; 0 opposed 0 abstentions).
- A motion was made, seconded and approved by unanimous voice vote to send the Adjunct faculty candidates out for an election unless two or more of the candidates chooses not to run (11 in favor; 0 opposed 0 abstentions).
- The ballots will go out this weekend, so that we will have results before our next Council meeting.

2. Appointment of Replacement Representative to the Sabbatical Leaves Committee, Spring 2020

- Sean explained that Steven Kessler volunteered to fill this vacancy at our last meeting. In the interim, however, we learned of another interested person. In response, Steven has withdrawn his nomination.
- A motion was made, seconded and approved by unanimous voice vote to appoint Sal Diaz as the AFA representative to the Sabbatical Leaves Committee for Spring 2020 (11 in favor; 0 opposed 0 abstentions).

3. Election of AFA Officers, Negotiators and Other Positions, 2020-21

- This item was postponed due to time constraints.

PRESENTATIONS

1. Draft Equal Employment Opportunity Plan, 2020-23 (*Karen Furukawa-Schlereth, Vice President of Human Resources*)

- This presentation was postponed due to a conflict with the speaker's attendance.
- Sean explained that any Councilors who have reviewed the plan and have comments or questions can forward them to AFA staff, so that we can be ready for the re-scheduled presentation.

2. Jobs with Justice Membership (*Mara Ventura, Executive Director of Jobs with Justice*)

- Mara Ventura explained that she is the Executive Director of the North Bay chapter of this national organization started in the 1980s in response to workers not being able to advance their rights through the National Labor Relations Board. It is a labor coalition built from the ground up to hold employers accountable. There are 40 chapters across the country with the first chapter in San Francisco. Marty Bennett started the local group in 1999 as the Living Wage Coalition. In 2013, the group began the process of becoming an official chapter. The chapter has three staff members and covers both Sonoma and Marin Counties. They currently have 20 member organizations, and you can read about the current campaigns by visiting their website (see <http://www.northbayjobswithjustice.org/>).
- Many teacher groups are part of the North Bay chapter and SEIU 1021 is also a part. Both unions at SRJC (SEIU and AFA) would be stronger if they were a part of NBJJ in order to hold the Board of Trustees accountable.
- Why should AFA be part of a labor coalition?
 - *Simple solidarity.* We show up for each other's fights. Pledge cards are part of membership. Individuals pledge to participate in five fights per year that are not their own.
 - *We have common enemies.* People who are hostile to labor. We are stronger at the bargaining table if we join together.
 - *We have common interests.* Ballot measures and living wage initiatives are examples. We would like to move away from singular issues and move toward work on common issues.
- Our goal for 2019 was to build stronger teacher unions. We conducted trainings for teachers on how to be strike-ready. We want to continue bringing teachers at all levels together (K-12, community college and university).
- Expectations of Member Organizations:
 - Attend once every other month meetings (send 1-2 people)
 - Attend the annual retreat (held in January)
 - Pay annual dues (sliding scale; approximately \$1,000)
 - Complete Pledge Cards
 - In return, you will receive access to NBJJ staff, attorneys, phone banks and social media blasts.

OTHER REPORTS**1. President's Report.** None.

The meeting was adjourned at 5:07 p.m.

Minutes submitted by Carol Valencia.