



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

EXECUTIVE COUNCIL MEETING MINUTES

January 27, 2021

(Approved by Executive Council on February 10, 2021)

Executive Councilors present (noted by *):

*Sean Martin, presiding	*Claire Drucker	*Erica Lohne	*Margaret Pennington
*Ashley Arnold	*Brenda Flyswitchhawks	*Matthew Martin	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	*Jacqueline McGhee	*Kat Valenzuela
*Paulette Bell	*Steven Kessler	*Bud Metzger	*Sarah Whyly
*Shawn Brumbaugh	*Laura Larqué	*Jessica Paisley	

Councilors-Elect present: Dawn Urista, Carlos Valencia

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:03 p.m. via Zoom Conferencing.

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 3:58 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. A Councilor who is a member of the Adjunct Medical Benefits Program (AMB) brought forward a concern about being refused certain medical procedures due to the Catholic affiliation of the doctor's office. The Councilor is asking AFA to exert pressure on the District to require its contracted healthcare providers to change this practice.
2. A member explained that she has been seeking information regarding the District's plan to transition out of COVID and specifically how to approach scheduling for Fall 2021. She has been unsuccessful in getting the needed information. Sean responded that the District has the right to choose the modality of instruction, but they haven't yet made that decision for the fall semester. Once they announce their decision, AFA has the right to negotiate the impacts and effects of that decision. Until then, AFA is busily developing ideas for those future negotiations.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the December 9, 2020 Executive Council and General Membership meetings as submitted (17 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. CCCI Spring Conference Attendees (April 22-25, via Zoom Conferencing)

- Sean explained that this conference will be held remotely at a minimal cost, so AFA is considering allowing more people to attend than is the normal practice.
- Please let AFA staff know if you are interested in attending by Feb. 10.

2. Revision of AFA-FACCC Contract, 2020-21

- Sean explained that AFA has been a contract member of FACCC since 2012 and has benefitted from their representation at the state level. As part of that membership, all AFA members are automatically members of FACCC.
- Last spring, AFA approached FACCC with a desire to change the contract in order to reduce the dues paid to FACCC. The Contract Addendum we are considering today is an attempt to reach an agreement on that dues reduction for the 2020-21 academic year. Normally, we pay approximately \$56,000 in dues over the course of the academic year. This addendum allows us to pay significantly less (\$15,000).
- In February and March, we will be going back to FACCC to begin the process of negotiating our contract for next year (2021-22).
- There was a discussion about what would be required for AFA to end its contract membership with FACCC. If that decision is made in the future, it would be based upon the perception of AFA leadership that FACCC has not fulfilled its requirements under the agreement.
- A motion was made, seconded and approved by unanimous vote to move this item to an Action Item (17 in favor, 0 opposed, 0 abstentions).

3. Appointment of AFA Representative on the PGI Committee

- As was announced via email, Sean explained that all of the faculty representatives on the PGI committee have resigned in a show of protest about the workings of the committee. AFA has one seat on that committee that is now vacant. Nominations for that seat are now open.
- The former AFA representative to the PGI committee added that the faculty members on the committee operated in good faith and were trampled on by the District. Decisions were made without committee approval and behind their back. For anyone who is interested in joining the committee, please go in with your eyes wide open.
- There were no nominations. This seat will remain open until filled.

4. Nominations of AFA Negotiators, 2021-22

- Sean explained that the AFA negotiations team is made up of six members. Two are "by position" (AFA President & Chief Negotiator) which leaves four open positions for next year. Of those four positions, two have special roles (the Data Analyst and TREG negotiators), and two must be adjuncts. Nominations will open today and remain open until we vote on Feb. 10.
- The following nominations were made: Anne Donegan, Carlos Valencia, Kat Valenzuela, Marc Bojanowski, Jessy Paisley, Sarah Whylly, Dawn Urista.

ACTION ITEMS

1. Election of AFA Officers, 2021-22

- Sean explained that nominations for officers were opened at our last meeting, and those nominations are still open. He called for additional nominees for the four officer positions. There being none, the following nominees were elected as a slate (17 in favor, 0 opposed, 0 abstentions).
 - Executive Vice President: Karen Stanley
 - Vice President of Membership & Outreach: Steven Kessler
 - Conciliation-Grievance Officer: Casandra Hillman
 - Secretary-Treasurer: Jacqueline McGhee

2. Appointment of AFA Representative to the EEOAC

- Sean explained that nominations for this position have been open since Nov. 25. He called for nominations.
- Kat Valenzuela and Emily Schmidt were nominated.
- Voting was conducted via the private chat function of Zoom and counted by Jacqueline McGhee and Jessy Paisley. Kat Valenzuela was appointed as the AFA representative to the EEOAC, effective immediately.

3. Revision of AFA-FACCC Contract, 2020-21

- This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the AFA-FACCC Contract Addendum for the 2020-21 year (17 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS**1. President's Report.** Sean reported briefly on the following items:

- AFA is continuing to advocate for faculty safety and working conditions during COVID and for the out-of-COVID transition. This advocacy includes decisions regarding vaccinations and leave options for faculty.
- We are also calling for better enrollment management by the District. This includes appropriate class sizes and increasing the job security of adjunct faculty during this time period.
- Another priority we have is working toward reform of the shared governance system.
- We are engaged in conversations with the Senate for greater equity and inclusion. Our desire is to be part of the solutions; not part of the problems.
- We are also addressing issues regarding changes to faculty professional development.
- AFA's relationship with North Bay Jobs with Justice (NBJwJ) is coming into maturity. Steven Kessler is providing excellent liaison work. NBJwJ has a new Executive Director (Max Alper) and is supporting Omar Paz in an extensive research project targeting the needs of agricultural and migrant workers.
- He welcomes any comments and suggestions.

2. Treasurer's Report: Nov. & Dec. 2020. Jacqueline reported briefly on the following items:

- The *Conference & Travel* expense was for our Fall CCCI conference attendance. We sent eight attendees to the conference, held via Zoom.
- Our *Professional Fees: Legal* expenses continue to be fairly high. This is mostly due to ongoing grievance support.
- We paid for our fall semester *Reassigned Time* in December.
- Our *Subscriptions & Publications* expense will be going down by \$600/year with the cancellation of our Basecamp account, so that's good news.
- I will be presenting a revised budget sometime next month to reflect our agreed-upon FACCC dues and other things that have changed since we approved the budget in the fall.

The meeting was adjourned at 5:09 p.m.

Minutes submitted by Carol Valencia.