

## YC-AFT LOCAL 4952 EXECUTIVE BOARD MEETING MINUTES

Date 8/2/2014 Time 12:00 Location Hidden Valley Lake Pro Shop (Lake)

Officers, Appointees, and Visitors Present		
President	Elaine Robinson	x
Vice President	Heidi Walker	x
Secretary / Treasurer	Michelle Salluzzo	
Chief Negotiator	Doug Harris	
Grievance Officer	Judith "Star" Kreft	x
Campus Rep Lake	Michael Friel	x
Campus Rep Woodland	Bob Cassell	x
Campus Rep Woodland	Pam Geer	x
Campus Rep Marysville	Bill Lester	
Campus Rep Marysville	Julia Green	
Campus Rep Marysville	Heidi Walker	x
Membership Chair	Mary Benson	P
Newsletter Editor	Ben Brucker	
Guest	Annette Lee	x
CFT Representative	Brian Doyle	x

Called to Order at 12:12 p.m. by Elaine Robinson

Item	Discussion	Action
1. Approval of Agenda	No discussion	Motion made to approve agenda ( Bob Cassell / Michael Friel ). Motion carried.
2. Introductions	N/A	
3. Approval of May 3, 2014 Minutes	Michelle did not submit revised minutes. Elaine will send minutes to Executive Board members for review and approval for September meeting.	Motion made to table May 3 2014 minutes until September meeting ( Bob Cassell / Heidi Walker ). Motion carried.
4. Discussion - Treasurer's Report	<p>The duties of Secretary / Treasurer were not effectively executed during the 13/14 school year and the Treasurer did not make any entries in QuickBooks. There is currently \$50,837.44 in the savings account and \$79,159.98 in the checking account.</p> <p>There is an issue with per caps payment to AFT; they never received a payment that was definitely mailed by Elaine. As of the date of the meeting, per caps from March through July need to be paid. As soon as Elaine meets with Michelle to obtain the necessary information, Elaine will put a stop payment on the first check and mail another one to AFT.</p> <p>Ben Brucker helped sort out the bank statements and QuickBooks entries. He will be invoicing YCAFT for his time.</p>	No official Treasurer's Report was submitted; no official action was taken.
5. President's Report	<p>Elaine reported that Robert Mathews, the new president of YCFA, invited YCAFT to join YCFA at a Great Teachers workshop. He mentioned that he is aware that YCAFT is going into a bargaining year with the district and YCFA is not. He is going to have buttons made for all full-time faculty that say, "YCAFT - We've got your back." This is a whole new attitude from YCFA. He also suggested that representatives from each bargaining unit come together to share topics of interest.</p> <p>Brian agreed that we need to establish communication with YCFA - specifically regarding their impressions and possible issues with the STRS situation, their impression of what is happening with ACCJC, and evaluations of faculty by the district.</p>	

6. CFT Report	<p>Brian gave the Eboard a copy of CFT's summary to its members of recent legislation AB 1469 which addresses the CalSTRS projected \$74 billion unfunded liability. The final bill was not entirely what AFT/CFT was hoping for.</p> <p>ACCJC - Lawsuit by SFCC pending; SFCC has been granted an extension on their accreditation until the trial is completed. AFT is working on outreach to help build a case against ACCJC. SFCC's second round of review is also coming up in October. SFCC is really suffering as a result of this on-going issue.</p> <p>Mendocino Superintendent of Schools race - CFT is backing Warren Galletti in an attempt to oust current anti-labor superintendent who is surrounded by controversy.</p> <p>SB114 - STRS Reporting - This bill was designed to address mis-reporting of service credit in the community college system, and YCCD has yet to provide any evidence of compliance. During the last Joint Labor Management meeting Brian attempted to get clarification of the reporting process (especially in light of the passage of AB 1469) but the district was not forthcoming. Brian has suggested enlisting the assistance of Bob Bezeneck Law Firm (specialists in community college issues and specifically STRS) to draft an information request regarding the census data for our entire bargaining unit for the historic application of STRS service credit; i.e. district paid, employee paid, etc. The assistance with drafting this letter will be of no charge to YCAFT.</p> <p>There are 4 big STRS issues to be addressed:</p> <ol style="list-style-type: none"> <li>1) the current situation with the district's miscalculations of unit members' contributions (Heidi's issue),</li> <li>2) the education of unit members regarding options for participation in STRS regarding cash balance and defined benefit programs,</li> <li>3) some part time employees are still having APPLE contributions taken from their checks, and</li> <li>4) sick leave credit can be applied to service credit, yet employees have no way to check their sick leave balance. These issues will be addressed at the next Joint Labor Management meeting.</li> </ol> <p>It was noted that there is a level of personal responsibility when it comes to understanding one's STRS options, as well as a district culture of avoidance when it comes to discussion STRS issues with employees.</p>
7. Membership Update	Mary had nothing new to report.
8. Grievance Update	<p>Elaine reported that a part-time PE teacher / coach had decided to resign his coaching position to avoid being let go. He was then not eligible to teach because he did not meet the minimum qualifications to teach the class unless he was coaching. He believes that the district feels every complaint is a discrimination complaint and they should be called on this. The district would like his name removed from the seniority list. The general consensus of the Eboard was that this was in conflict with the terms of the contract and his name should remain on the list. He was also told by his supervisor that it was appreciated that he resigned because it saved them the trouble of having to give him a "needs improvement" for his review. No further action is planned at this time.</p> <p>Elaine received a call from HR as a heads-up that one of our unit members had made a complaint to the district in a confrontational and irrational manner, so the HR representative refused to help her. This unit member has continued to attempt communication with the district utilizing manners and methods outside of the established processes.</p> <p>Elaine reported that a part-time instructor at the Lake campus was offered and accepted a class that was not convenient for his schedule. He disclosed to the Interim Dean that he would accept the assignment but was not sure he could accommodate the schedule. Ultimately he had to decline the assignment at the last minute and was assured by Elaine that it would not adversely affect his return rights (other than not accumulating those units had he taught the class).</p> <p>Judith "Star" Kreft reported that there had been several student complaints that had gone unaddressed due to the turnover in management. Brian reminded the Eboard that there are different processes for complaints and every complaint needed be treated as a "discrimination" complaint. We need to provide our members with the appropriate assistance for following the correct procedure and YCCD's appropriate due process. Eboard members should call Brian if the complaint is escalated to Davidson Private Investigators.</p>
9. Academic Senate Report	Pam reported that the special committee for the master plan for the Colusa campus is considering how to advise the district regarding leadership of the campus and how or if it will correlate with the leadership of the Lake campus. There is also concern that the original terms of the agreement with Colusa county regarding the campus are not being honored.
10. Campus Rep Reports	<p>Bob Cassell - Woodland - Nothing new to report.</p> <p>Michael Friel - Lake - Lake Campus has another Interim Dean, Skip Davies. Michael also reported that the 4-year private college Marymount California University has opened for business for the fall semester and several of Yuba's part-time instructors as well as a full-time instructor have been approached to teach classes. Annette reported that she was quoted a pay rate of \$1200 per unit.</p> <p>Heidi Walker - Heidi was contacted by a summer history professor regarding the deadline for submitting summer grades. He is concerned, as are many others, that it is not enough time. The Eboard members present all agreed that this was an academic senate issue.</p>

<b>11. Old Business</b>											
a. Negotiations Update	Elaine asked everyone to be thinking about what items should be included in our sunshine letter. Brian said we should talk about release time for members on the bargaining team. There is no stipend for the negotiation team, so this is an important issue.										
b. Eboard Election Update	No alternative nominations were proposed by members; the slate was adopted as submitted. Elaine Robinson is President, Heidi Walker is Vice President, Annette Lee is Secretary Treasurer. Judith "Star" Kreft will remain Grievance Chair, Mary Benson will remain Membership Chair, and Doug Harris will remain Chief Negotiator. All campus Representatives will be elected at the General Meeting / Back to School Night held at each campus.										
<b>12. New Business</b>											
a. General Meeting Agenda	This year Yuba is trying a combined meeting / convocation with both part-time and full-time faculty "in the spirit of inclusion" in Marysville. This is seen as a positive step. Elaine crafted an on-line survey for Part-timers at Marysville, Sutter, and Beale AFB to complete post-meeting to get an idea of how well it was received and what, if any, issues part-time faculty had with the combined event. Star mentioned that the information regarding flex credit for various events throughout the day was vague and needed to be clarified (hours / units, etc.).										
b. Committee Assignments	<table border="1"> <tr> <td>Joint Labor Management - Annette, Elaine, Doug, Pam</td> <td rowspan="9"></td> </tr> <tr> <td>Negotiations - Annette, Elaine, Doug, Pam</td> </tr> <tr> <td>Academic Senates - TBD</td> </tr> <tr> <td>College Councils - TBD</td> </tr> <tr> <td>District Coordination and Communication Committee - Annette</td> </tr> <tr> <td>Budget Advisory Team - Annette</td> </tr> <tr> <td>District Distance Learning Committee - TBD</td> </tr> <tr> <td>District IT Committee - TBD</td> </tr> <tr> <td>District Calendar Committee - Star</td> </tr> </table>	Joint Labor Management - Annette, Elaine, Doug, Pam		Negotiations - Annette, Elaine, Doug, Pam	Academic Senates - TBD	College Councils - TBD	District Coordination and Communication Committee - Annette	Budget Advisory Team - Annette	District Distance Learning Committee - TBD	District IT Committee - TBD	District Calendar Committee - Star
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c. Newsletter	Goal to have newsletter out by the second week of school. Suggestions for articles include election results, president's message, flex reminders, office hours reminders, committees in needs of representation, use of college email.										
13. Members' Input / Concerns / Questions / Other Issues	<p>Pam brought a print out from Transparent California in order to shine light on and create more awareness of how many full-time faculty members are working overtime. All extra classes taught by full-time faculty are classes that could alternatively be given to part-time faculty.</p> <p>Annette informed the Eboard that she had agreed to teach an on-line class but was never officially advised by administration regarding "how" to teach it. She took it upon herself to learn Canvas, has spent roughly 8 hours developing the class (it has never been taught on-line before), and is prepared to teach the class with zero contact from administration. Her full-time department colleagues have been available to answer questions.</p>										
14. Future Meeting Schedule	<p>9/6/14 Marysville, Sopa Thai 12:00 p.m.</p> <p>10/4/14 CCCConfer 10:00 a.m.</p> <p>11/8 /14 Woodland, Osaka Sushi 12:00 p.m.</p>										
15. Adjournment	Adjourned at 2:16 p.m. by Elaine Robinson										

Submitted by: Annette Lee 8/2/14