

## YC-AFT LOCAL 4952 EXECUTIVE BOARD MEETING MINUTES

3/7/2015 12:00 PM Yuba City

### Officers, Appointees, and Visitors Present:

President—Elaine Robinson; Vice President and Marysville Rep.—Heidi Walker; Secretary/Treasurer—Salvador Tolentino; Chief Negotiator—Doug Harris; Grievance Officer—Judith “Star” Kreft; Membership Chair—Mary Benson; CFT Representative—Brian Doyle; Lake Campus Representative—Michael Friel; Woodland Campus Representatives—Bob Cassel, Pam Geer; Marysville Campus Representative—Neelam Canto-Lugo.

### Call to Order: 12:13 pm by Elaine Robinson

1. Approval of Agenda: Motion made to approve agenda (Cassel, Friel). Motion carried.
2. Ratification Votes: 36 countable votes in favor of ratification; 1 disqualified vote for failure to follow instructions.
3. Membership Drive: Step 1. Brian—outreach to all bargaining unit through agency fee payers. There are roughly 110+ district-wide. The effort should include highlighting distinctions between membership and fee payer status. We should characterize the outreach effort as a contract campaign by linking it directly into collective bargaining efforts. District-wide problem for all employees such as the 2014-15 successor bargaining we have just ratified. The contract has expired, and YC-AFT is negotiating for a new 3-year agreement. There are possibilities for the contract negotiations. Article 7: some work done on comparability with surrounding districts—our bargaining goal is to become comparable in pay with other districts; Article 12—has been sunshined, as well as an interest in adding a binding arbitration provision as the final step to dispute resolution (an independent third party to make the determination). This contrasts with mediation which is negotiation. The fundamental notion that is connected around a new article on disciplinary procedures—incorporate due process into the agreement now have only a one-line reference to “just cause” discipline. This covers issues of students’ complaints about faculty, inter-faculty disputes, along with any employment implications that may arise. These are contained in the contractual framework. Currently, Board policies around some of these issues are incomplete, inarticulate, poorly defined and lack due process, which are unlawful because they don’t meet the standards on these issues.
  - (i) We want potential members (fee payers) to know we are going into this process, and that they are currently paying the rate anyway without the benefits of membership. Specific benefits include the right to vote on the ratification agreement, to be an officer/representative, union pay insurance benefits include \$1million professional liability insurance. There is a legal defense grant process that pays for representation of unit members. Professional liability is for personal liability that may arise from the job.

There is also disability insurance that is union-paid . . . in other words, a panoply of AFT member benefits.

- (ii) Agency fee status was established in California since the 1980s. The concept was that everyone should pay for bargaining efforts because everyone is the beneficiary. Lobbying is covered through agency fees but does not cover any expenses that the organization incurs about elected office that are not directly related to contract efforts. We should be engaging a dialogue with potential and current members to remind them of our successes and concerns. For example, we are looking at comparable pay from surrounding districts. One of the provisions in the agency fee law: religious objection must include something that is a fundamental tenet.
- (iii) We are currently looking to finding a new way of communication through email protocols and emails other than the college email. This would include identification of a centralized union communication site. There are 2 components identified: (1) Series of social events identified in the report; (2) Identify target recruits, which are about 110 people, by site. We need to know who they are and where they are. This effort should be systematic with the intention of assigning officers to meet with these individuals. A system needs to be setup so that we can make the effort productive. QUESTION: Do we want to designate someone to be in charge or leave it to Mary as membership chair?

4. Approval of Minutes: Elaine requested that members need to identify themselves during CCC Confer meetings so that the minutes are correct. Pam—Motion to approve the January minutes. (Geer, Cassell); Motion carried. Motion to approve the February minutes. (Bension, Geer); Motion carried.

5. Treasurer's Report: Salvador—Savings account holds \$125,364.11 and there were \$522.51 in checks written for parking checks cashed, USPS, and split payment to Elaine Robinson for \$418.51. Elaine stated that we might hire a reasonably priced accountant/consultant for the part-time Treasurer position. This person would not work with the bank account, only with the QuickBooks online. Elaine would print the checks, and Heidi would sign them with Elaine. This person would make a Treasurer's report and send it to Salvador to be read. Star asked how many hours per week would this person be paid for? Elaine stated that it would be more of a semester job with hours per month. It would perhaps amount to 3 times when someone would spend an hour doing the books. Star asked about the process for finding that person? Elaine responded by stating that the person would not have access to the money and that everything is online. Brian asked about who is handling the compliance issues? For example, things like DOL filings, tax exempt status with the IRS, etc. Star wanted to know if there is training available? Brian stated that training is coming up in June. Also, we are not doing our annual reports. There is a week-long Treasurer's training in June. Star commented that whoever is hired should be at the training and be union-oriented. Brian stated that the person should be a member, not an outside accountant, if they are going to do the Treasurer's training. Star stated that the issue is oversight, and she would be more comfortable with having a member as opposed to someone from outside. Doug said one of the things that should be part of the interaction with any new member is "what can you do to get into office?" Brian suggested that maybe the first targets of membership drive should be the accounting department. Star stated that we could get someone from another AFT who knows how to do this. Elaine suggested that we

advertise in the newsletter. No further discussion.

6. President's Report: Elaine attended the president's meeting earlier this week where Robert Matthews, head of YCFA, stated that YCFA is considering not signing off on the calendar because they feel it's the one thing that they have that the district wants from them. They will use it as leverage to get other things out of the district. Brian said that the calendar cannot be agreed upon with an agreement with all the unions (YC-AFT). YCFA is interested in promoting a climate survey on working conditions. Elaine said there should be a process on tracking what is said and how to do things. The Chancellor sent something out for an evaluation of his performance, may have been unhappy with the results—the report disappeared. Elaine wanted the YC-AFT committee to take a decision with regard to the block scheduling. Bob called a point of order as this is an action item and not something on the agenda. Elaine asked for a motion to amend agenda on the issue of deciding our position on the compressed calendar/block schedule. Motion was made to amend the agenda to include a discussion and vote on the Block Scheduling. Motion carried (Cassel, Benson). Elaine offered to write a letter to the vice-chancellor. Motion was made to write a letter to the Chancellor objecting to the Block Schedule portion of the Compressed Calendar, (Friel, Harris). Brian suggested that we cc everyone on the calendar committee. Star commented that the letter should target specific concerns rather than something broad. Carried, with one abstention—Kreft.
7. CFT Report: Brian—Union Summer School is from June 22-26, and there will be six different classes at Cal Poly Pomona. These include collective bargaining training, treasurer's training, communication for contract campaigns. The CFT Convention is on March 20-22 at Manhattan Beach for those who might be interested. It is the most important governance meeting for the organization. ACCJC is in retaliation mode and has developed a new methodology to go after Los Angeles CCD. ACCJC is making a full push to accredit all 9 campuses in that district at simultaneously. ACCJC hired 50 new people to engage in this effort because Los Angeles Community College District is one of the biggest CFT locals. Union legislative analysts think this could be the best thing. Pending legislation based on recommendations of the Chancellor's Office, allows for competing accreditation. There are 20-30 L.A. Assembly members who are affected by this LACCD development. Jacques Whitfield sits on the board of Keenan and Associates—one of the most egregious insurance healthcare boards. California Education Coalition for Healthcare Reform (CECHCR), a watchdog organization is going into school districts and looking for misuse of funds. They may be coming to YCCD, via CSEA.
8. Membership Update: Per Caps—Mary reported on per caps figures for the Spring 2015. Spring per caps are \$8,698.53 per month making a total of \$52,191.20 for the semester. Motion was made to pay per caps for the semester. (Benson, Walker), motion carried.
9. Grievance Update: Star—no report.
10. Academic Senate: Pam stated that last Friday there was not a lot in the Senate that pertains to us. Topics of discussion include defining different committees, and mission statement. We are currently looking at the midterm report to accreditation. Senate Committee reports that if the district submits a compressed calendar application to the state by June 2015, it will need a sample. Elaine added that the calendar needs

to be submitted by June in order to be realized in fiscal year 2016-17.

#### 11. Campus Representatives Reports:

1. Woodland Community College: Pam reported a ratification vote discussion with a member who was dissatisfied with the proposal. Doug clarified that the ratification was a package deal and requires accepting or rejecting the whole package deal. Bob added that the dean was upfront on how she strongly stressed union affiliation to the new employees at orientation.
2. Marysville: No report.
3. Michael Friel, Lake: A faculty member who teaches Administration of Justice had been left off the seniority list; Denise Daniel is referring the matter to Whitfield; no action has happened yet. There is discussion on campus about full-timers retiring and shuffling that may lead to an opportunity for part-timers.

12. DC3 Committee: DC3—Star: asked about evaluation of managers, Chancellor, Board members. As part of the process, part-time faculty needs to know what's available for bullying because we sign our names for evaluating someone. Response: Title V includes a recent provision on bullying, however, this response didn't answer Star's question. With regard to the survey on focusing on professional development and how to improve it, the 360 survey designed to improve the evaluation process. Neelam added that professional development could come from people who would like flex and staff development chair to be one person, with the intention of giving someone 40% release time. Brian stated that as a third component to this discussion: the collective bargaining issues—evaluation falls into this realm. Salvador reiterated some of Star's points in his report and provided a handout that included additional forms received by DC3 members such as a budget sheet and map of the new process of evaluation, 360 survey, and integration of its data.

13. Joint Labor Management: Doug stated that there were no meetings since October. 1) Re-Opener Agreement—trustees will act on that for ratification purposes on March 12<sup>th</sup>. A basic but succinct set of instructions to should be sent to the deans about the changes. 2) Doug mentioned that Salvador was given inaccurate information concerning committee stipends. The Basic Skills Initiative Committee (BSI) is included as part of compensated committee service and will be in effect when the re-opener agreement gets ratified. BSI was added later to negotiations (Section 7.4.1 of the contract lists compensated committees). Brian stated that we need to assess that status of the situation on the 13<sup>th</sup>, after the Board of Trustees' meetings, concerning unfair labor practices.

14. Elaine—Star has submitted an article for publication in the newsletter. Neelam mentioned that Jim Prager could write an article on Flex. Mary was designated to write an article about Annette including the reason the district made a good choice in selecting her as the Executive Dean of Clearlake Campus.

15. Ratification results: Doug stated that it passed with 36-0 including 1 disqualification. Doug mentioned that David White strenuously objected to having to vote on the contract proposals as a block rather than individual items. Brian stated that we bargain packages of proposals instead of a set of individual items.

16. Negotiations: Doug said the good news is we have a commitment to meet with HR in Woodland, with a commitment prior to meeting a draft on implementation on agreements. On Feb 12<sup>th</sup>, the Trustees meeting came but there was no action on the package. An email notified that Trustees are in favor but YCAFT must ratify it first. The recommendation is that we communicate today to Whitfield that ratification results are unanimous, and failure of the Trustees to ratify the entire package on March 12th will be totally unacceptable. If the board fails to ratify, we will put together a failure to bargain in good faith complaint. Part of the problem maybe that the Chancellor may have pulled it off the agenda. Bob commented that rather than place the onus on the Trustees that they must pass it, he would rather that communication be that in the spirit in collective bargaining. We have reached an agreement; it is unacceptable for it not to be agendized. This places the weight of responsibility not on the Trustees themselves, but on staff for their lack of responsibility. A copy of this letter should go to the Trustees. Brian added that both are irresponsible.

17. New Business:

(i) Newsletter: Pam asked if we have anything that addresses retirement and how it works.

18. Future Meeting Schedule: April 11<sup>th</sup>, CCC Confer.  
May 2, 2015 Woodland, Osaka Sushi noon.

19. Adjournment: Adjourned at 2:27pm by Elaine Robinson.

Submitted by Salvador Tolentino 3/11/15