

YC-AFT LOCAL 4952 BOARD MEETING MINUTES

10/10/15 10:00am CCC Confer

1. Roll Call: Call to Order, 10:01am. Members Present: Elaine Robinson—President, Heidi Walker—Vice President, Marysville Campus Representative, Doug Harris—Chief Negotiator, Judith “Star” Kreft—Grievance Officer, Mary Benson—Membership Chair, Brian Doyle—CFT Representative, Pam Geer—Woodland College Representative, Bob Cassel—Woodland College Representative, Michael Friel—Clear Lake Campus Representative, Salvador Tolentino—Secretary/ Treasurer. Members Absent: Neelam Canto-Lugo—Marysville Campus Representative.
2. Additions/Approval of Agenda: Mary moved, Pam seconded—unanimously motion carried, unanimously.
3. Approval of Minutes: Aug. 29 Meeting; Michael moved, Mary seconded—motion carried.
4. Treasurer’s Report-Sal: Savings--\$136,675.57 and Checking--\$905.50. There were \$1065.61 in expenses since the 8/29/15 meeting.
5. President’s Report-Elaine:
 - a. CFT College Council—ACCJC is on the way out. All investigations into ACCJC were put together in a format and basically called for a new accreditation system and agency. There was bipartisan opposition to ACCJC. Brian stated that when a college is in an accreditation process, there can be no change to the agency until the process is completed. The California legislature will follow up on the process.
 - b. YCCD President’s Meeting—Repeatability issues; Prop 30, 2 groups are out there promoting separate initiatives. Elaine stated that seniority language rights from other college districts do not appear as strong as the one in our contract. Brian said there is a 2-year bill on seniority rights in existence. At the Yuba College union president’s meeting, it was mentioned that the head of the vet tech dept., Scott Haskell, was accused of unprofessional conduct by a few students in his class. Other teachers in the dept. said that they believed the allegations to be untrue. The district chose not to conduct an immediate internal investigation, but chose an outside investigator. Brian said the process of not investigating was a clear violation embodied in the collective bargaining agreement. YCFA was not informed about the issue. Elaine stated that we may want to rewrite the grievance procedures. Brian noted we have drafted 2 articles with revision to the existing grievance process to include binding arbitration with an independent review, and a new article around discipline which goes to just cause and due process rights which are relevant to the behavior of investigations. Elaine stated that the Yuba College Police Chief has resigned, and there is no move to replace him. Star mentioned the form that is chronically missing for application for funding—not in existence. Elaine said the form was formatted and sent out to the negotiations team with comment and edits, and was subsequently sent to district. Doug mentioned he contacted Whitfield in agreement with the form. Whitfield’s response is to draft language to include

administrative procedures governing protocol. Brian said we should presume this to be resolved and we should be submitting them [forms]. Doug noted that the district's inability to produce a form required YC-AFT to produce the form with specific deadlines for issuing payment. Elaine said we need to find out if anyone has completed these forms so that we can follow up. Elaine sent emails to the Yuba College Board, but Robert Matthews said that he is not sure that Board members are aware that they have a YC email or that it even works. YCFA misconstrued the facts about our letter of support for the compressed calendar; they drafted a letter not in support of the compressed calendar, yet, YCFA appears to be holding out on compressed calendar as a possible bargaining tool.

6. Correspondence-Elaine: She emailed our newsletter to the Board of Trustees, wrote a letter to the Calendar Committee, and cc'd the Chancellor. Elaine received several emails from people who were very supportive. Evidently, Dr. Carabajal told Robert Matthews that she agrees with what Elaine said. Whitfield says the reason there is no agreement is because it has been tabled. Another letter to the Board stated that YC-AFT has not drafted a letter of support.
7. CFT Report-Brian: Elaine and Brian attended the Community College Council Meeting, and another meeting attended by the state council. The next meeting is in January at Manhattan Beach which will include a visit from all attorneys on retainer from CFT. Annually, CFT hosts a leadership conference, 2 days of training and workshops, with a lot of local leaders, local staff, in Sacramento at the Convention Center, on Feb. 9th and 10th—find these on the CFT master calendar. There is a San Francisco convention on March 13th. Allan Hancock college has recruited 250 new members of a two-semester period. AFT has developed a master database for everyone to use and track where people are working including contact info.
8. Membership Update-Mary:
 - a. Membership Drive-- There were 8 separate follow ups in order to get the membership report out of HR. The report doesn't match what Denise Daniel sent her. The CBO from the district office asked why we need the information. Thursday afternoon a report was received with 314 members that includes 114 new faculty—38 signed up. From the report, Mary was able to generate a chart which demonstrates the trend of fewer union members but doesn't explain causality. It could be that new hires are not aware of YC-AFT. Mary generated an Excel spreadsheet with 130 non-members, which will be distributed to the campus reps to include contacts. There will be a GoogleDoc for everyone on the Executive Board to access. Brian suggested methodologies that we might use for outreach at the district level. About the trend, it's not surprising about a group that may reflect the impact of turnover.
9. Grievance Updates-Star: She was working with a gentleman from Woodland regarding placement on the seniority list. Star us also working with HR to include work experience for appropriate salary placement. At issue was the gentleman's experience: 26-year tenure as a high school instructor.

10. Academic Senate-Pam: The compressed calendar was approved by the Board of Trustees; it doesn't indicate that the union sent in their letters of support. Brian explained that the packet for the approval includes a checklist that demonstrates union support or not.

11. Campus Reps Updates: Mike, Clear Lake Campus—Mike talked about the impact of most recent fire because of numbers of students, faculty, and staff who were displaced, some of them permanently. He noticed a 20% reduction in attendance. Late drops were allowed without a notation in the record. Bob, Woodland College—no report; Heidi, Marysville Campus—there's more communication with people.

a. Additional campus rep for MV—Elaine pressed the Executive Board to search for a campus representative.

12. Committee Updates

a. DC3, Star—She noted the support for acknowledgement of inclusion of part-time concerns on the compressed calendar and contributions about it. There is a review for discussion on what state funding is available and the state of the college budget. The entire system has been pushing back to the state asking for monies about costs increases, i.e., faculty. Money for COLAs are on the table for discussion. The committee is considering a phone list pilot and not a listserv. Soon, there will be a 360 degree performance evaluation coming up, where participants will be reviewing managers and supervisors. Star asserted that part-time faculty want to be included. The response is to look at feedback by a few. A survey was completed that stated DC3 needs to improve communication so that appropriate feedback can be achieved. For example, giving time for feedback includes giving more time to review items rather than giving the information a few days before a meeting.

b. Calendar Committee, Elaine—The committee unanimously stated that they do not want an intersession; however, it appears that the chancellor is pushing for it's inclusion.

13. Old Business

a. JML/Negotiations Update-Doug, Elaine, Pam, Brian: Cooperative Work Experience seen as a reasonable basis to determine compensation for part-time instructors. The district is leaning toward the lab rate rather than the lecture rate. There was discussion about internal recruitment for part-time faculty when there are vacancies for full-time positions. Parking passes at no cost—there's going to be a new parking regime that may shift the costs to students. There maybe augmentation of the salary scale. About committee membership, the last talks resulted in having one member for DC3 and two members on the Curriculum Committee consisting of part-time reps. We received a seniority list for all semesters going forward. Elaine has reformatted the Spring and Summer semesters. We have dates for training at both colleges for changes in the contract that have been nailed down—a discussion about forms for claiming work done on SLOs and program reviews.

b. Newsletter Articles—Elaine urged the officers to think of ideas for some articles. Pam has an article for the next newsletter; Michael put up a good article last time that was greatly appreciated. Brian suggested we consider an article about disciplinary procedures. Articles should be received by October 30th. Pam suggested the possibility of an article relevant to the recent

campus shootings and the fact that part-time faculty cannot secure themselves or their students in the class.

14. Member's Input, Concerns, Questions, and Other Issues: Doug mentioned the next negotiation meeting is Oct. 19th. The following negotiation meeting is moved to Nov. 5th, in Marysville, so that Michael can be included. The Jan. 9th meeting will be a call-in format. Heidi received something from CalSTRS—problems with defined benefit. Brian remembered that the district wrote a check for \$680,000 to correct “errors.” Star stated that when you accrue sick leave you can apply it for service credit. Star suggested the possibility of transferring all sick leave from one college to the next—should I transfer from either one college or the other based on a lower divider which leads to the most credit?

15. Future Meeting Schedule

May 2, 2015-Woodland, Osaka Sushi 12:00pm

January 2015-Clearlake

16. Adjournment: Elaine Robinson, 11:32am.

Submitted by Salvador Tolentino