

YC-AFT Local 4952

Executive Board Meeting Minutes

November 19, 2016 – Woodland Community College Room 852

Members in Attendance:

Name	Attend (X)	Comments
Elaine Robinson	X	
Heidi Walker	X	
Kristina Passerini	X	
Steven Shepard	X	
Neelam Canto-Lugo	X	
Bob Cassel	X	
Pam Geer	X	
Tom Marquette		
Doug Harris	X	
Judith Kreft	X	
Mary Benson	X	
Brian Doyle	X	

Meeting called to order by Elaine at 10:20am

**Agenda:**

- Additional items to be added to agenda: Sanctuary campus status, timeliness of payments of stipends to PT faculty
- Motion to approve agenda made by Mary, seconded by Doug. Motion was passed.

**October Minutes:**

- No changes suggested for the September minutes.
- There was a motion from Mary to accept the October minutes. Pam seconded the motion. Motion passed.

**Treasurer's Report:**

- Submission of the following expenses:
  - Cost of buttons – Elaine
  - Cost of stamps – Elaine
  - Legal fees – Brian met with our lawyer to discuss if there was an actionable event in regards to all the issue with payroll in September/October.
  - Post Office box renewal fee – Elaine
  - Quickbooks renewal fee – It was discussed whether or not we should continue to use Quickbooks after some issues with the audit. Collectively we decided that for our purposes it is adequate and no need to change.

- Per caps invoices – Board approved the payment even though we are not certain they are accurate because of payroll issues in September/October. We may need to make an adjustment when we receive payroll information for November and December.
- Mileage reimbursements – All members are to go to our Google Drive and submit their mileage requests for payment.
- Board Stipends – All EB members met the requirements set forth so all EB members will receive their Fall 2016 stipend.
- Travel reimbursement for Summer meeting – Elaine
  - Motion made by Neelam to pay all expenses. Seconded by Doug. Motion is passed and payments will be made.
- Report given by Kris in regards to account balances.
  - Checking account - \$2,141.41
  - Savings account - \$157,714.10
  - 5 outstanding parking passes from Spring 2016 that will stale date in February. We are making an effort to see them at convocation and remind them to deposit.
- We are unable to get downloaded images of checks written at Sierra Central Credit Union without having to download each image separately. Since this will take lots of time to do, there was a recommendation last meeting to change banks.
  - UMPQA Bank has locations close to all campus cities.
  - They are willing to give us check images.
  - We will have 4 signers – Heidi, Neelam, Elaine, and Kris
  - Motion by Bob to move banks, seconded by Star. Motion passed.

#### **President's Report:**

- Elaine continues to have meetings with all other represented Unions. Issues we face seem to extend to them as well.
- We discussed several options of how we can get our voiced heard by the Board of Trustees. We decided that there will be a member (or two) responsible for having a meeting with a Board of Trustee member to make sure they are aware of all the issues that are going on around campus.
  - Richard Teagarden – Area 1 – Heidi and Star
  - Brent Hastey – Area 2 – Heidi and Star
  - David Wheeler – Area 3 – Neelam
  - Michael Pasquale – Area 4 – Steven
  - Gary Sandy – Area 5 – Bob and Kris
  - Xavier Tafoya – Area 6 – Pam
  - Richard Savarese – Area 7 – Doug
    - We are going to write up a script that members must stick to when approaching the Board members. We want to present a unified front and make sure that issues that should be discussed at Board meetings are actually making it on the agendas.

#### **CFT Report:**

- Brian sent out an email regarding the results of the state elections.

**Negotiations update:**

- Hoping to sign an exemption with the negotiation team so that AB690 doesn't force us to have to go back to the negotiation table about this.
- Still at an impasse with regards to the definition of "parity". We have a meeting scheduled for Monday where we hope to iron out the last issues.

**Newsletter:**

- Tom has agreed to be our Newsletter editor for the next addition.
- There are enough stories for the current edition waiting on results of Monday's meeting before Elaine will submit the final articles to Tom.

**Members input, concerns, questions and other issues:**

- Sanctuary campus – we discussed the idea of our campuses being designated sanctuary campus. We voted to be in favor of this idea.

**Next meeting** - January 14, 2017  
Hidden Valley Golf Course  
12:00pm

Adjourned at 12:04 pm.

## Treasurer's Report

### **Checking:**

Balance: \$2,141.41

\*\* Checks to the following people (parking - all from Marysville campus) will stale-date in February.

Mark Hoffner

Joanna Kidd

Rebecca Wallace

Liberty Harrison

Alisan Hastey

### **Savings:**

Balance \$157,714.10

## Executive Board Negotiation Update – November 19, 2016

At last report we had begun discussions regarding salary scale adjustments. It is clear the district has no interest. District negotiators have presented different rationales for not adjusting the salary scale other, than state mandated cost of living adjustments. Those COLAs have all but disappeared. No significant state mandated COLA has been realized since 2007. Our focus has been on parity with fulltime faculty's teaching compensation. The district, in the abstract, is willing to endorse the concept. However it is unwilling so far to recognize the impossibility of reaching parity unless it is recognized that full-time faculty compensation includes one amount for in-class teaching and a separate and equal amount for preparation and grading, etc. Even if hourly compensation rates for part-time and full-time faculty teaching were equal (which there are NOT) full-timers would receive twice our compensation for instructional activities since our compensation is presumed to cover both in-class instruction as well as preparation, grading and other outside class activities.

Our counter proposal will address this obvious disparity and focus on using the district's Part-time parity funding allocation to adjust the salary scale and move us closer to parity with full-time faculty.

Concerning our proposal for a new disciplinary article in our agreement, the district has rejected interest in this item.

The district brought to the table a proposal for increased compensation for an office hour for each class taught in a semester, as long as the eligibility threshold of a three unit semester load is satisfied.

We began discussions on implications of AB 1690 recently signed by the governor. This legislation provides standards for part-time faculty seniority rights. In some ways our current seniority provides more protections. However there are mandates for bumping rights should classes be cancelled, due process regarding dismissal, and a written plan specifying areas for improvement in the event of a negative evaluation, all of which we would like to see included in our bargaining agreement.

Doug Harris – Chief Negotiator, YC-AFT

## Membership Report

The uncertainties in the HR's handling of payroll at the main administrative offices have continued. We have no confidence in the data that we have received thus far. I have received a payroll report in September and one in October, and both reports have many errors as evidenced by reports from faculty indicating over-payment, under-payment, and even no payment.

Elaine Robinson conferred with the CFT Treasurer, Jeff Freitas, about the lack of integrity in our data and asked for guidance as to how to proceed with our per caps payments in the face of so many payroll errors. We have been advised to make our best estimate as to our membership numbers and revenue projections and to submit estimated payments on our per caps to keep us in good standing.

I have conferred with Elaine in compiling estimated membership numbers and I completed the estimated per caps invoices and submitted them to the treasurer for payment for the period of July through December 2016. I believe that we will be making a retroactive adjusting payment (or credit) sometime next semester once we have confirmed that the payroll errors have been adjusted and the new staff in HR have at least a better handle on the processing of payroll and reports of errors have greatly diminished.

A formal written request was submitted by Elaine Robinson to the Yuba College Administration requesting a listing of all part time faculty names and addresses and so far, we have not received this.

Respectfully submitted,

Mary Benson