

YC-AFT Local 4952

Executive Board Meeting Minutes

April 8, 2017 – CCC Confer Meeting

Members in Attendance:

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

Meeting called to order by Elaine at 10:00am. Time keeper – Mary

**Agenda:**

- Motion to approve agenda made by Pam, seconded by Heidi. Motion was passed.

**February Minutes:**

- Noted typos in the Minutes. They will be corrected.
- There was a motion from Mary to accept the March minutes as amended. Pam seconded the motion. Motion passed.

**Treasurer's Report:**

- Stale-dated checks
  - Elaine will be contacted members that have stale-dated checks to see if they want us to reprint them.
    - So far Alison Hastey, Latoya Jackson, and Joanna Kidd have responded back asking for a new check.
- Submitted Expenses
  - Conference
    - Elaine - \$1,044.14
    - Star – \$595.60
  - Bezemek – We will be getting a bill soon for the lawyers sent to Admin's lawyer regarding the issue with Board member meetings being cancelled.
    - Check will be made once we get invoiced.
  - Motion by Pam to pay expenses. Seconded by Star. Motion passed.

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

- Went to a Labor/Management meeting. In general, we need to communicate better.
- No Union President's meeting – to be held on the 18<sup>th</sup>.
- Calendar Committee meetings have been cancelled.

### **CFT Report:**

- CFT Convention
  - Resolution passed on social justice. Email sent by Elaine to describe.
  - Climate justice – how to incorporate global warming into curriculum.
  - There is an email program that we might be able to use so we can get information out to our members.
  - Workshop on SB1379 was good.
  - Protest march to ICE and State Capitol.
  - CC meeting - long agenda and only had time to work through a few items.
  - ACCJC – apologized for their issues and allowed people to ask questions.
    - There was talk of getting rid of SLOs, however it is not confirmed.
- The outreach effort with phone calls has very positive results.
  - Many unit members were very happy to hear from us.

### **Membership Committee:**

- Many Board members have completed their calls.
  - Some required follow-ups.
  - Very evident that people are unaware of how to read their paychecks.
- The PerCaps invoice is ready to be paid.
  - Motion by Pam to pay invoice. Seconded by Starr. Motion passed.
- The latest report of number of members to non-members is not consistent with the previous report. We need to research into this.
- From the conference, it looks like there is a slight rate increase. There was debate about having a tiered payment system.
- Need to let members know about the next Board of Trustees meeting on April 13<sup>th</sup> at 5pm on Marysville campus.
  - Other unions are sending delegates to meeting. We want to present a consistent message to the Board.
  - Right now, there is no reason to attempt to meet with the Board members again.

### **Negotiations update:**

- We are close to being at an impasse. Brian explained to the EB what happens if we end up going there.

### **Newsletter:**

- Doug is writing a negotiations article.
- Article is needed about the Convention, the lawyers' letters, and about the upcoming Board meeting.
- It was suggested to us that we have more photos in our newsletter.

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

- Step raises seem to be happening very slowly.
- The amount of dues collected from PT in FT positions in other aspects of the campus seem a bit off.
- We need to make sure to complete our phone calls to the unit members.
- There is now a form for committee work/SLO that PT can fill out and submit to HR so that they get their stipends.

**Future meetings:**

- May 6<sup>th</sup> – Marysville – Justin's Kitchen – 10:00am

Motion by Bob to adjourn meeting. Seconded by Pam. Motion passed. Meeting adjourned at 11:11am.

## Draft Policy Statement

Policy Statement of YCAFT Local #

Topic: Reimbursements of incidental expense for members attending conferences

Purpose: To identify incidental expenses allowed for reimbursements and amounts of reimbursements for members of the YCAFT Local, including general members and Board Members

The YCAFT Local # \_\_\_\_ is committed to the improvement of its members. To achieve this improvement, we strongly support members and particularly Board of Directors members attend training, conferences, and training sessions. Since some of these activities require the member to travel away from their homes, certain expenses beyond the normal "per diem" expenses of meals, lodging and mileage. Each member shall be entitled to make request two (2) times per fiscal year.

These additional incidental expenses may include the following:

- Supplemental child care beyond normal schedule child care
- Boarding or expense for in-home care of pets
- Home upkeep expenses identified by the member that are required to be completed during the time period of the activity

The Board of Directors establishes a budget amount of \$1,000 per year.

Members requesting for incidental expense reimbursement shall submit written request for the expense to the Board identifying: the activity being attended, the purpose of the expense, the amount being requested.

The Board shall review each request and make appropriate decision as to the award of additional incident expense reimbursement.

Convention Report – Elaine Robinson

the Resolutions were focused on social justice  
Resolutions included supporting immigrants (both students and immigrants in general), community schools and academic freedom, racial equity for black males, solidarity with Native Americans (including opposing the Dakota Pipeline), and several anti-Trump initiatives.

I attended a workshop on  
Climate Justice and infusing it into your curriculum for all ages and subjects  
PR outreach that included info on an email program we might like to use.  
SB 1379

Great speeches from Darrell Steinberg, Tony Thurmond, and Loretta Johnson  
Protest march on ICE and the State Capitol

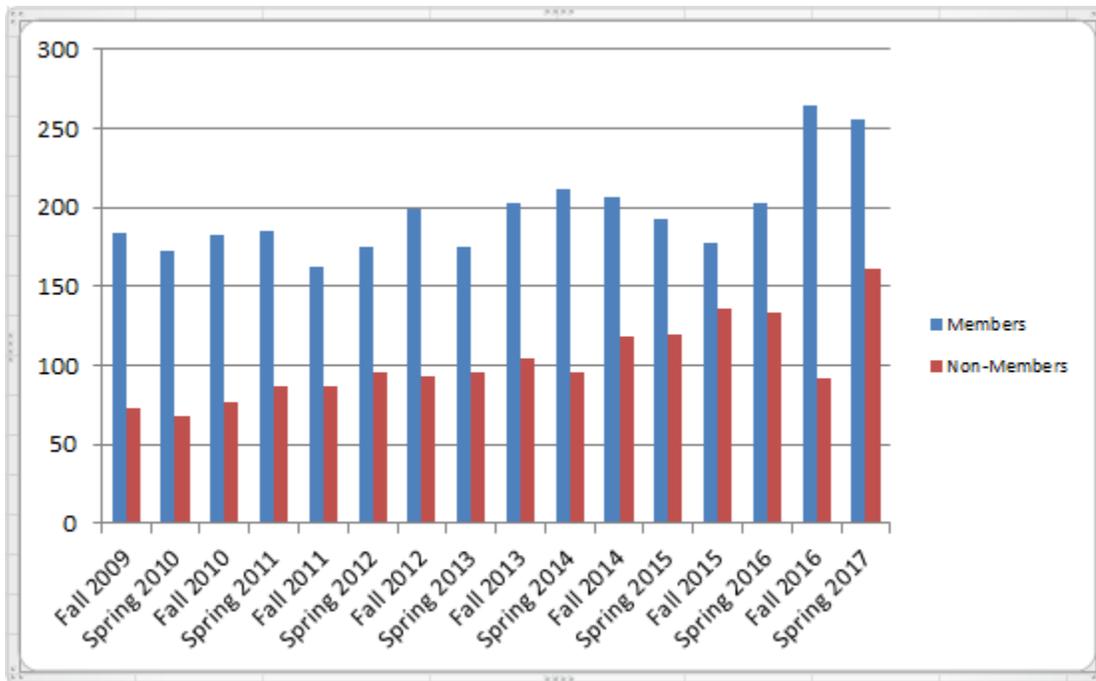
Very weird Community College Council meeting  
Heard from Mario Rodriguez CCCC office and Richard Winn Interim President of ACCJC

## YC-AFT Membership Report

April 2017

Once I received the payroll report, I found that the numbers provided through the mailing list were far different from the numbers I received based on payroll. Normally, the difference between mailing addresses and payroll is due to some faculty requesting that their addresses be kept private. This seems to be an increase in that discrepancy between the two lists. We are back to our usual ratio of 39% non-members, which is still not good (other campuses show a 5% non-member rate). I have sent out at least 10 membership applications based on our recent phone calls to all part time instructors this semester.

	Total Part-Time Faculty	Members	Non-Members
From Mailing List	337	123 (36%)	214 (64%)
From Payroll Report	417	256 (61%)	161 (39%)



The PerCaps invoice for the period of January through June is completed and I am asking for approval for payment of **\$63,224.40** to CFT for our AFT/CFT per capita dues.

## Negotiation Update – April 2017

At the March 13, 2017 negotiation meeting the district presented what purported to be a plan to achieve parity with that portion of full-time salaries that relates to teaching responsibilities. It again failed to take into account the unacceptability of the current system that pays part-timers a dollar amount for both in-class teaching and out of class grading and preparation duties, while paying full-timers a dollar amount for in-class teaching PLUS an equal amount for out of class grading and preparation work. So, this discussion had to be reengaged. This system leads to drastic reductions for part-time compensation when comparing full and part-time salary schedules because of its inherent “one orange equals to two oranges” logic. (This does not begin to address the reality that the oranges are of different sizes.) Logically, no proposal was presented by the district to enhance salaries.

Only after expressing our great dissatisfaction with the district’s repeated failures to propose anything resembling a parity definition and movement toward it, did the district invite counter proposals at our next meeting set for April 10, 2017. However, I cannot say I am optimistic.

The district reversed earlier indications and rejected in total our earlier proposals related to AB 1690/AB 1379. These proposals related to 1) requiring a written plan of remediation in the event of a “needs improvement” evaluation, 2) honoring bumping rights when reassigning classes due to class cancelations, and 3) negotiation of terms of disciplinary actions (not limited to the evaluation process). Because of the legislative history in which AB 1379 supersedes SB 1690, it is only the disciplinary/termination action provision which we can assert as necessary for compliance with the statute.

And on the topic of discipline/termination, the district’s proposal retained broad prerogatives of the district to formulate just cause for discipline/termination OUTSIDE of negotiations. This seems contrary to the intent of the statute which requires this matter to be governed by negotiated agreements. Notice requirements relative to disciplinary action are at issue, as is our proposal that the district notify faculty members of the right to have union representation present at disciplinary meetings. The district agreed to entertain a counter proposal on this matter at our next meeting.

## Treasurer's Report

### **Checking:**

Balance: \$2,083.46

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

Mark Hoffner

Joanna Kidd

Rebecca Wallace

Alisan Hastey

\*\*Have we been able to reach any of the members who had checks that were in HR? Should I stale-date them in Quickbooks?

### **Savings:**

Balance \$158,274.62