

YC-AFT Local 4952

Executive Board Meeting Minutes

August 5, 2017 – Clear Lake Campus Room 905

Members in Attendance:

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

Meeting called to order by Elaine at 12:17pm. Time keeper – Neelam

**Agenda:**

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

**May Minutes**

- Motion to approve minutes by Neelam, seconded by Pam. Motion was passed.

**Treasurer's Report:**

- Motion to approve Budget submitted by Treasurer by Heidi, seconded by Steven. After a brief discussion about how the figures were decided upon, motion was passed.
- Motion to pay expenses made by Neelam and seconded by Heidi. Motion passed.
  - Kris Passerini - \$322.41 – CFT Treasurer Training June 2017
  - Neelam Canto-Lugo - \$364.53 – CFT Negotiations Training June 2017
  - Robert Bezemek - \$121.00 – Yuba payroll and EERA issues
- Motion to pay parking stipends for the Fall 2017 semester made by Neelam, seconded by Star. Motion was approved.
  - Woodland – 20 stipends
  - Marysville – 20 stipends
  - Lake – 10 stipends
  - Williams – 10 stipends
- Treasurer has implemented some new forms for expense reimbursement and extra mileage tracking to fit with reporting requirements from CFT.

- Treasurer will submit a 990 to IRS in order to move us towards compliance. This form is needed to us to keep our non-profit status. The 990 goes by our fiscal year (July-June) not calendar year.
- Lastly, we need to have an audit committee to perform an audit to bring us fully into compliance with CFT. Since Mary has a committee for the Hudson letters, she will also do the audit with them and send report to CFT.

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

- There is no schedule of Union meeting for Marysville campus for Fall Orientation.
  - AB199 mandates that the Union must have access to orientation meetings.
- President attended Negotiation Training at the CFT Summer School in June.

#### **CFT Report:**

- Gave us an idea of what the Janus decision could mean for the Union. A petition has been filed and we are waiting for the Supreme Court to see if they will review it.
  - Review could be Sept/Oct
  - It would then go to court in Feb/Mar
  - Decision could be made as late as Fall of 2018
  - CFT/AFT currently looking to cut 20-30% of their budget in case the court decides in favor of Fee payers.
  - Our focus should now be to make Fee payers full members.
- There will be a meeting on October 19<sup>th</sup> about Janus. They are looking for local Union representation to attend the meeting.
- There will be a meeting on September 23<sup>rd</sup> about parity issues with the PT policy committee. Elaine should be attending.

#### **Reports:**

- There were no submitted reports.

#### **Negotiations update:**

- There are four things that are of interest in the negotiations:
  1. Salary
    - There has been no agreement in terms of salary. They basically gave us an offer of a 0% pay increase based off of 16/17 COLA values.
  2. Discipline
    - We are in agreement except for the District wanting to put in language that they are the sole determiners of just cause for discipline/termination.
    - There would be no way for PT faculty to dispute discipline/termination if we agree to this.
  3. Term
    - Our current term ended on June 30, 2017.
  4. Reopeners
    - If we accept their terms, the term of the contract would be for 3 years at which time there are no re-openers which means there is no talk to wages for 3 years.
- It was decided that we would accept their 0% raise so we could keep the tentative agreements we now have and close negotiation for the 2014-2017 term. We will start negotiating again for

the new contract which started on July 1, 2017. The next meeting is on August 17<sup>th</sup> and we have to wait until then to see if it will then go out for ratification.

**Newsletter:**

- Need articles for the next newsletter. Articles need to be in to Elaine by September 1, 2017.

**General Meeting Agenda:**

1. Update on bargaining
2. Discussion on Janus vs. AFSCME
3. Elections at the Woodland/Lake campuses for Campus reps.
4. Make sure everyone knows to check their first pay check.
5. Stipend issues.

**Members' input**

- Doug will be stepping down as Chief Negotiator. He has suggested that Neelam take over, but with her other commitments through May of 2018 may be difficult. We will discuss our next steps when we meet at Woodland's meeting.

**Next Meeting:**

- September 9<sup>th</sup> – 10 am, Woodland Campus, Room 629

Adjourn at 2:19 p.m.

## Negotiation Update – August 2017

My last update focused on a surprise district proposal to move part-time faculty to the fulltime EP schedule. The district's chief argument in favor of this is a very long-term potential for higher compensation for those who remain teaching for many years and/or return to school to improve academic qualifications. The negotiation team spent a good deal of time and effort gathering and assessing information about this proposal and concluded that – as proposed – it is a nonstarter. Here's why:

- 1) Because of the vast difference between number and definitions of columns on our schedule versus the EP schedule, it is impossible to say with confidence where bargaining unit member would be placed on the EP schedule. The district has not gathered the necessary information about our 400+ members and proposes a 15-month period of transition putting the burden on unit members to ascertain the correctness of their placement after transition. The district's response to our request for "person specific examples" (consisting of several executive board members) revealed that the district made many mistakes in hypothetical transitions to the EP scale. Thus, we conclude the implementation of the proposal is guaranteed to result in voluminous errors for which the district sheds responsibility, and is unacceptable.
- 2) The EP schedule's increment between steps is not even half of the increment in our current schedule. AND, the district proposes to increase the amount of teaching required to move to a new step from 15 to 20 units. This is unacceptable – and reveals what I believe to be its real motivation: to save money going forward by slowing future increases in part-timers' compensation.
- 3) While there is a promise of no one being harmed financially, it is unacceptable to sign off on a salary proposal the results of which are unknown. We noted the proposal's vastly different potential effects on members in different circumstances (from mere pennies to several dollars per hour). Our proposals have all had proportionally equal effects on all bargaining unit members.

Subsequently, the district proposed keeping our current salary schedule with an increase for 2016/17 of the state COLA. We have learned the COLA for 2016/17 is 0%. This alone tell the story.

In conjunction with the numbers discussion has been bargaining around fulltime parity language. The district seems clearly motivated to eliminate it or water it down to meaninglessness. **This is a take-away and is unacceptable.**

The remaining issue consists of our proposal for a new contract article governing discipline (not related to teaching evaluations). The back and forth on this has come to agreement on contents for such an article *with the key exception that the district insists on language that makes any district determination of just cause for discipline/termination final and not subject to review by a neutral arbitrator.* **This also is a take-away and it unacceptable.** The latest contract has very brief, open-ended language requiring just cause for discipline. So anyone believing the district has violated this provision can pursue a grievance where the determination of just cause can be contested. We will not agree to relinquish this right.

Our next negotiation meeting is set for August 17, 2017 in Woodland.

Doug Harris Chief Negotiator

## Treasurer's Report

### **Checking:**

Balance: \$5,458.09

\*\* Checks to the following people will stale-date in August.

David Bayne - WCC

Linda Fechter – WCC

Dave Althuhausen Jr. – WCC

\*\*Christopher Hodges from Lake has not cashed check for Spring parking, but from what I can tell, he didn't have a class. Is there a way to check to see if we can locate him, or should we just stale-date the check?

\*\*Follow up with Joanna Kidd for the check that was reissued in April. She has not cashed the check.

\*\*Stephanie Touchman has lost her check for the Spring parking. Reissue?

### **Savings:**

Balance \$122,305.90

### **Other items:**

1. P/L Statement does not reflect the income of \$12,606.30 for Spring release time.
2. Payment of expenses related to the Union training for Kris, Elaine, and Neelam.
3. Need to form an audit committee. 3-5 members not to include Kris or Elaine.
4. IRS Form 990 review.

YCAFT BUDGET 2017-2018

Income

Member dues	\$	135,000
<i>(10 months @ \$12300. &amp; 2 months @ \$6000.)</i>		
Release time	\$	25,418
Interest	\$	120
Total income	\$	160,538

Expenses

Per caps	\$	115,000
<i>(12 months @ 9583.)</i>		
Stipends	\$	30,280
<i>(includes newsletter)</i>		
Parking passes	\$	2,000
<i>(100 parking passes @\$20.00)</i>		
Travel	\$	10,000
<i>(mileage and conferences)</i>		
Newsletter	\$	300
<i>(2 per semester)</i>		
Misc.	\$	500
<i>(checks, bank fees, postage, PO box rental, etc.)</i>		
Legal	\$	2,500
Total expenses	\$	160,580

**YC-AFT**  
**Profit and Loss**  
 July 2016 - June 2017

	<u>Total</u>
<b>Income</b>	
Membership dues	136,037.97
Non Profit Income	12,606.30
	<u>\$</u>
<b>Total Income</b>	<b>148,644.27</b>
	<u>\$</u>
<b>Gross Profit</b>	<b>148,644.27</b>
<b>Expenses</b>	
Board Stipend	26,176.00
Conference costs	4,032.68
Legal costs	2,484.50
Mileage	5,603.50
Newsletter Stipend	1,800.00
Office/General Administrative Expenses	193.38
Parking	7.50
Colusa Parking	160.00
Lake Parking	140.00
MV parking	500.00
WCC parking	840.00
	<u>\$</u>
<b>Total Parking</b>	<b>1,647.50</b>
Per caps	114,784.17
postage	109.19
printing	303.63
	<u>\$</u>
<b>Total Expenses</b>	<b>157,134.55</b>
	<u>-\$</u>
<b>Net Operating Income</b>	<b>8,490.28</b>
<b>Other Income</b>	
Interest Earned	138.86
	<u>\$</u>
<b>Total Other Income</b>	<b>138.86</b>
	<u>\$</u>
<b>Net Other Income</b>	<b>138.86</b>
	<u>-\$</u>
<b>Net Income</b>	<b>8,351.42</b>

\*\*\*\*We did not receive our Release Time payment before the close of Fiscal year. That is why you seen a low net income for the year.