

YC-AFT Local 4952

Executive Board Meeting Minutes

December 2, 2017 – Justin’s Kitchen – Yuba City

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		Sick – called in
Judith Kreft	X	
Mary Benson	X	
Brian Doyle	X	
Donna Bahneman	X	

Meeting called to order by Elaine at 10:09am.

Agenda:

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

October Minutes

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

Treasurer’s Report:

- Report on Expenses for the month of November was given
 - AFT Disaster Relief Fund - \$1,000.00
- Outstanding bills for payment presented
 - Bezemek – EERA/Payroll - \$308.00
 - Per Caps for July – December - \$55,505.00
 - YCCD – printing newsletter - \$36.10
 - Motion to pay expenses by Mary, seconded by Neelam. Motion Passed.
- Motion to pay Executive Board stipends and mileage/extra expenses reimbursement by Neelam, seconded by Donna. Motion was passed.
- There are new guidelines that need to be followed when submitted expenses/mileage to be paid.
 - For Board of Trustee meetings, Grievance meetings, one-on-one Unit member meetings, etc. you need to have either an email, text screen shot, letter, etc. proving that you attended/met with individuals.

- Should anyone need to see an example, attached will be Elaine's submission for this semester. All documentation will be stapled to the Expense/mileage report for our annual audit.
- With the impending decision on Janus, we need to review our budget for the year and make some realistic cuts/expected expenses.
 - Elaine, Kris, and Brian will meet to make several scenarios about what potential situations will happen to present to the Board at our next meeting.

President's Report:

- There have been several President's breakfasts held with FAYCCD and CSEA.
 - All Unions are now working together to show how we are all being treated.
- HR Interactions –
 - Denise Daniels is now back working mostly on reviewing PT faculty pay since she left.
 - Also working on determining which longevity step PT faculty should be on since we have added a second step from the new contract.
 - Any retro pay and all Office Hours stipends will be paid in January.
- Spring Orientation –
 - Elaine is interested in recognizing all PT faculty who have 20+ years of service to the district.
 - In all, there are 10-15 people to be recognized.
 - Motion to create nice framed certificates that come from the Union made by Neelam, seconded by Pam. Motion carried.
- Sometime in March is "Parity Week".
 - Elaine would like us to order T-shirts for PT faculty to wear during this week in March.
 - People need to be members, agree to wear the shirt during Parity Week, and offer up their size for us to purchase.
 - We can bring this up at the Spring Orientation.
 - Motion made by Heidi, seconded by Pam. Motion carried.

CFT Report:

- Committee meeting on 2/3/17 – mostly geared at Elaine.
- CFT Convention will be held in Orange County on 3/24/18-3/25/18.

Reports:

- Negotiations
 - We need to make a AB119 timeline and decide if we want to negotiate this alone or along with our new contract.
 - Eboard decided to start negotiating this separately.
 - Gives us mandatory time during orientation to meet with current and new Unit members.
 - We have the right to get information about all new hires.
 - Gives us the right to information about current Unit members.
 - We need to set up definitive deadlines for when we get information from the District.

- Academic Senate –
 - They have expressed interest in having one PT faculty member on all District/College committees.
 - Acknowledge that PT faculty should get paid for their time on the committees.
 - Currently all positions are appointed by the Academic Senate.
 - Brian suggested that we bargain that Academic Senate can place PT faculty members based on a list that we provide.
- Sunshine contract items
 - Discipline article where we are given a clear procedure that the District must follow.
 - FT faculty got an increase in their Lab rates. We should bargain that as well.
 - Overall, we need to also fight for parity/new pay rates.
 - Having PT faculty on all committees and they should get paid, not forced to take FLEX time for their work.
- No answer about whether there is a DC3-CLC rep.
- All discussion about Negotiation team compensation and Eboard compensation is on hold until the budget review by Elaine, Kris, and Brian.

Membership:

- There was a recent Membership committee meeting.
 - Since we have had some success with calling, it was decided we need to call members again prior to our Spring Convocation to encourage all members to attend.
 - Recognition of service, talk about any issues they had during the Fall, and discussion about our next contract are all items on our Spring Orientation agenda.
 - We will be provided a script for what we will be telling the members.
 - You will need to take notes about the calls to each member.
 - These notes need to be passed along to the Membership chair to update information.
- There was discussion also about bringing speakers to talk during the PT faculty time.
 - They should be about innovative classroom ideas or about some interesting things that PT faculty member do outside of teaching.
- We should also look into holding a raffle at WCC or providing food at Yuba.
- Mary Benson is resigning as Membership Chair.
 - Sonia Santa Anna may be interested in taking the position.
 - Motion by Heidi, seconded by Star to accept the resignation. Motion was sadly passed.

***These next items were discussed after Kris had to leave to teach. Provided by Mary.

New Business:

- Jim Kitchen recognition
 - No decision made on how to recognize him. Suggestions included a bench, plaque, a scholarship? Something in the town of Marysville?

Newsletter: Next newsletter: January 20 target date. Articles include:

- Update on 119.
- Revised orientation booklet; get one in mail rooms of each campus.
- Pay Parity week in March.
- Convention coming up; members have a right to be a delegate.
- Solicit for people to run for Board of Trustees--make it a permanent agenda item.
- Trying to work with other organizations "Do you belong to other organizations? Can we work with them to improve conditions in our district?".
- List of things we did over the past semester to show value.
- List the committees we are seeking people to serve on?
- What to look for next semester: meet and greet events (1 at each campus and how they will know it will occur (notice on bulletin board, email?), parity week, etc.
- Complain to Board of Industrial Relations

Member input:

- Star would like to see some education re: PACs and donating to a candidate. There is someone at CFT who addresses that issue full time. There is a fund to support local efforts to elect people to the Board of Trustees. County Central Labor Council best way to reach other organizations. Discussion on asking for a part-time faculty person on the hiring committee for the new HR director.
- Star gave a list to the new IT guy of things she wants (where to find certain forms, etc.) on the website; she has the contact info for a person at STRS who can audit individual accounts. WebAdvisor goes offline as of tonight.

Future meetings:

- January: 13 at noon in Clearlake at The Learning House, 14840 Burns Valley Road, Clearlake
- February: 10 a.m. CCC Confer
- March Woodland 10 a.m.
- April: CCC Confer 10:00 a.m.
- May: Yuba City/Marysville noon

Steve/Pam moved to adjourn at 12:04

Treasurer's Report – December 2017

Balances listed below are after pre-printing the Board Stipend checks.

Checking:

Balance: \$2,861.12

- AFT Disaster Relief Fund - \$1000

Savings:

Balance \$148,363.65

Other items:

- There was no deposit for the November pay checks.
- Still missing payment of Release Time.
- Payment of Board Stipends
- Payment of mileage/other expenses

For future reference, the Release Time payment is currently \$12,889.

Current Board stipends (Pres., VP/MV rep, Sec/Treasure/Book, Chief Negotiator, Membership, Grievance, 2 WCC reps, 2 MV reps, 1 CL rep) would total \$13,628. For those of us wearing many hats, if we separated out the jobs, there would be more cost involved. Also need to count the \$450 stipend for each newsletter we are making.

Negotiation Update

Negotiations have concluded for the 2014-2017 collective bargaining agreement (CBA). YC-AFT dropped demands for salary scale enhancement. The district magnanimously agreed to pass through the 2016-2017 cost of living increase – which was 0% – and addition of a second longevity step to the existing salary scale. The only other proposal the district would consider involved transitioning to the full-time extra pay schedule coupled with slowing the speed of movement up the scale. Some unit members would benefit not at all; a few would benefit a great deal. In addition, the enormously complex work of transitioning over 400 employees would be fraught with errors, as was apparent by the district's attempt to illustrate the proposal by applying it to a small sample of actual part-timers. It became obvious this proposal was not in the interest of the clear majority of unit members.

Similarly, regarding adoption of a new Discipline Article in our CBA, the district refused to give up its demand that any district determination of just and sufficient cause would be beyond the scope of review of a grievance or arbitration. This is a take-away from the minimal language already in the CBA regarding just and sufficient cause for discipline. Therefore, we withdrew this proposal altogether, deeming it more beneficial to retain current contractual language.

Now the story shifts from depressing to crazy. Having concluded negotiations, the district committed to bringing the TAs to the trustees for ratification and we proceeded promptly with our ratification process. Their chief negotiator, however, confirmed the chancellor's belief YC-AFT ratification must be completed BEFORE the trustees took it up (to which we stated our strong objections). Then, after the September trustees' meeting and citing authorization from the trustees, their chief negotiator made a request that the term of the agreement (established in one of the TAs) be changed to expire June 30, 2018 because of trustees' concerns about ratifying an agreement that had already expired. He proposed another agreement for a one-year extension of the CBA, or skipping the 2014-2015 year and beginning the term of the CBA as of July 1, 2015. CBAs, by law, cannot exceed three years in duration.

After obtaining legal counsel, we rejected this request because 1) it would eliminate any negotiations for the 2017-2018 year, 2) it was unbelievably ill-timed, given that our membership ratification ballots had gone out and a separate agreement altering the term would require another ratification process, 3) negotiation delays that caused the term of the CBA to have already expired are the responsibility of the district, not YC-AFT, and 4) PERB decisions establish a duty on negotiators to facilitate, not obstruct, ratification of TAs. Our letter communicating this decision was also sent to the chancellor and the trustees. True to the district's stated (but illegitimate) policy, their chief negotiator replied saying the trustees would take up ratification at their October 12, 2017 meeting IF we reported our successful ratification before the deadline for inclusion on that agenda. We did so. By the way, our ratification vote was the largest membership vote ever and approved ratification by almost 90 to one. At the trustees' October meeting reason and logic nearly disappeared completely.

The chancellor and trustees seemed initially not to know they were acting on an agreement that had expired. We were accused by Trustee Wheeler of being responsible for these circumstances. The chancellor seemed to blame his negotiating team for not keeping him adequately informed. The district seemed unaware of our letter, and had paid no heed to warnings by YC-AFT leadership at previous trustees' meetings that their delays in negotiations would have this result. Trustee Sandy alone understood that the trustees were responsible for their lack of awareness of basic facts. Ultimately ratification passed, but by a 3 to 2 vote. Trustee Hasty recused himself from the entire question as his

wife is a part-time teacher. Trustee Savarese was absent due to Santa Rosa fires. Trustees Wheeler and Tafoya voted “no.” Trustees Sandy, Pasquale, and Teagarden voted “yes.”

The district provided a draft of the 2014-2017 CBA incorporating the TAs on October 25, 2017. On November 2nd and 4th we provided feedback about

- consistency of indenting of two subsections
- one spelling problem
- suggestion for spacing at the end of the document so signatures would fall on one page rather than two
- the failure to include a salary schedule with the second longevity step agreed to in negotiations.

No response was received so a follow-up request was sent November 20th. The District’s negotiator’s response on November 22nd indicated he was waiting to talk to the district regarding our edits to the CBA and should be in touch with them early the week after Thanksgiving. Because of no further reply, YCCD’s negotiator was again asked on November 30, 2017 to provide us a CBA draft with the changes we suggested. Unless some contact occurs today, December 1, 2017, we continue to wait.

From these experiences we conclude that the district needs to be held accountable, especially the administration, and Trustees Wheeler and Tafoya who did not support ratification of our CBA. Trustee Sandy, alone, appears willing to take us seriously – a sobering conclusion for future negotiations.

Finally, given all the foregoing, it is already past time to begin development of items of interest for negotiations covering July 2017 – June 30, 2020. This will get underway soon.

11/30/2017

Membership Committee: We had a meeting of the Membership Committee on 11/28/17; minutes attached. We are going to revise the orientation booklet, hold membership outreach events during Spring 2018, and we plan another telephone outreach in early January to encourage people to attend the orientation meeting. I will bring phone contact lists on Saturday and we will get a script prepared for you to use for these calls.

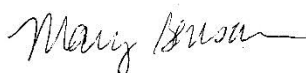
Per Caps Fall 2017: I will bring to Kris the invoice for payment of Per Caps for the period of July through December, 2017. There are 342 part time instructors this semester; 95 of those persons are new instructors. Of the 343, 134 are not (yet) members and 208 are members. This 39%/61% ratio of non-members to members has remained unchanged over the past several semesters.

Change in Membership Chair: After giving it a lot of thought, I am resigning from my position as Membership Chair. Finding the time is getting more difficult, and I have taken on some new professional responsibilities that will squeeze my calendar too much and something has got to give. I let Elaine know a few weeks ago, and she has found someone who may be interested in taking over my tasks. To aid the transition, I am thinking I will:

- meet with replacement Membership Chair by phone/Facetime as often as necessary
- provide a box of all archive files
- provide a digital copy of all files
- provide the job description and list of tasks to be done through the year
- assist with the Spring 2018 Per Caps invoice preparation
- send out Hudson letter before 12/31/2017 so the replacement person doesn't have to send one until Fall 2018

I will remain available to update the website indefinitely, and if anyone wishes to take it over, they are welcome to. It has been very rewarding being a part of this organization as it has grown and changed over the past 9 years.

Respectfully submitted,



Mary Benson
Membership Chair