

YC-AFT Local 4952

Executive Board Meeting Minutes

April 13, 2019 – CCConfer

Members in Attendance:

Name	Position	Attend (X)	Comments
Elaine Robinson	President	X	
Heidi Walker	Vice-President	X	
Kristina Passerini	Secretary/Treasurer/Campus Rep - W	X	
Steven Shepard	Campus Rep - MV	X	
Neelam Canto-Lugo	Campus Rep - MV		
Julia Green	Campus Rep - MV	X	
Doug Harris	Negotiations/Campus Rep - Lake		
Judith Kreft	Grievance Chair	X	
Donna Bahneman	Campus Rep - W	X	
Peter Brogan	CFT Field Rep	X	

Meeting called to order by Elaine at 12:00 pm

Agenda:

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

February Minutes

- Motion to approve minutes made by Starr, seconded by Julia. Motion was passed.

Treasurer's Report:

- Paid expenses in March:
 - Heidi Walker – Orientation Union Presentation - \$177.11
 - USPS – Post Office Box rental - \$92.00
- Submitted Expenses:
 - Bezemek – March 2019 bill - \$414.00
 - Star – CFT convention - \$1080.81
 - Heidi – CFT convention - \$944.62
 - Elaine – CFT convention - \$569.56
 - We will receive a bill for half the cost of the room since CFT paid for Kris' hotel for being a "worker bee" and Kris and Elaine shared a room
 - Motion to pay expenses made by Julia, Seconded by Donna. Motion passed.
- Kris reviewed the reimbursement policy regarding expectations of back-up documentation, things allowable to be reimbursed as per CFT rules, and expectations of when you get a check.

Presidents Report:

- Met with the Chancellor
 - Discussed the HR issues – news is that they are planning on revamping the current system that will be more user friendly to all staff.
 - Supposed to be up and running in Fall 2019.

CFT report:

- CFT Convention – official name changed to include our Classified staff brethren.
- Lobby day was in early April in support of education.
- They are in the process of hiring a Northern CA organizer.
- There is a presentation about the process of getting unemployment benefits for PT faculty. Aiming to have one on Campus in May.
- There is an app that is being used by CFT for connection to members. It is called Hustle. Need board approval to get access.
 - Motion to get the Hustle app for our members made by Doug, seconded by Star. Motion carried.

Member Reports:

Grievance:

- Member is upset with their evaluations was done.
 - Also feel that he/she should have rights to a class.
 - Elaine is working with member to make sure they are in compliance with using their YCCD email and correcting their syllabi to follow requirements.
- Online teaching
 - Campus admin for Yuba admitted that the communication to faculty about the new requirements was bad.
 - Woodland process for OEI compliance is more together than Yuba's.
 - Different requirements between campuses for OEI compliance.
 - We talked about it at the bargaining table because in was a change in working conditions without consulting the Union first.

Negotiations:

- Update on Negotiations
 - We have given the District all our proposals.
 - Need to work on revisions for a few of the District's proposals to us.
 - Last meeting the District said they didn't have time (because of Spring Break) to come up with a counter to our proposal.
- Member Input on items pending with District
 - Raise the ceiling in seniority rights to at least 9 Units.
 - How to handle evaluations.
 - District wants to do as many as they deem necessary
 - We think they should complete 1 before asking for more.

Membership Organization:

- ID 3-5 people (preferably one from each discipline) to be head of communications.
- We want to give the attached petition (signed by as many members) at the May Board of Trustees meeting.
- Ideally this is a good chance for us to go out and meet all our Unit members, get them to sign the petition, ask about T-shirts, sign up new members, and ask for people to speak to Board about their pay/HR issues.

Meeting with Jesse Ortiz:

- Kris met with a Trustee for the Woodland campus about pay/HR issue. He knew there were issues with payroll/HR but did not realize how bad it was and how many PTs were being affected. He suggested that we write to him and the other Board member (Sue Alves), cc the chancellor so that he can ask about these issues. Also suggested that people need to come to the Board meeting in May and public announce the issues so that he can publicly address the Chancellor as well. It should be a brief email and ask them to contact you for further details.

Convention:

- Seen as less contentious this year with people more willing to work together.
 - Vote of No confidence for the State Chancellor
 - Required/Paid participation for PT faculty on shared governance committees
 - Pay for PT faculty for time they are in a “lock-down” situation past their normal working hours. Also holds them at no faulty for having to miss other work because of lock down.
 - Elected a new President (former Treasurer/Secretary Jeff Freitas) and new Treasurer/Secretary Luukia Smith – a classified member!

Old Business:

- Executive Board – we need to look for people to serve on the Committees.
- COPE
 - We are working through the steps. We need to have a vote at a general meeting. Items we need to think about is how money is raised, apportionment of dues, selection of Officers for the committee, applying to get a federal ID
- Newsletter – we still haven’t put one out for the semester. Elaine is looking for articles.
- T-shirts – we have received lots of compliments on our T-shirt at the convention.
 - We want to reach out to see if there are members still interested in having the shirts.
 - People wore them during our Parity week.
 -

Future Meetings:

- 5/11 – noon – Marysville – Justin’s Kitchen

Meeting adjourned at 1:42pm

Treasurer's Report – April 2019

Checking – Sierra Central:

Balance: \$13,383.38

Savings – Sierra Central:

Balance: \$605.94

Checking – UMPQUA:

Balance - \$39,012.82

- Paid expenses
 - Heidi Walker – Orientation Union Presentation -\$177.11
 - USPS – Post Office Box rental \$92.00
- Submitted Expenses
 - Bezemek – March 2019 bill - \$414.00
 - Star – CFT Convention - \$1080.81

Savings - UMPQUA:

Balance - \$112,094.91

Other Items:

Nonmember outstanding checks:

Barr, Adarian
Buckmaster, James
Coats, Julia
Conner, Lyn
Lieser, Scott
Duggins, Michael
Macnayr, Jonathan
Thornton, Stephan
Griffin, Robert
William Battinich

Outstanding parking checks – Fall 2018

Liberty Harrison
Ximena Delgadillo

YCAFT Bargaining Update

April 1, 2019

Right now, YCAFT is at the bargaining table. Since late February, your negotiating team has met with representatives from the district three times to present. We have presented proposals that would achieve the following:

- Fair and equitable evaluations
- Inclusion of part-time faculty on all share governance bodies and equitable pay for this service
- Equitable pay for lab classes, to match the increase .85 that full-time faculty negotiated
- An increase in the amount of return rights entitlement
- Additional pay for extra-large classes
- Additional pay for each new face-to-face or online course a member creates
- the COLA owed to us for this year as well as a raise on all steps and columns on the pay scale.

Yuba Community College District does NOT have pay parity with full-time faculty. Presently, we are at approximately 55% the hourly rate of full-time faculty. The economic proposals that we have made would move us far closer to parity with the full-time faculty and demonstrate that the district truly understands and values the contribution that we make to the lives of our students and the operation of all three colleges in the district.

To date, the district's negotiating team has given us little indication that they are open to expanding seniority-based return rights in the assignment of work, not seeming to understand that the greater stability and reasonable expectation that part-time faculty will get a enough work in the district, means that we are far more likely to be available to our students and are able to more fully participate in campus life, all of which will improve the educational experiences of our students.

While we eagerly await to see how the district will respond to our proposal to move part-time faculty closer to parity with our full-time colleagues, we unfortunately have to report that the district's negotiating team has not shown any willingness to agree to YCAFT's proposal to create a provision in the contract that would protect members from unjust, arbitrary, and capricious discipline.

Let everyone know that you stand with YCAFT by signing the following petition to the district demanding that they settle a fair and just contract with YCAFT that moves us closer to parity with full-time faculty, both in terms of salary and in the stability that comes with having a reasonable expectation that we will assigned an amount of work based on our service and performance record in the district, not at the discretion of departmental administrators.

Our success in negotiations will only come in relation to how effectively we are able to build our power as part time faculty across all three colleges in the district.
