



San Jose/Evergreen Faculty Association, AFT 6157

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Executive Board Meeting Minutes (APPROVED)

Friday, March 28, 2003, President's Conference Room, San Jose City College

I. Call to Order

The president Mark Newton called the meeting to order at 11:40 am.

A. Roll Call

Officers Attending: Mark Newton, Sarita Tamayo, Bill Jacobs, Rose Anna Higashi, Wilbur Mellema, Frank Espinoza,
Officers Absent: David Yancey (excused), Jeffrey Kirkbride (excused)
Guests: Jody King, Patrick Butler (Grievance Officer), Marc Sola (FA Negotiations), Barbara Hanfling (FA Executive Director), and Christopher Mathenia (FA Office Manager)

B. Approval of Agenda

Bill Jacobs proposed adding Profession Development under New Business. After discussion, Bill Jacobs moved to approve the agenda as amended. Rose Anna Higashi seconded the motion and the agenda was approved unanimously.

II. Approval of Minutes

Sarita Tamayo moved to approve the February 28, 2003 minutes and Bill Jacobs seconded the motion. The minutes were approved unanimously. Wilbur Mellema moved to approve the March 14, 2003 minutes and Sarita Tamayo seconded the motion. The minutes were approved unanimously.

III. Membership Concerns

A. Jody King is having a problem with advancing in column on the salary schedule. Library Science is a terminal degree, which means there are no other courses to complete. Jody is seeking advice on how to deal with the administration on this issue. Discussion followed.

The meeting was suspended for a short CFT video. Pizza was served.

IV. Reports

A. President's Report

Mark Newton thanked everyone that attended the CFT Convention. He pointed out that the FA won three CFT Communications Awards. Specifically, the FA received "Honorable Mention" in the category of "Best Flyer or Poster," "First Place" in the category of "Best Web Site," and "Rookies of the Year" for overall communications.

Additionally, Mark talked about the FA's political stance on broad issues outside the scope of direct influence. That is, historically discussions and motions have mainly been directed at issues within the FA's direct influence; however, other locals and associations debate and pass resolutions about broad political issues. Mark requested the FA Board to think about whether the FA should debate and take a stand on issues outside the FA's direct influence.

B. Fiscal Officer's Report

Wilbur Mellema reported that the overall trend of FA account balances is decreasing. Barbara Hanfling pointed out that the FA does not collect dues from the faculty during the summer and winter breaks or for overload assignment, however the FA does pay per caps to the AFT, CFT, and AFL-CIO per faculty member all year round. Discussion followed.

Patrick Butler asked about how STRS credits overtime. Discussion followed.

C. Executive Director's Report

Barbara Hanfling presented David Yancey's email on the CFT Convention. In the email, David described the benefits of attending and encouraged all to attend whenever possible.

Also, Barbara quickly went through several handouts:

- AB 654, (Goldberg) Bill of Rights for Part-timers
- CCC Affirmative Action
- CFT 02-03 Mid-Year Reductions
- CFT Budget Worksheet
- CCC Reductions Spreadsheet
- CCC Full-time/Part-time Ratio Spreadsheet



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Barbara talked about the report Mike Hill presented to the trustees. Senate Bill 18X requires \$1.1 million in property tax reductions, \$90K in PFE, and \$90K in Health Center cuts for a total cut of about \$1.3 million. The district has already cut \$1.5 to \$1.7 million. So, the district reserves will not be drained this year.

She addressed Lobby Days in Sacramento on May 18 and 19, however Board members were concerned since it coincides with finals. Barbara mentioned that representative contact information is available on the FA website, www.fa-aft6157.org, by clicking a link to congress.org.

Next, Barbara reported that the FA has received 103 responses out of 159 retirees that were mailed the FA survey. Barbara will bring the FA surveys to the next FA meeting.

Barbara and Mark Newton had breakfast with Ron Lind and talked about various FA concerns. Mark added that he and Barbara met with Manny Diaz at a breakfast sponsored by the South Bay Labor Council. Manny and Elaine Alquist are both interested in receiving COPE endorsements from labor unions.

A labor studies coordinator was reinstated and the FA is concerned that the liaison coordinator position is classified as a consultant (independent contractor), which bypasses faculty. That is, the faculty did not have a say in the job description and curriculum. The FA will work with trustees to address FA concerns.

D. Bay Faculty Association (BFA) Report

No members attended, so no report was given. Bill Jacobs will attend the next meeting. Frank Espinoza also expressed interest in attending.

E. Committee on Political Education (COPE)

The FA is setting up meetings with individual trustees to talk about FA concerns.

V. **Old Business**

A. Budget Issues

Nothing discussed under this session.

B. Discipline Language-Due Process and Zero Tolerance

Barbara Hanfling has to work with the academic senate and diversity committee to write a joint letter as agreed on in previous FA meetings. The SJCC academic senate also approved the joint letter.

C. Restructure of Faculty Association and update on bylaws and constitution rewrite.

Barbara Hanfling and David Yancey are working on the language.

D. Lobby Days, May 18 – 19, Sacramento

Nothing discussed under this session.

E. Faculty Service Areas (FSAs)

Patrick Butler reported that the academic senates, the FA, and the administration are meeting on FSA issues. Discussion followed.

F. Mike Honda Labor Breakfast

Barbara Hanfling is working on getting more information and will get back to the FA Board.

VI. **New Business**

A. CFT Convention

Rose Anna Higashi reported that she attended workshops, including a workshop on Building a Local Union Lobbying Program. The workshop made useful suggestions like bringing legislatures to the campuses to increase direct communication.

Sarita Tamayo reported that she attended workshops, including a workshop on Part-time Equity Parity and an impromptu part-time meeting on AB 654, (Goldberg) Bill of Rights for part-timers. Part-timers are mobilizing to get rid of, or increasing, the 60% Law; however arguments were presented against this proposal. The 60% Law limits the amount of time a part-timer can teach in a district. Mark Newton pointed out that the FA will have to address this issue soon. Sarita



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concluded by saying that the harmony between part-time and full-time faculty in this district is an anomaly and she is thankful for the hard work of the faculty before her to keep it that way.

Frank Espinoza reported that he attended the new member orientation and workshops, including a workshop on Electing Governing Board Member Strategy. He was able to draw parallels and insight on this district's elections. Also, Frank noted the general lack of diversity in attendance and in the CFT leadership. Mark Newton noted the similarities in this local and Frank would like the FA to address this issue within the district.

Marc Sola reported that he attended workshops, including a workshop on Health Care Cost Containment and a workshop on Union 101 to gain insight for the FA's restructuring.

Bill Jacobs attended workshops, including a workshop on STRS. He said most faculty are probably not aware of how the new rules work and he would like to see it explained in the FA Newsletter.

Mark Newton reported that he was given a Part-timer's Guide to Survival. He would like this information posted on the FA website. Also, Mark attended a lunch for the Executive Council members and local presidents. Ken Burt, CFT Political Director, is scouting out labor friendly people and will seek FA input.

Barbara Hanfling requested articles for the FA Newsletter from everyone that attended the CFT Convention.

B. Negotiations Update

Nothing discussed under this section.

C. Professional Development

Bill Jacobs said that he was given the opportunity to attend classes as a student. He was able to relate to students and it was helpful to see teachers from a student's point of view. He encouraged all faculty to attend classes from other instructors and he thinks it would make an incredible difference in their ability to instruct. Also, in terms of PRC, he would like to see the restrictions removed.

VI. Next Meeting

11:30 am, Friday, April 11, 2003; President's Conference Room, San Jose City College

End Open Session

The meeting was adjourned at 2:05 pm.

Submitted by Christopher Mathenia, FA Office Manager