



San Jose/Evergreen Faculty Association, AFT 6157

2100 Moorpark Avenue, San Jose, CA 95128-2799 • (408) 288-3779 • Fax (408) 295-7482 • faculty.association@sjeccd.cc.ca.us

Executive Board Meeting Minutes (APPROVED)

10:00 am Friday, November 21, 2003, Conference Room 219, Sequoia, Evergreen Valley College

I. Call to Order

The president Mark Newton called the meeting to order at 10:10 am.

A. Roll Call

Officers Attending: Mark Newton, Frank Espinoza, David Yancey, Wilbur Mellema, Rose Anna Higashi, Bill Jacobs, Bob Wing, Sarita Tamayo, Wilber Mellema

Officers Absent: Jeffrey Kirkbride (excused)

Guests: Teck Ky, Joe Picazo, Janice Toyoshima, Harry Lichbach, Barbara Hanfling (FA Executive Director), and Christopher Mathenia (FA Office Manager)

B. Approval of Agenda

Discussion on the dues increase (section A of VI Old Business) was moved before V. New Business. David Yancey motioned to approve the agenda as amended. Rose Anna Higashi seconded the motion and the agenda was unanimously approved.

II. Approval of Minutes

Sarita Tamayo moved to approve the November 7, 2003 FA Executive Board Meeting Minutes. Rose Anna Higashi seconded the motion and the minutes were approved unanimously.

III. Membership Concerns

No concerns were voiced.

IV. Reports

A. President's Report

Mark Newton reported that Anne Heffley passed away. Anne was both an intellectual and a fighter and even in failing health she rose up to injustice. Mark feels strongly that a lasting memorial needs to be done in her honor.

David Yancey added that a memorial is scheduled for after Thanksgiving and specifics will be announced. He mentioned the creation of a fund for a creative writing scholarship in her name will also be announced.

Rose Anna Higashi said she was lucky enough to be a student of Anne's and she was brilliant and inspirational. Anne transformed Rose Anna's understanding of literature. Bill Jacobs added that she will be with us and many others forever. Board members shared their memories of Anne.

Mark also reported he is on search committee, however Dan McElroy asked him to resign in the name of diversity.

Last Friday Bill Jacobs, Frank Espinoza, and Mark went to the FACCC Conference. They attended a Health Care Talk and the statewide situation is frightening. Frank presented a brief summary of the meeting. Bill Jacobs suggested the FA push for recruitment of faculty members into FACCC after the holidays. Frank added that he was impressed with some of the candidates he met.

Indications are that since Arnold is a community college graduate the community college system may benefit. Growth figures may be higher than expected, which could lead to more funds. Possibly, this year won't be as financially dire as first thought.

B. Fiscal Officer's Report

Wilbur Mellema reported that Arnold wants to be the Education Governor, however, Wilbur also pointed out, Bush is the Education President. The rest of his report was presented under the dues discussion.

C. Executive Director's Report

Barbara Hanfling reported that PERB called for a part-time faculty affiliation vote at the College of the Canyons. Part-time faculty overwhelmingly supported affiliating with the CFT. In addition to not receiving their equity money, the part-time faculty members face many challenges. Their next step is to get a contract together.



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Mark Newton added that CFT is pursuing affiliation at the Mendocino Community College. He added that the FA is the poster child for affiliating and gaining political power.

Barbara reported that USCW is on strike in southern California and locked out in other places. Board of Trustee, Ron Lind is a member of USCW and requested the FA boycott Safeway in support of labor. Issues include lack of health benefits until the 37th month of employment. Barbara will send out an email with more information.

Barbara and Mark are meeting with Pauline Clarke to address many issues, including payroll advices. Rose Anna Higashi said there is a form to fill out to get advices mailed.

Barbara and Mark are meeting with Arturo Ocampo about discrimination procedures. Discrimination claims are coming up.

Barbara updated the Board on hiring procedures. The FA went to the district council meeting. Arturo will not work with the task force. Chancellor sent an email that the task force will continue and send progress reports to the District Advisory Committee (DAC). Bob Wing added that Sam Ho listed the components of the definition of diversity as sex, disability, and ethnicity. Other components should be considered, such as, religion, accent, veterans, sexual orientation, age, etc... Sam sent definition from Title V. David Yancey added that Title V implements the law, however it doesn't trump the law. That is, Title V must follow the laws.

D. Bay Faculty Association Report (BFA)

Mark Newton reported the next meeting is Monday and is about computer stuff.

E. Committee on Political Education (COPE)

Mark Newton, Barbara Hanfling, and David Yancey had lunch and a productive meeting with some Board of Trustees. Barbara reminded that these meetings with trustees are open to all members of the FA Executive Board.

VI. New Business

A. Dues Increase

Mark Newton summarized the financial state of the union and the need for an increase in dues. FA analysis suggests an increase from 1% of base salary to 1.25% of base salary and overload is needed. Mark emphasized that the FA is avoiding collecting dues on summer school since a high percentage of summer school faculty are part-time.

Wilbur Mellema made a motion to increase dues to 1.25% on base salary and overload within the 175 day calendar school year. David Yancey seconded the motion. Discussion followed.

A question was raised about a budget income item, Staff Funding. Staff funding is reimbursement from the CFT to pay a portion of the salary for the executive director's position. Note that if the local does not hire an executive director, then there is no staff funding. Also, concern was expressed as to whether the proposed increase was enough to cover the projected budget deficit for the current year. The FA reserves will cover the projected shortfall.

Rose Anna Higashi pointed out that the union was in shambles a few years ago and contract gains were minimal. Further, since affiliating with the AFT and hiring Barbara Hanfling and Chris Mathenia, the union has become a professional union. That is, negotiations and the contract have improved. Also, the FA is effectively protecting faculty from abuse. A message is being sent to the district that the faculty will hire lawyers and fight for faculty rights. This message costs money, however we've already seen the benefits and future benefits are immeasurable.

Teck Ky addressed the FA Executive Board to say thank you for gains made on the salary schedule and he suggested Rose Anna send her argument for a dues increase to the faculty because her points are very persuasive. Rose Anna agreed to write an article for the next FA Newsletter.

Sarita Tamayo pointed out that without the union, part-time faculty members have no leverage and the FA has stood up for part-time rights many times this year.



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Bill Jacobs addressed faculty concerns about a perceived lack of details and questions as to why there wouldn't be a campus-wide vote to increase the dues. Bill pointed out that some of the details deal with sensitive legal information and that the FA Executive Board has always decided on dues increases without a campus-wide vote. Bill pointed out that in prior years dedicated board members attempting to carry the load would get burned out, however this is now much less likely to occur.

Mark Newton added that he was sent a large number of emails in support of the FA concerning an increase in dues, however those emails were not copied to the all faculty, as were some of the more negative emails. Mark also suggested that perhaps campus informational meetings to address the need for a dues increase would have been appropriate.

Barbara Hanfling pointed out that process for increasing dues has been in the constitution for a long time. She added that these are hard times and a dues increase was not an easy decision, however an increase is necessary if the union is to keep moving forward. There will be four open seats coming up on the board of trustees.

David Yancey added this decision leads to a better contract and that means more money and better benefits for faculty in the long run. This is an important and necessary step in creating a professional union.

Bob Wing stated that he was the newest member of the FA Executive Board and he has seen first hand how dedicated its members are to the union and faculty. He pointed out that the FA Executive Board members are faculty members and as such they also pay dues and they take this decision very seriously.

Frank Espinoza said that growing up, he held the misconception that only poor working class UFW parents needed unions. He remembers United Auto Workers and his father going on strike and going to union offices. He thought that when he became professional all that would end since professionals know how to treat each other and be equitable, however now he sees that he needs the union and he is willing to sacrifice .25 for more respect.

The FA Executive Board approved the motion unanimously.

Wilbur motioned that the increase should start with the spring 2004 payroll. David seconded the motion and it was approved unanimously. David will contact payroll about implementing the dues increase.

V. Old Business

- A. Structure of Faculty Association
 - i. Division of Council Representatives
David Yancey is maintaining a list of volunteers and he expects that in the first FA meeting of spring 2004 the process to move forward.
 - ii. Summary of Progress on Contacting and Getting New Faculty to sign membership forms
The Board emphasized a better way of contacting new faculty is needed.
- B. Class Size Increases
This item remains under negotiations.
- C. Campus Equity Week
Faculty members are mobilizing to attend to the December 9, 2003 meeting of the Board of Trustees.
- D. Campus Safety
Bob Wing is concerned about the lack of preparedness of the campuses in the event of an emergency. Bob knows first hand of the importance of an emergency plan, because he was present on the Canada campus when a bomb exploded. Bob plans to meet with Robert Diaz and/or the police chief and speak representing himself and he asked if he should speak on behalf of the FA. Consensus was reached that Bob should speak on behalf of the FA. Discussion followed.



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VI. **New Business (continued)**

- B. Negotiations
 - i. Golden Handshake Update
Golden Handshake remains on the bargaining table. More information isn't expected until December.
- C. CFT Convention March 19-21st
The convention is in Universal City. Barbara Hanfling asked FA Board members to add it to their calendars.
- D. Spring Calendar for Executive Board Meetings
Agreement was reached on a schedule of meetings for the spring 2004 semester.

VII. **Other Information**

Nothing discussed under this section.

VIII. **Next Meeting**

10:00-12:30, Friday, December 12, 2003, College Conference Room, San José City College.

End Open Session

Meeting was adjourned about 12:40 pm.

Open Session Minutes Submitted by Christopher Mathenia, FA Office Manager