

# San Jose/Evergreen Faculty Association, AFT 6157

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## Faculty Association, AFT 6157, Executive Board Meeting Minutes (Approved)

9:30-12:30, Friday, April 1, 2005, Evergreen Valley College, Sequoia, Room 219

### I. Call to Order

President Mark Newton called the meeting to order at 9:42am.

#### A. Roll Call

President.....Mark Newton  
Vice President .....David Yancey  
Fiscal Officer.....Linda Ferrell  
EVC Representative .....Frank Espinoza (absent, excused)  
EVC Representative .....Teck Ky  
EVC Adjunct Representative .....Jeffrey Kirkbride (absent, excused)  
SJCC Representative .....Bob Wing  
SJCC Representative .....Mai le Ho  
SJCC Adjunct Representative .....Nabeel Atique

Also Present: Barbara Hanfling -Executive Director; Bill Jacobs-Retiree Chairperson

#### B. Approval of Agenda

David Yancey motioned to approve the agenda. Teck Ky seconded and the agenda was approved unanimously.

#### C. Approval of Minutes

David Yancey motioned to approve the March 11, 2005 meeting minutes. Linda Ferrell seconded the motion and the minutes were approved unanimously.

David Yancey thanked Linda Ferrell for her wonderful work on the accounting sheets.

### II. Membership Concerns

Board member Bob Wing expressed concerns he had received from faculty regarding the letter from Dona Bertain, from the Human Resources Department. The letter discussed issues of discrimination and neglected to mention discrimination based on sexual orientation or transgender status. President Newton said that he did talk to Dona about Joseph's concern at a previous HR Meeting. Bob Wing raised the point that neglecting to mention sexual orientation when describing discrimination was the same as listing different races and neglecting to mention Hispanic or African American. The Executive Board felt very strongly that this email needed to be amended. Board member Yancey moved and Linda Ferrell seconded that the FA send a request to Dona Bertain to resend the email and include all the appropriate groups that should not be discriminated against.

Bill Jacobs asked about the accreditation reports and the status and whether the FA, or Academic Senates should be gathering information on the District Office and Human Resources. Discussion followed. Vice President Yancey would like to know whether it should be the Academic Senate or FA to document the concerns with the District Office. Bill suggested that we should have a small group to document the issues that come up that would be important to accreditation. President Newton asked about the documents that we sent to the accreditation committee. Bill said that he would put together a one-page summary of the accreditation reports.

### III. Reports

#### A. President's Report

Mark Newton reported:

There was discussion about the issue of what to do if there is a "shooter" or an attack on our campus, since an incident had recently occurred on another campus. Mark stated that he had discussions with President Chui Tsang on a number of occasions regarding the lack of procedure. Bob Wing also stated that evacuation procedures were not clear. President Tsang committed to investigating other campuses such as De Anza and City College of SF to find procedures that have been established.

Mark also brought up the concern about petition gatherers asking/pressuring students to sign anti education, pro Schwarzenegger initiatives to be put on the ballot. All faculty need to be proactive in taking on the signature gatherers and explaining to students that they are signing petitions that are against their instructors well being and the well being of education.

## **B. Fiscal Officer's Report**

Linda Ferrell projected that it is possible we are going to be less than \$20,000 short for this fiscal year. Barbara reported that the legal fees might be less for this year. Vice President Yancey asked for the summary of this year budget. Fiscal Officer Ferrell said that the budget would look better in May. We thanked Linda Ferrell for her good work on the budget for FA.

## **C. Executive Director's Report**

Barbara Hanfling reported:

Barbara reported continuing to meet with administrators in this District: Mike Hill, Sylvia Andrew, Chui Tsang, Dona Bertain, Jon Kangas etc. We are working on contract enforcement and an open process for better understanding the budget and the FA being a part of the process.

## **E. Bay Faculty Association Report (BFA)**

No FA members were able to attend the meeting, but a report was received. Executive Director Hanfling told the FA board members that the Faculty Association at Contra Costa College has finally reached tentative agreement after bargaining for over a year and after the District had threatened to impose their "last and final" offer which had huge salary and benefit cuts. There will still be a salary cut of up to 6% and the faculty will have to contribute 6% to their medical benefits. There will be cuts in retiree benefits for new faculty also. There is a strong feeling that if the administration can do this at Contra Costa, that they can do that to our campus too.

Carolyn Widener also attended the BFA meeting. She is a member of LA AFT Guild and also an elected faculty member on the STRS Board. She spoke very strongly about the need to take on the Governor in his attacks against education and his broken promises.

**F. Retiree Report:** Bill Jacobs reported on his experiences as a retiree and he will be writing an article for the newsletter to try to get more retirees to participate. The Board discussed getting underway the creation of a retirees committee. It was decided that this would be a task to take on during the summer months. David Yancey agreed to work with Barbara and Bill to start forming this committee.

## **IV. Old Business**

### **A. Structure of Faculty Association**

- i. **Contacting New Members:** Board members were reminded that it was really critical that they contact new faculty, to introduce themselves and also to get these faculty to join. It was requested that Barbara send out the list of agency fee members again.
- ii. **Council of Division Representatives:** The last training was a great success with over 17 faculty attending. The class size issue was discussed and the Council members requested an email from Mark further explaining class size and the particular questions each Division Rep would ask at their Division meetings. It was agreed that this email would be composed over the summer and sent out early in the fall. There was some concern as to whether the Council was transmitting information on a regular basis to other faculty

Bill Jacobs complemented the FA, AFT 6157 on the building of the Council of Division Reps. He stated that we were planting the seeds for a critical mass of people who have involvement in the Union. He stated and others agreed that it was a good policy to start to invite at least one Rep to the CFT Convention each year, as we did with Maggie Fieler this year, since it was a great learning experience. We would also request that they attend one Executive Board meeting a year.

**B. Administrative Positions:** EVC President-names are at the Board and there will be campus forums; Chancellor-the committee is meeting; HR Position-still awaiting determination panel findings.

**C. CFT Update:** **Mai Le:** this was a wonderful experience, anyone who has the opportunity should attend, it was inspiring and educational and it was great meeting such committed dedicated faculty and staff who have been taking up the struggle for so long. **Teck Ky:** it was both inspiring and depressing, especially the fight against the governor and the money situation, but must encourage other faculty to understand they just can't sit in the classroom, but must participate in the Union. **Mark:** Some great workshops, good sharing of information especially from the Community College Council; and the budget analysis is always excellent. **David:** the biggest hindrance in our Community College is always the issue of money; the affiliation has done wonders for our faculty, giving us constant information, preparing us for the battles we need to take on. The convention was inspiring, enlightening and motivating. We really get to meet the real players. **Barbara:** discussed the passage of the bylaw change to enhance the working conditions and wages/benefits of formula funded staff. It was a great discussion and much thanks to David for being one of the many wonderful spokespersons for this bylaw change.

**D. Hiring Procedures:** There is a new group that has met with Dona Bertain to try to give input into the hiring procedures for faculty. The members of this committee are: David Yancey, Virginia Scales, Harry Lichtbach, Keith Aytch and Barbara Hanfling. There was a long discussion about trying to give the hiring committees the sense that their voices were being heard and that they had some authority to make decisions. There is still some concern regarding the original Ad Hoc Committee and its role. The hiring

committees need to feel like they have some authority, and there needs to be more time for interviews, it is impossible to really get to know candidates if they are here for one hour. The process must be valued and the faculty on the committees must feel empowered.

**F. Email Screening:** Bob Wing brought copies of the letter sent to the accreditation team regarding the role of the District office in email screening filtering. There was discussion that once again the DO had not listened to the concerns and had not only turned off the email filtering, but also the spam filtering. This was not the request of the Academic Senate. There need to be discussion about the eliminating of spam filtering.

## **V. New Business**

### **A. Negotiations/Contract Issues**

President Mark said that the Board of Trustees has been slow in responding with a counter office on the salary increase. The negotiations team is expecting a response on the salary today. The goal is to try to settle this contract before the end of the semester, hopefully before May 10, to give us time for meetings and a ratification vote. We are hopeful to settle the contract and continue on with class size and differential loading. Class-size/differential loading could take a year or more to wrap up.

### **B. CFT**

Mark said the CFT convention had a lot of talk about the governor's attacks on education and his broken promises. There was a proposal to increase the per caps by \$3.00 a month pro rata to take on the governor's attacks. The compromise solution was to increase per caps by \$3.00 pro rata for two years. The increase was limited to 2-years because of concern from the members. The FA Executive Board will have to vote on it and there is concern that we have to get a system where payroll can perform the task. Teck mentioned that a few faculty members he talked to don't mind paying extra to help CFT work in coalitions to battle the Governor. Based on the passage of this increase CFT is going to take out a loan and they'll be able to participate in the campaign. They will play on the concerns of the community. The FA, will have an open discussion of this per cap increase at the April 29 meeting and then take the official vote on May 12.

Our plan for taking on the governor's proposals:

1. Need to get people informed
2. Decide who represents our campuses
3. Campaigns and Demonstrations

### **C. Newsletter Editorial Board**

Barbara said this year we won two awards (both honorable mention) for our web site and picnic flier. These were both projects done by our office manager-Chris Mathenia. The first prize went to San Mateo for a wonderful article written by the President on March for March. Barbara wrote to Sterling for ideas to make our newsletter look better. Almost every other newsletter had a newsletter editor (other than the Executive Director).

David suggested we find an expert on our campuses to help with graphics. The possibilities of Ciaran McGowan, Mark Gonzales or Ralph Nichols were raised.

### **D. Adjunct Faculty Meeting**

Barbara announced the Adjunct Meetings coming up in the next two Mondays. Full-timers are welcome to attend.

### **E. Election**

Barbara mentioned that the following people's positions are up for election: **Fiscal Officer**-Linda Ferrell, **San Jose City Full Time Rep**-Maile Ho, **San Jose City Adjunct Rep**-Nabeel Atique, **Full Time EVC Rep**-Frank Espinoza and **Adjunct EVC Rep**-Jeffrey Kirkbride. Nominations will close April 22 and we should self-nominate ourselves if we wish.

## **VI. Other Information**

Nothing discussed under this section.

## **VII. Good and Welfare**

Good and Welfare –Chris Mathenia got married and it was decided that Executive Board members would personally contribute to purchase a gift certificate from Crate and Barrel. A card will be sent to Dan McElroy's who is taking care of his ill wife. Mark said she's doing a little better now and is out of the hospital. David said Dan has applied for family medical leave. Barbara explained if you run out of sick leave you get 100 days of part pay and full benefits (including the sick leave days). This is called substitute differential. People can talk to Barbara for more details. Email about donating sick leave for faculty or faculty family with catastrophic illness will go out and there are forms to request it.

End Open Session.

Minutes Submitted by Teck Ky, Nabeel Atique, and Barbara Hanfling