



# 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.org

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

9:30am-12:30 pm, Friday, September 16, 2005, Community Room, Student Center, San Jose City College

### I. Call to Order

President Mark Newton called the meeting to order at 9:38am.

#### A. Roll Call

President.....Mark Newton  
 Vice President .....David Yancey  
 Fiscal Officer.....Linda Ferrell (excused)  
 EVC Representative .....Frank Espinoza  
 EVC Representative .....Teck Ky  
 EVC Adjunct Representative .....Ron Fischer  
 SJCC Representative .....Bob Wing  
 SJCC Representative .....Maile Ho (excused)  
 SJCC Adjunct Representative .....Nabeel Atique (excused)

Nabeel Atique has a scheduling conflict and is unable to attend meetings this semester. If his schedule permits, Nabeel would like to return next semester to finish his term as SJCC Adjunct Representative.

Also Present: Patrick Butler (FA Grievance Officer), Bill Jacobs (FA Retirement Chairperson), Barbara Hanfling (Executive Director), and Christopher Mathenia (Office Manager)

#### B. Approval of Agenda

David Yancey moved to approve the agenda. Frank Espinoza seconded and the agenda was approved unanimously.

#### C. Approval of Minutes

David Yancey moved to approve the May 27, 2005 meeting minutes. Frank Espinoza seconded and the minutes were approved unanimously.

### II. Membership Concerns

- Mark Newton reported that some faculty have expressed gratitude for the 2.85% pay increase (and for many faculty over 5%) and feel the Faculty Association is doing a good job.
- Bob Wing voiced a concern about a faculty member that was approved to work on a screening committee over the summer, but was told by the dean that there was no money in the budget to pay the faculty member. Consequently, the faculty member dropped off the committee. David Yancey pointed out that faculty receive pay for any summer work related to sitting on a committee, including reviewing applications. Discussion followed on the possibility of filing a grievance. Barbara Hanfling will contact the faculty member for more information. Mark Newton emphasized the need for faculty to stand up for their rights.
- Mark Newton introduced Ron Fischer as the new FA EVC Adjunct Representative. Board members introduced themselves.

### III. Reports

#### A. President's Report

Mark Newton reported:

- He reminded that affiliations of the AFL-CIO are departing the organization. Consequently, this will reduce funding to the organization by about one-third. The departure is generally due to disagreement about money flowing to politicians, as opposed to spending it on union recruitment. The South Bay AFL-CIO Labor Council is losing about 40% of its funding and having trouble dealing with the change.
- Over the summer, Barbara Hanfling and Mark completed negotiations on the salary schedule. One major change was increasing the salary of the "higher steps of the salary schedule" to try to bring our salary to the medium of the Bay 12. The new schedule reflects a good compromise with 60% of our faculty receiving an additional raise over the 2.85% COLA.
- Also, over the summer, Barbara and Mark have been working with the new Chancellor Rosa Perez. The meetings have been productive.
- Mark is on a committee to write a job description for the Vice-Chancellor of Administrative Services position. The current Vice-Chancellor, Mike Hill, is leaving the position.



# 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.org

## B. Fiscal Officer's Report

Barbara Hanfling reported in the absence of Linda Ferrell:

- The FA is not hiring an outside accountant to perform the mandatory AFT/CFT audit this year. Teck Ky will chair a committee of faculty members to perform the audit. The audit needs to be completed by the end of the calendar year.

## C. Executive Director's Report

Barbara Hanfling reported:

- She said Mai Le Ho sent her three potential candidates to serve on the Board this semester in place of Nabeel Atique. After discussion, Barbara recommended the Board appoint Laura Cavanagh. David Yancey moved to appoint Laura Cavanagh as SJCC Adjunct Representative until June 30, 2006. Teck Ky seconded and the motion was approved unanimously.
- Adjunct faculty member, Jory Segal is a new member on the FA Negotiations Team. The appointment is on a six-month trial basis.
- EVC President David Coon apologized for failing to get input from faculty constituency groups before hiring the interim Vice-President of Academic Affairs.
- At the Trustee Board meeting last Tuesday night, Vice-Chancellor Mike Hill discussed his last budget.

## D. Bay Faculty Association Report (BFA)

No discussion under this section about the BFA meeting. Discussion followed about the California Committee Council meeting in April. The meeting is a good opportunity to learn about the union at the state level.

## E. Retiree Report

Retiree Chairperson Bill Jacobs reported:

He met with David Yancey and Barbara Hanfling over the summer about building a retirement committee. The Retiree Committee would exist as a separate entity to allow the retirees to officially have a position to deal with retiree issues that the FA doesn't have the authority to bargain over.

## IV. Old Business

### A. Structure of Faculty Association

- i. New Faculty Association Members  
Discussion followed on the process of signing up new faculty members.
- ii. Council of Division Representatives  
The next Council meeting is October 28, 2005 at EVC.

### B. Update on Discrimination Procedure – discussion and input and final vote

Barbara Hanfling reported the anonymous complaints language is out of the procedure. Discussion followed on the wording and specifics of the document. David Yancey moved to approve the Discrimination Procedure. Frank Espinoza seconded. With typo corrections, Bob Wings formatting suggestion, and David's suggested language change, the Board approved moving forward with the document.

### C. Hiring Procedure

Nothing discussed under this section.

## V. New Business

### A. Negotiations

i) The FA receives 1.6 total release-time that is dispersed as follows: President .4, Grievance Officer .3, and three negotiators .3 each. Discussion followed on how to update the release-time allocation. Frank Espinoza moved to disperse the release-time as follows: President .4, Vice-President .1, Grievance officer .3, one negotiator (De La Rosa) .3, and two negotiators (Newton and Sola) .25. Bob Wing seconded and the motion carried unanimously.

ii) WSCH Contracts and 40% Overload

Mark Newton is receiving emails from the division secretaries asking for his approval for faculty to carry a load over the 40% overload rule. Consequently, Mark Newton sent an email to the college presidents and deans informing them of the FA's intention to enforce the 40% overload rule, with exceptions strictly limited to extenuating circumstances. Discussion followed on the pros and cons of the 40% rule. Further discussion included quality of education issues, consequences of firmly upholding the 40% rule, and on the arbitrary nature of the rule set at 40%. Teck Ky emphasized the need to not allow the District to put the FA in bad light for upholding the 40% rule. Frank Espinoza requested a bulleted list of talking points on the FA's position for the board members to use



# 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.org

when approached by faculty concerning the 40% rule. He requested the list be sent out to deans and presidents. Mark asked the board members to think about the issue and discuss it at the retreat.

The Board unanimously consented to move the Class Size discussion out of closed session.

**B. Class Size**

The FA Negotiations team is working on class size issues. Deborah DeLaRosa reported that a letter is going out to the Council of Division Representatives asking for help in gathering information about class size. Discussion followed on the wording of the letter. Deborah will send the letter as an email attachment to the board members.

**B. Retreat Preparation – Agenda and Academic Senate**

Barbara Hanfling is sending out the agenda for the next FA retreat next week. She is also suggesting a second retreat this academic year to be held in January or February.

**C. Administrative Positions: HR Director**

David Yancey reported the committee is scheduling interviews for eleven candidates starting next week. He reported the process is going well

**D. Picnic – preparation and assignment of responsibilities**

Deborah DeLaRosa is coordinating everything except for the food. Discussion followed on the preparation details.

**E. Health Care Cost Containment Committee - participation**

District wants to setup a health care cost containment committee. The District asked for FA representation. David Yancey may be able to attend.

**F. Catastrophic Leave Donation**

The District reports that only two people have contributed. Barbara Hanfling will send out a letter in the next month under Mark Newton's name reminding faculty of the fund.

**G. Letter Regarding City Council Race – District 7**

No discussion under this section

**VI. Other Information**

**VII. Good and Welfare**

Barbara Hanfling suggested the FA contribute a donation to the AFT Katrina Relief Fund. David Yancey motioned to contribute \$500 to the AFT Katrina Relief Fund. Teck Ky second the motion and it passed unanimously.

**End Open Session**

**FA COPE MEETING**

COPE meeting not called to order.

Mark Newton adjourned the meeting at 12:40pm.

Minutes Submitted by Christopher Mathenia, FA Office Manager