



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

FA, AFT 6157 EXECUTIVE BOARD MEETING Minutes (Approved)

9:30am-12:30 pm October 28, 2005

Evergreen Valley College, Library ETC Room 224

9:45am OPEN SESSION

I. Call to Order (10 minutes)

A. Roll Call

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

Also Present: Patrick Butler (FA Grievance Officer), Bill Jacobs (FA Retirement Chairperson), Barbara Hanfling (Executive Director), and Patti Berg (Admin Asst)

B. Approval of Agenda

David Yancey moved to accept, 2nd by Frank Espinoza, all approved.

C. Approval of Minutes

David Yancey moved to accept, Laura 2nd motion, all approved.

II. Membership Concerns (10 minutes)

A. Barbara Hanfling victory story at EVC, email from the Student Services.

Heard from numerous faculty that initially supervisor Francis Steindorf and then other supervisors had sent an email to all student services faculty stating: "Emails cannot be sent to anyone except the supervisor and then he/she will determine whether the emails will be forwarded to higher administrators, all district and/or the Board". It was clear that VP Josue Hoyos had mandated his administrative staff send this mandate out. Barbara immediately met with Josue Hoyos and he issued a retraction of this violation of freedom of speech. It was agreed that after the holidays there could be a meeting regarding use of email system, although the Union very clearly stated this was both a negotiable item and could not be interfered with.

B. Counselors at EVC have strong definition of what the role of the counselor is.

They are vigilant about maintaining the term and that it is not abused. The district has used the term loosely (academic counselor, etc.) If it is a classified position, the classified Union, CSEA must approve all new positions description and will take into account the meaning of counselor. The District has agreed to ensure counselor is not used except in a certificated faculty position.

III. Reports (40 minutes)

A. President's Report

Prop 75 the anti Union proposition is very close (46/46), public opinion has changed which is a good thing, but we must still work hard to defeat it. Channel 11 reports a few of the props are at a tie.

B. Fiscal Officer's Report (Teck, Iris Kachuck, Ann Soman, & Linda out preparing Union Audit)

NOTE: Times denoted in parenthesis are guesstimates, so as to keep the meeting on track.



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- i. Preparation for Annual Audit (by Dec 1, 2005)
- ii. Annual and Monthly Budget

C. Executive Director's Report

1. Chancellor is attempting to fill Mike Hill's position on an interim basis. Also the hiring committee for the full time position is being formed. Barbara & Mark to meet with Rosa Perez. Hiring procedures state there are 3 faculty members to be included in the hiring committee. It is the Union's position that this means the hiring committee consists of appointments by the EVC Academic Senate, SJCC Academic Senate & by FA. Procedures do not mention FA in them. Plan for Mark to write to Henry Gee and Virginia Scales to see ensure that the 3rd member would be an FA rep.
2. Committee expects to hire someone to backfill Mike's position from Contra Costa Co. Contra Costa CCD almost went on strike, got a 7% pay cut, lost benefits, huge move by Chancellor, HR Director, President, CFO.
3. Mark called Rosa last Weds, letting her know this is not a good move to hire the person from Contra Costa County.

The new interim person would be involved in setting up next years budget, and would take Mike Hill's long term work forward and be involved in negotiations. Issue: Is this a battle we take on?

D. Bay Faculty Association (BFA) Report (monthly)

Debbie De La Rosa attended the event. The focus on the meeting was the initiative that community colleges want to separate the K-14 proposition 98 monies. Currently K-12 get most of the funds. Community Colleges get funded by prop 98 (guaranteed a certain % of the budget goes to education). Last year CTA made a deal to allow the governor to borrow \$2 billion last year from Prop 98, but the governor did not give this back this year as promised. Dennis Smith/Jonathan Lightman (FACCC President and Executive Director) were there supporting this new initiative that would go on the ballot.

Next meeting Community College Council is Dec 4, Manhattan Beach, Mark Newton and David Yancey to attend.

E. Retiree Report-Building a Retirees Committee

Bill is out today, reported to Barbara he has gotten Rosanna Higashi and Phil Crawford to join committee.

IV. Old Business (30 minutes)

A. Structure of Faculty Association

- i. Contacting and Getting New Faculty to sign membership forms. Any new sign ups? Barbara signed up the labor studies person, Barbara suggested everyone should commit to getting just one person.
- ii. Council of Division Representatives-Building Our Membership

Meeting today at 1:-3:30, at EVC, purpose to broaden the communication between FA and faculty, understand the contract, Nanette Regua new adjunct rep at EVC to Council.

Turnout 4-15 people attend typically, all EB board members are invited to attend. Goal is to have 2 attendees in each division. A commitment of 1 meeting per semester is the norm. Would like to add someone from the counseling staff to the committee, David Yancey will ask Gary Ledesma to join committee.

B. Hiring Procedures

Nothing

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BREAK-5 Minutes

V. New Business (40 minutes)

A. Planning for Phone Banking-October 29, 2005 UFCW Hall 10:00am-1:00pm 15-17 rsvp's for phone banking, most are SJCC faculty.

CSEA, has declined to provide us names and phone #s of their members. CSEA will be doing phone banking from their local office. MSC list, Phil Renteria, still has not provided list. Approx 900 people are on the current FA, AFT 6157 phone list. Barbara has prepared phone script. Barbara needs food for phone banking, she will take what's left over from today. Mark will bring food. Laura will bring cookies and muffins. Location for phone banking, 240 S Market, parking on Market and San Fernando..

B. Administrative Positions: HR Director;

- i. Meetings with Presidents, Vice Presidents and Chancellor

The hiring committee for the HR Director will be meeting the next week or two. Position has gone out again, looking for some good qualified candidates.

Mark would like to be nominated to Vice Chancellor of Administrative Services David Yancey motioned to approve, Laura Cavanagh seconded ^{the} motion, all approved, no opposed.

Meeting with Rosa Perez and talked about:

- SJCC President Chui Tsang is not responding adequately to his mandate to deans that adjunct faculty must use the campus email to communicate with their dean and student. David and Mark will meet with him while Barbara is out of town.
- Bio class issue, loading at EVC is an issue that needs to be dealt with. Dean Tabrizi has stated that biology lecture and labs cannot be split. This is a working condition and must be bargained with the Union.
- Loosely based on the 75/25 law, 75 percent of classes should be taught by full time faculty. District full time obligation 261/262 this year. College will get fined if not within guidelines.
- Chui Tsang is saying no to adding new staff, no growth this year. Although it is our understanding that Mike Hill has indicated we will be hiring. Mike did not spend summer school FTE's in order to meet cap and growth in our current year.
- Rosa "No point in bringing numbers of full time faculty down, we have money in hand to add 6 new faculty. We have the money let's do it. Her position is we fill vacant positions"
- Rosa invited Barbara & Mark to join in training session, introductory for the deans and administrators. Training went well

C. Retreat-Summary of Board Members' Responsibility

David Yancey and Bob Wing will work on developing a list of responsibilities for the Council of Division Reps at SJCC.

D. Hiring New Faculty-see meeting with Rosa Perez

E. Possible Layoffs

Layoffs- Electronics has had various layoffs in the past. Attempt to keep the most senior staff employed. We have informally been informed that 4.5 layoffs will occur in the electronics dept.

We will be proposing to have a program to retrain those laid off to attend courses and then have a job offered by the college. We want to minimize the impact of lays off.

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CIS/CIT Computers-

We are bargaining over the effects of the layoffs. Negotiations are in process to preserve as many positions as possible. 8 layoffs, 5 positions may be saved by moving staff into other areas. We are looking at transfers, opening new positions etc. Frank Espinoza has suggested that the faculty be notified of the current issue and that the staff know that FA is involved in trying to preserve the positions.

F. Newsletter

Barbara will be out for 3 weeks; Barbara has requested that faculty submit articles for next newsletter.

David and Mark to alternate so that each newsletter has an article from the President and Vice President.

G. Demand to Bargain-Adjunct Computers

Adjunct Instructors don't necessarily access emails from home, & then check the large numbers of emails at work. Chui Tsang has required adjunct to access District email. Barbara sent email to Cherry Davidson demanding to bargain, so that there be no requirement that adjunct staff have an email address and that they log into District email system.

H. COBRA

Faculty members in the District do not get medical benefits who were hired post 82. Faculty member Seth Zimmerman researched issue and discovered that if retired post 82 & meets the retirement requirements permanent full time retirement that faculty get the option to continue Cobra for life (for spouse & self). This will be advertised to all faculty.

I. Vacation-Coverage

Barbara out of office, not checking email or phone for 3 weeks. Forward any major issues to David, Mark & Frank.

J. Board Policies

New Policies have been sent to Executive Board and all faculty.

Patrick Butler & Barbara Hanfling feel that these are adequate and they are positive new board policies.

VI. Other Information

VII. Good and Welfare

David Yancey, please continue to donate to catastrophic fund.

Discussion continues on creating adjunct faculty catastrophic fund.

Dr. Adamczeski broke her collarbone playing volleyball, students sent her flowers.

Minutes Submitted by Patti Berg