

CCFF Executive Board Meeting  
February 10, 2020 9:30am – 10:50am  
SS 16

### **Attendance**

Members: Debbie Jensen, Cynthia Laveriere, Frank Gaik, Peter Moloney  
E-Board: Kimberly Rosenfeld (chair), Bobbi-Lee Smart (chair), Veronica Miranda, Pauline Acosta, George Jarrett, Mariam Youssef, Lynn Wang

- Approval of minutes from January 27, 2020
- Change *drive* to *intranet*
- Veronica did not second motion to spend funds not to exceed \$100 on printer ink and pens for the Annual Meeting— Mariam will check her recording to see who did and make correction
- Motion to approve January 27, 2020 minutes with these changes (proposed by Bobbi-Lee, seconded by Veronica)

Votes on the motion:

Yea: Bobbi-Lee, Veronica, Pauline, Mariam, Kimberly

Abstain: Lynn, George

Motion carries.

- Approval of minutes from October 28, 2019
- Add Veronica to *Yay* vote on transportation motion
- Mariam will double-check her recording to see if Stephanie lowered \$200 to \$150 in the motion, and will make changes if necessary

-Motion to approve October 28, 2019 minutes with these changes (proposed by Bobbi-Lee, seconded by Veronica)

Votes on the motion:

Yea: Bobbi-Lee, Veronica, Pauline, Mariam, Lynn, George

Abstain: Kimberly

Motion carries.

### **Grievance (Michael Binning)**

- Maria Gurola: Arbitrator ruled against her and the union. We've discussed the matter with our attorney, who doesn't agree with the ruling
- Arbitrator's ruling is advisory only, but probably carries weight. It's unlikely that the judge will rule differently
- Perb charge—Attorney recommends withdrawing it. Recommends filing a Minimum Conditions Complaint with the state chancellor instead. We can file a lawsuit, but the attorney doesn't recommend it
- This can impact future bargaining members who have a similar situation

-CFT has a legal defense fund for legal fees incurred after their receipt the initial report—so we can't get reimbursed for this case, it can't be used retroactively. But we might be able to use it in the future.

-Marlena Shore: Still stuck on a couple months of pay for her. Grievance will follow up with Adriana today

-Still following up on Title IX complaints

### **Annual meeting**

-Expense from Rodgers (sandwiches and salad) was \$385.59—invoice has been sent to Ralph

-Expense for coffee was \$35.96

-Expense for pastries, cookies, and chips was \$81.08

-We went over budget, but had more RSVPs than anticipated

-Debriefing: lessons for next time?

-Veronica: Outreach was really successful. We had 57 attendees, 10 at union 101 and about 7 at debt relief. We're discussing next steps for follow-up.

-Bobbi-Lee: We're discussing an unemployment workshop and another debt relief workshop.

-Pauline: Workshops in the morning were a fantastic way of getting people in and reaching out.

-George: The annual meeting itself was frustrating. Hearing from Jeff was great, but as an organizer, I'm not sure if people got anything out of it and we didn't get through many of our proposals. We need to do more than changes to the constitution and bylaws. It's important for members to feel empowered by the meeting. We should end with something clear that we did and also streamline processes for constitutions/bylaws changes.

-Bobbi-Lee: Jeff said it might be useful for people to submit proposals earlier so we can reconcile proposals, and set time limits for each item and motions.

-Kimberly: We should spend more time on the proposals as an E-board and then put something forward before the annual meeting.

-Pauline: Could we do something along the lines of a workshop to help people interact with the process of constitution/bylaws changes?

-Veronica: I like the idea of a committee on bylaws/constitution who can facilitate that.

-George: We can do more as an E-board to present this to members in a way that can streamline this process so it's not becoming a nitpicky procedure at every step.

-Pauline: We're discussing providing workshops for STRS, unemployment, loan repayment, and site reps as next steps.

-George: We are also building up the continuous organizing model.

-Next steps for minutes: Minutes can't be approved until the next annual meeting, but E-board can affirm them and then put them on the website. This will be on the agenda of the next E-board meeting.

### **Negotiations (Jay Elarcosa)**

-Meeting days with the district are February 6, February 12, March 4, and March 12

-Negotiations team currently consists of Jay Elarcosa, George Jarrett, and Bobbi-Lee Smart

-Negotiations team presented its initial proposal to the District at first meeting, February 6th.

-Negotiations Team denied request to discuss any details of CCFE Proposal outside of closed session due to legal issue they need to resolve. Jay further explained that they would not

disclose any details at this time because they are working on several items that may be legal to ask for, need time to figure if legal

-Bobbi-Lee reported Negotiations team has meet twice with District.

-Negotiations team has proposed and District has offered its first counter

-Bobbi-Lee reported we asked the district for COLA plus a bit more

-Issue of Lecture/Lab parity

-George: Negotiations could not negotiate this year due to negotiation restrictions. Also they would like to get more support from teachers before moving forward.

-Rationale for two additional team members: Right now the Negotiations Team is Jay, Bobbi-Lee, and George. We need at least one more full-time faculty member.

-Jay: The reason for two more members because we will more effectively fight for all if we get more full-time faculty. We have to be able to sell our arguments to our constituents that we are fighting for all.

-There is a concern about the budget, but Jay is willing to give up one of his units if it means we can get another person on board.

- The additional negotiations team members will possibly be helping with counters, surveys for Spring, and MOUs. This can be clarified in Executive Session.

-Motion to appoint Lynn Wang to the negotiations team (proposed by Bobbi-Lee, seconded by Mariam)

-Kimberly: I want to make sure Lynn has enough time to get all of the upcoming work done due to her current work load in counseling. There is a great deal of pressure on counselors right now to schedule appointments with students.

-Kimberly: Lynn, can you commit to the salary negotiations meeting dates listed on the agenda?

-Lynn: I don't know yet. I will look into it.

-George: Lynn can take on less responsibilities with membership to take time with negotiations, and can be consistent and proactive in asking for the time with her supervisor.

-Kimberly: Yes, but she cannot reduce her union duties for union work, those are separate. There is more time involved than the meetings with the district.

-Cynthia: That's why it's even more important to have two additional team members, so that they can have more hands on board for this work.

-Kimberly: There should be clarity on the time commitment.

-Lynn: I'm aware of the work that needs to be done, and I'm okay with it.

-Peter: What are the experiences that Lynn brings to the team?

-Lynn: I'm representing the non-instructional faculty perspective. I'm also good at spreading the word, and coordinating programs and events.

-Kimberly: Lynn, have you read the initial proposal to the District?

-Lynn: No.

-Kimberly: It is important that you are in full agreement with it because you will have to fight for it in the room.

-George: We specifically sought out Lynn because in the past, when non-instructional faculty were not represented, we made mistakes. We're also looking towards the future, and it's important to bring in new experience.

-Pauline: I don't want to be on the team, but I can help with the survey.

-Kimberly: Amendment to consider compensation. Ralph is recommending 4.5 – 6 units of compensation for both adding to Negotiations and Grievance.

-Veronica: Compensation should be considered as a separate motion.

Votes on the motion to appoint Lynn Wang to the negotiations team:

Yea: Bobbi-Lee, Mariam, Veronica, George, Pauline

Abstain: Kimberly, Lynn

Motion carries.

-Motion to appoint Chris Richardson to the Negotiations Team (proposed by Bobbi-Lee, seconded by Veronica)

-He would be impacted if there were negotiations on Saturdays, but other than that he is open

Votes on the motion:

Yea: Bobbi-Lee, Veronica, George, Lee, Mariam

Abstain: Kimberly, Lynn

Motion carries.

-Division Reps Talking Points

-Discuss main points what's being negotiated

-Announcing new negotiations team members

-Working on safety training videos

-Schools and Communities first

-Grievance update

-Move into closed session