

CCFF E-Board Meeting  
September 23, 2019 9:30-10:50am  
LC 135

### **Attendance**

Members: Peter Moloney

E-Board: Kimberly Rosenfeld, Terrance Mullins, George Jarrett, Stephanie Rosenblatt (chair),  
Mariam Youssef, Lynn Wang, Pauline Acosta, Veronica Miranda, Bobbi-Lee Smart, Ralph Casas

### **Previous meeting's minutes**

-Motion to approve minutes (proposed by Bobbi-Lee, seconded by Lynn)

Votes on Motion:

Yea: Mariam, Lynn, Stephanie, George, Pauline, Terrance

Abstain: Veronica, Bobbi-Lee, Kimberly

Motion carries.

-Discuss/vote format of minutes in next meeting

### **New business to include**

-Veronica: Conference scholarships

-Stephanie: Committees, Eloy Oakley's visit

### **Treasurer (Ralph Casas)**

-COPE financial report July 2018-June 2019 was presented

-Only expenditure was campaign contributions (Tony Thurman)

-Who falls under the "Other Certificated" category? Might be non-instructional staff, since they are on a different payroll cycle. Stephanie will investigate

-Additional signers for check—need two signers on every checks

-We need two more authorized signers and their info, so there are enough to sign

-Motion that we adopt a policy all reimbursement checks have two signers (proposed by Stephanie, seconded by Ralph)

Votes on motion:

Yea: unanimous

Motion carries.

-Motion that the four signers will be President (Stephanie Rosenblatt), Treasurer (Ralph Casas),  
Vice President of Full-Time Faculty (Kimberly Rosenfeld), and Vice President of Part-Time  
(Bobbi-Lee Smart) (proposed by Stephanie, seconded by Ralph)

Votes on motion:

Yea: Unanimous  
Motion carries.

**President (Stephanie Rosenblatt)**

- Election committee: Although we said we would review nominations at this meeting, some people were nominated by others, and we need time to check if they accept the nomination. This wasn't built into the original time-frame, so we need to extend it.
- So far there are four nominations: Ted Stolze, Solomon Namala (not available), Peter Moloney, Bobbi-Lee Smart. Michelle Mahoney is not available to serve again on the committee, and Stephanie is communicating with Anna Fischer.
- By-laws don't specify how many people should be on the election committee. In the past it's been as small as 1 and as big as 3.
  
- Committees: We need some committees filled.
- BOT and academic calendar: It's unclear if we need them this year.
- DEEOC: Lance's term is up in the spring, and he doesn't want to do it again after that.
- Enrollment Management: Needs someone. Lynn volunteers
- Employee Development: Kimberly and Lynn have been going
- Faculty Senate: Stephanie is going
- Safety: Jay Elarcosa and Judi Holmes are on the committee, and they can use one more person
- SLO Committee: needs someone. If needed, Bobbi-Lee can do it.
- Student Equity: Damon Cagnolatti
- Web Standards: Veronica volunteers
- Facilities Master Plan: Stephanie will investigate if it's still meeting
  
- On Thursday, Stephanie went to a meeting about Duty of Fair Representation.
- We are the exclusive bargaining agent for all faculty here, we're required to represent them (for grievance and negotiation) whether or not they are members.
- With grievances, we're required to represent faculty for anything in the contract. But, not for other issues, like filing for unemployment. If it's not in the contract we don't have to represent non-members, but we can't use membership as the defining factor for why we do or do not choose to help.
- Post-JANUS, we're still required to do those things, and we have to be very careful about how we communicate when we don't do something for someone, that it's not about membership status.
- When someone asks to drop their membership, the protocol depends on when they submitted their individual contract with the union. With the old contract, membership is simply dropped. With the new contract, members have a 15-day window which is around the anniversary of when they signed up when they are able to drop. We need to come up with a policy on how we will deal with those drops. So far no one has won a case where they won back dues, but that might because union always settles.
- Kimberly: How many drops have we had since JANUS?
- Stephanie: 5. 1 full-time, 4 part-time.
- Membership committee will come up with a policy and bring it back for next meeting.

-How do we decide when to reject a request for a grievance? Criteria can't be about membership, should be about whether or not the grievance is viable. One of the criteria involves cost-benefit analysis. Can give other remedies.

-Specifically, we need to take into account whether or not a grievance can be won, and if it makes sense financially.

-Eloy Oakley is coming to campus on October 23 and holding a town hall that night. We're considering a joint resolution for a vote of no confidence with the Senate.

-Stephanie will send it out to review, and we can decide what we want to do about it.

-George: CFT voted strongly in favor of no confidence at conference last year.

-Terrance: Have the Senate do it, and then we can come on board after that, so it doesn't look like the union is co-opting the Senate.

-Meetings are scheduled for the rest of the semester. Next meeting is October 15, but we have business before that. Oct 7 meeting is a Membership Committee meeting, but we will take 45 min-1 hour to discuss vote of no confidence and committees.

-November 25 is the deadline for giving spring release time to the district.

### **Negotiations (Kimberly Rosenfeld)**

-Issuing a demand to investigate on intellectual property article

-Meeting with Adriana this Thursday to talk about SLO, office hours, retiree rehire rights

-FSAs (Faculty Service Areas): Met with April to go through the article and they are going to work through cleaning them up, since they haven't been updated since the 90s. It'll be a long time, but eventually they will need the union's help/input on them.

-Just cause. Had the meeting, decided to put it into abeyance for 30 days. No update from the district yet. After the 30 days, a hearing is scheduled.

### **Grievances (Stephanie Rosenblatt)**

-Propose that we adopt a special rule to go into executive council (closed session) when we talk about grievances (for privacy purposes—if we're mentioning names), and then put forth a bylaws change in November.

-Terrance: We can't do that, and it isn't needed because state law provides privacy protections.

-Motion to go into closed session to talk about a grievance (proposed by Stephanie, seconded by Bobbi-Lee)

Votes on motion:

Yea: Kimberly, Terrance, Stephanie, Mariam, Peter, Lynn, Pauline, Veronica, Bobbi, Ralph

Abstain: George

-Meeting moves to closed session, and is adjourned in closed session.