

CCFF E-Board Meeting
October 7, 2019 9:30-10:50am
LC 135

Attendance

Members: Peter Moloney, Debbie Jensen, Angela Hoppe-Nagao, Cynthia Lavariere, Jay Elarcosa, Mike Binning

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

Membership (Pauline Acosta)

-Official membership count: 342 part-time non-members, 409 part-time members, 253 full-time members, 20 full-time non-members

-No membership drive at this time, instead we're working on other recruitment strategies.

Veronica will discuss Campus Equity Week.

-Also working on holding a hiring workshop for this month. Meeting with Erin on the 14th to get guidance on strategy and outreach

-Equity week: October 21-24

-Veronica and Bobbi-Lee are working on it. We'll have chalkboards mimicking K-12 return to school photos, and faculty/students can fill them out and take pictures. Three different boards for part-time faculty, full-time faculty, and students. Raising awareness by taking pictures and posting on social media.

-On the 25th Rich will start a full-time employment workshop series.

-Legislation: Education about current legislation and possible future legislation to gain equity for part-time faculty

-AB 463 was passed to ensure it would be easier for part-time faculty to qualify for public service loan forgiveness

-AB 897 still in the works

-AB 500 for maternity leave still in the works

President (Stephanie Rosenblatt)

-Appoint members to the election committee

-We have 5 nominations: Debbie Jensen, Peter Moloney, Terrance Mullins, Bobbi-Lee Smart, Ted Stolze

-Michelle and Anna are not available to serve again, but would be happy to talk to new committee about it

-Stephanie: It's rare to have this many people interested in serving on a committee. Let's take them all.

-Motion to appoint all nominees to the committee (proposed by Terrance, seconded by Kimberly)

-George: It's better to have 3 instead of 5. It's too difficult to schedule anything with 5 people, and it's unfair to have so many of the minority slate represented in this committee. It's not

representative. Instead, proposing a 3-person committee with one who brought the challenge, one from minority slate, one from majority slate.

-Angela: Having everyone on the committee is a way to heal the board. It's hard enough to get anyone to do anything, we shouldn't be turning people down.

-Bobbi-lee: Scheduling is a concern.

-Kimberly: The more people we can get involved the better.

-Terrance: We don't have parties, we had slates but we don't need to foster partisanship.

-George: We don't technically have partisanship, but it is still present. We have to recognize that sides exist even if we don't have official parties. In the interest of keeping this union collegial we need to have balance, especially when it's the election committee. These are already people who are pretty involved in other ways.

-Stephanie: This committee exists to look at the recommendations for AFT about our protocol, which needs improvement. Not only will they do the regular work of the committee (conduct votes) but will implement recommendations from AFT and general meeting. I appreciate how George feels and what he's saying. It wouldn't hurt to have 3 or 5.

-Amendment to limit the election committee to 3 people (proposed by George, seconded by Ralph)

-Terrance: Can we pull up notes from public E-board meeting? We already discussed this.

-Kimberly: George didn't want a limit before but wants one now that he's seen the names he wants a change.

-George: Right. I don't want partisanship.

Votes on Amendment:

Yea: George, Ralph, Veronica

Nay: Kimberly, Stephanie, Terrance

Abstain: Mariam Bobbi-lee, Lynn, Pauline

Amendment doesn't carry.

Votes on Motion:

Yea: Bobbi-Lee, Terrance, Kimberly, Lynn

No: Ralph, George

Abstain: Pauline, Mariam

Motion carries.

-Stephanie: We need to nominate a chair for the election committee.

-Motion to nominate Ted Stolze (proposed by Ralph, seconded by Bobbi-Lee)

-Terrance: Let the committee nominate their own chair. We don't need to do that.

-Bobbi-Lee: It doesn't hurt to appoint him and let him know. If he doesn't want to serve, he can turn it down.

-Terrance: We need to hear from the public before making a decision on this.

-Stephanie: We have more space for that in public E-board meeting. Right now we are having a hard time getting through agenda and need to put a time limit on discussion.

-Debbie: I'd like it in the minutes that I've been overlooked in discussion. My question is, what's the protocol if Ted doesn't want to be chair?

-Steph: If Ted says no, then you can suggest someone else and we can approve it.

-George: The committee should appoint their own chair

-Pauline: What is the protocol for appointing chairs of committees in general?

-Steph: In all committees (except for election) the E-board appoints the chair. The committee decides who they want and we approve/appoint.

-Terrance: How was the last election committee handled?

-Stephanie: Armando was the most experienced, and only one willing to do it. But this seems like a different situation. Ted would be a good person because he's a neutral party. He is the person with the most history as well, and formerly served as president. If he doesn't want to do it, the committee can appoint someone else.

Votes on Motion:

Yea: Mariam, Stephanie, Ralph, Pauline

No: Terrance, Kim, George

Abstain: Bobbi-lee, Lynn

Motion carries.

-Terrance will reach out to Ted, and election committee will give an update at public meeting next week (Tuesday, October 15).

-Division representative elections

-Who will handle each division election?

-We need to have some sort of election within the division. Reps don't have to be at all E-board meetings, but at least public meeting. Might be hard for part-time but can send a proxy if they can't attend.

-Angela will handle the nominations/elections for Liberal Arts.

-Each division only votes on their rep, and only members vote.

-George: I suggest an online election. Harder to get part-time members to attend division meetings.

-Stephanie: Maybe 1-year term would be good for now. Part-time schedules change too frequently for anything longer than that.

-Pauline: Can we have reps meet with membership to be on the same page?

-Bobbi-Lee: A year is too long, maybe even a semester would be better for term length.

-Veronica: Part-time faculty already have their availability in for the Sprnig, that's not going to change.

-George: At this point we're just looking for people that will do it. I want a policy for the part time reps, solicit from part-time and then once we have nominations we can decide on how to vote.

-Stephanie: So being able to attend public meeting should be a criterion?

-Pauline: No, that eliminates too many part-time faculty.

-Angela: It's critical that reps make it to the public meeting. It's too hard to be involved if you can't go to the meeting.

- Debbie: We should have the same criteria for full-time and part-time
- Stephanie: We can consider changing the time of the public meeting, that would be one way to do it. But if we're not ready to do it just yet, we need some other way of accommodating part-time faculty. Otherwise we're disenfranchising them
- Bobbi-Lee: We're juggling multiple schedules here. So maybe for this year we can make an exception until we have someone able to meet the criteria. We need to have this open to them, so this year we can be more lenient.
- Terrance: It's easier to say that you should be able to attend at least one meeting, even if it's not the public meeting.
- Bobbi-Lee: That seems like a happy medium.
- Veronica: Let's make it a soft requirement. We're lenient with everyone here, about who can make it to meetings and who can't. Let's do the same with the reps.
- Stephanie: Right now the third Tuesday or fourth Monday of the month could work, right? Then folks have two options but it's not too redundant. I suggest a one-year term, full-time rep gives an update, and all reps need to be able to make it to at least one meeting.
- Kimberly: When they're not at meetings, they should read the meeting minutes.
- Stephanie: We can extend nominations for part-time reps, full-time rep nominations are closed. Extend part-time nominations to October 23. We'll run an election after that, 10/28-11/04. Election committee can figure that out.
- Bobbi-Lee will handle elections and will put out an email call with criteria.
- SEM nominations will be handled by Tor Lacy or Thad Szabo
- Lynn will handle Counseling nominations
- Terrance will handle B/Hum/SS nominations
- Health, Tech, and Fine Arts need someone to manage. Stephanie, George, and Lynn will take care of it, 12pm on Thursday, October 10.
- Any updates should be sent out by Wednesday night (October 9)

- Stephanie: Update on AB 500—right now we have a terrible maternity leave policy. Part-time are technically eligible, but it's still not great. Everyone is now entitled to half-pay. The new bill for full pay is sitting on Governor Newsom's desk, and it seems like he just needs a little push. I want to send something around senate to be signed.
- Veronica: There's a link people can use to add an electronic signature.
- Stephanie: I will make a QR code that people can scan to add an signature electronically.

- Update on the grievance we discussed last week: save for our next meeting

Negotiations (Kimberly)

- We're a democratic body, vote from your own perspective/beliefs, not from factions. Move beyond factions.
- As a negotiator, relationships are important. Both with members and with the district. These are problem-solving relationships. We haven't always had a good relationship with the district, and we need to rebuild trust on both sides.

-Stephanie and Kimberly were in a meeting with Adriana, and it became clear that whatever's happening with grievance is coming back to the negotiating table. Negotiations needs to know what's going on with grievance in order to keep the relationship together.

-There are two main philosophies that guide negotiations: Positionality (me vs you), and Interest-Based Bargaining (finding interests of both parties and meet in the middle). Each has its place, but we should try Interest-Based Bargaining first. Whatever is going on in grievance has put negotiations in a positional relationship with the district, which is not ideal. How are we moving forward?

-Stephanie: Adriana thinks the grievance is positional because Kim told Adriana that Jay thinks every grievance should be filed.

-Jay: This is not my first rodeo. We fought but kept our relationships. If we could resolve we did, but you need a partner who is willing to compromise. Adriana doesn't do that. It's my responsibility to go through the grievance, as an officer. I have to represent my constituents. I'm not being adversarial; I'm doing my job.

-Stephanie: The district knows that there's bad blood between Kimberly and I, and they play on that.

-Kimberly: What's the larger framework, are we doing Positional or Interest-Based?

-Ralph: You can't decide that ahead of time.

-Bobbi-Lee: They're forcing us to be positional. In general, it depends on the issue. There should be a middle ground but that's hard to find with Adriana.

-Kimberly: I can't do my job with half the information. We need to have the conversation about how I'm supposed to do my job, and to hear from everyone at the table.

-Stephanie: You do know what's going on, the thing the district is mad about is related to grievances. We've tried to insulate you from grievances so that you can be the healer, not the fighter. You can be the good cop that way. Adriana is purposefully bringing up other things from grievance to complicate negotiations and her relationship with you.

-Kim: I'm worried about the relationship. We get things done through relationships, and I felt a shift.

-Stephanie: We have a lot of things on the table. You know about a lot of stuff, but it's being framed differently when Adriana is bringing it to you.

-Terrance: We need grievance and negotiations to be two separate people.

-Bobbi-Lee: Some of the negotiations team has to be on grievance, you need some overlap.

-Terrance: But lead negotiator shouldn't be doing grievance.

-George: As someone who's been on the union for a long time, it's essential that we have people with grievance experience on the negotiations team. Lead negotiator shouldn't though. If we can improve communication, we should.

Adjourn. This topic and remaining agenda items are place on next weeks agenda.