

CCFF E-Board Meeting
November 25, 2019 9:30-10:50am
LC 135

Attendance

Members: Michael Binning, Peter Moloney, Debbie Jensen, Angela Hoppe-Nagao
E-board: Ralph Casas, Mariam Youssef, George Jarrett, Terrance Mullins, Stephanie Rosenblatt (Chair), Bobbi-Lee Smart, Lynn Wang, Veronica Miranda, Kimberly Rosenfeld, Pauline Acosta

- Approval of minutes
- Also need to approve minutes from the retreat

-09-23-2019 Minutes

- George: What level of detail needs to go in the minutes? Should we keep things more minimal for published minutes? We should be deliberate about our strategy.
- Stephanie: I'm in favor of more minimal minutes.
- Motion to approve the minutes for September 23, 2019 (proposed by Kimberly, seconded by Mariam)

Votes on motion:

Nay: Ralph, Mariam, George, Terrence, Stephanie, Bobbi-Lee, Lynn, Veronica, Kimberly
Abstain: Pauline

- Adoption of agenda
- Move negotiations report before financial so we can make more informed decisions
- If we have time, discuss shelter in place incident (under grievance). If not, have an additional meeting.

Membership (Pauline Acosta)

- There are 418 part-time members, 343 part-time non-members
- There are 252 full-time members, 20 full-time non-members
- Discrepancies in payroll will be resolved once the membership is updated within a month
- Working on rolling out an organizing systems to hear members' concerns and recruit more members
- Membership annual meeting will be held January 31, 2020 at 12:30pm in LC 155
- Division rep training, loan forgiveness program, and part-time orientation on that day in the morning
- We need \$660 for the annual meeting, which pays for lunch and help from the administrative assistant
- We also need \$100 for breakfast at part-time orientation
- Motion to allocate \$660 for the annual meeting (proposed by Pauline, seconded by Veronica)

Votes on motion:

Yea: Ralph, Mariam, George, Terrance, Stephanie, Bobbi-Lee, Lynn, Veronica, Kimberly

-Motion to allocate \$100 for breakfast at part-time orientation (proposed by Pauline, seconded George)

Votes on motion:

Yea: Lynn, Mariam, Bobbi-Lee, Veronica, George, Ralph, Pauline, Terrence, Kimberly, Stephanie

-Terrence: Are the 418 part-time members people who are actually teaching? On the COPE list there are members who haven't taught for 2-3 years.

-Stephanie: Members who haven't worked here for 5 years are taken off the list. We then get a master list of everyone who is currently working to reconcile payroll deductions. If people aren't working, they remain members of the bargaining unit unless they email us to be removed. We can use Michelle's list to reconcile but she's not done with it yet.

-Debbie: Who can vote? Do they have to be a member in good standing?

-Stephanie: We don't have that clearly defined.

-Debbie: So the election committee can define that.

-Stephanie: It would need to be a bylaws change.

-Pauline: You're a member once you sign the form, even if the dues haven't come out yet.

-Angela: The Department of Labor does have a definition of members in good standing, and it does identify them as having paid their dues. AFT recommends using this definition. We also shouldn't penalize people who want to work but don't have classes.

Treasurer (Ralph Casas)

-Income/Expenditures report: Current through last Monday

-Year to Date total is \$93,931. Account balance went from \$362,687.59 to \$238,518.72.

-So far, we've spent almost half of our projected budget for the year.

-Legal fees have gone up. Stipends are what we've expected

-There's a delay in getting per capita, but we will catch up in the spring.

-Legal fees have gone up because of the Gorola case, and we can expect to pay more still before it's over.

-Peter: We've only collected a quarter of our income so far.

-Payroll office assistant: Michelle Castillo. Allocated \$5,000, and we have spent \$1105.50 so far.

-Fidelity bond: Insurance to make sure there's no malfeasance. We're not paying it anymore because AFT is paying it.

-At the next meeting, Ralph will bring in documentation that explains the \$80,000 discrepancy due to outstanding checks and moving from cash to accrual.

-Proposed and adopted budget

-Increase in dues

-More income means more expenditures in per capita

-Central Labor Council and LA County AFT should be the same thing, it doesn't need to in the budget twice. Ralph is following up to get them consolidated in our budget.

-Legal fees: We are expecting to pay \$120,000 but had only allocated \$525,000.
-Payroll release and stipends: discrepancies between proposed and actual because the district hasn't billed us yet.
-Angela: The numbers for the adopted budget on proposed/adopted doesn't match the budget on the income/expenditures report.
-Ralph: The numbers change periodically and they weren't updated on both spreadsheets/forms.
-Terrence: It would help to have an itemized report. That way we know how much things actually cost.

-Looking at stipends/release time allocated for Spring 2020
-For Spring 2020, it would cost \$34,506
-Also need to allocate money for Summer 2020.
-Is the release time we have now accurate based on what each person needs to meet the strategic planning goals?
-Debbie: Why is membership listed 6 times? How are we deciding what work each member is compensated for?
-Each item listed are the specific tasks that each person is compensated for. They might do additional work because we aren't sure what is going to come up.
-George: Are we proposing changes? Or to approve it as-is?
-Stephanie: We need to consider Kimberly's proposal from our last meeting to form a special team for negotiations, which would mean potentially making some changes.
-Veronica: What's the difference in cost between release/stipends for full-time versus part-time?
-Stephanie: As long as we stay within the 35 units of release time the cost is virtually the same.
-Kimberly: I'm proposing a special team for this negotiation, for a number of reasons. First, CSEA has a "me too" clause. Second, we are unclear on the funding formula. Third, Adriana said they're going to bring their attorney, which they haven't done before. So the District is gearing up for a fight, and so do we. I want to bring in Solomon Namala, Peter Moloney, and Mike Farina.
-Stephanie: I can see why you would want to tap their expertise, maybe in a committee. But what's the strategy for a contract campaign? I agree it's going to be a hard negotiation. And it would be good to have people with financial expertise, but who has expertise on strategy, getting things negotiated? What's the plan for that aspect?
-Kimberly: Contract campaign was a separate committee.
-Stephanie: Who will be the liaison for between those committees?
-Angela: Are these changes are just for salary negotiations?
-Kimberly: Yes.
-George: I am part of the negotiations team, but the first I had heard about this proposal was at last week's meeting. The team hasn't been consulted. We also need to think about ways to save money.
-Peter: How much is payroll? If we're going to think about costs, we need to know all the numbers.

-Stephanie: There is a difference between having people for consultation and having people in the room. That's what we need to discuss. The members need to have trust in the team. Last round, the negotiation team was strong because we had people working in different stages of their career and different working conditions. Since this is just salary, we could argue for a smaller/more focused team, but I don't know if we need to completely change the team right now. I'm also assuming I'm the fifth member of the team because the president is on the negotiation team. So the question is what this means for the trust of our members, along with cost.

-Bobbi-Lee: We don't know what we could have gotten, or what we're going to get. I don't know if this new team can get us more or less, that's a hypothetical we'll never know.

-Stephanie: We need to come to a conclusion today.

-Terrence: If they bring in Ali and Felipe, who on the current team can match them? We need people who understand how the district hides money. Mike Farina has more qualifications than both of them.

-Pauline: I have 2 concerns. First, this wasn't brought up with the negotiations team. Second, there isn't good part-time representation. Mike Farina is part-time, but as a retiree, it's a different perspective. We need someone who understands part-time perspective. Is it possible to have the part-time vice president on the negotiations team?

-Peter: In the accounting world, there are credentials people can have. We can intimidate them with our experience.

-George: I think there's an alternative. We can do it the way we've been doing it, by having people involved as experts giving advice rather than negotiators in the room.

-Kimberly: Negotiations doesn't decide who is on this team, the E-board does. That's why I didn't bring it up with negotiations. My recommendations for success: this is salary, it affects everybody. This isn't a different negotiations team where we try to get lots of different perspectives, instead we just want to make sure that we can get the most success. We want to go in with the strongest team that intimidates them a little.

-George: are you proposing to pay the members of this team?

-Kimberly: Yes, with release time/stipends of 3 units.

-Stephanie: I think it would be beneficial to have Mike or Peter in the room, but we also need a part-time faculty member in the room who has that new career experience. And we don't want to undercut the excellent negotiations notes. So I'm proposing a team of Kimberly, George, Bobbi-Lee Smart, me and either Solomon, Peter, or Mike. We would switch out Jay. We could decide who's more strategic to have in the room.

-Motion for a salary negotiations team consisting of Kimberly Rosenfeld, Solomon Namala, Peter Moloney, Mike Farina, and Stephanie Rosenblatt (proposed by Kimberly, seconded by Terrence)

Votes on the motion:

Yea: Kimberly, Terrence

Nay: Stephanie, Pauline, Ralph, George, Veronica, Bobbi-Lee, Lynn

Abstain: Mariam

Motion does not carry.

Motion for a salary negotiations team consisting of Kimberly Rosenfeld, George Jarrett, Bobbi-Lee Smart, Stephanie Rosenblatt, and either Solomon Namala, Peter Moloney, or Mike Farina, along with one additional person who is not on the team but paid to consult (proposed by Stephanie, seconded by Bobbi-Lee)

-Debbie: They would have to be asked, right? What if all of them decline to be on this new team?

-Stephanie: If they decline then they wouldn't be on the team. We would still have the release time and could ask someone else.

-George: For budget purposes we would have to make it a stipend since we don't have a name.

Votes on the motion:

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

Nay: Kimberly

Abstain: Mariam, Terrence, Ralph

Motion carries.

Approval of stipends/release time

-Give veronica one more unit for Membership

-Motion to approve stipends/release time as adjusted (proposed by George, seconded by Bobbi-Lee)

Yea: Stephanie, Lynn, Pauline, Bobbi-Lee, George, Veronica, Kimberly, Mariam, Ralph

Abstain: Terrance

Adjourn