

SCFA Executive Board Meeting Minutes

March 2, 2017
Rare Book Room, LRC 212
Rocklin Campus

Present: Johnnie Terry President and Paul Cooper, VP-Treasurer; and Board members Wayne Barbee, Debby Carter, Jennifer Kattman, Judith Kreft, Susie Le, Michelle Macfarlane, Alistair Moles, and Kara Perry.

Visitors Present: Mithia Mukutmoni, Stan Spencer.
Joe Farrelly, acted as secretary.

A quorum was declared and the meeting was called to order by SCFA President Johnnie Terry at 4:05pm

I. **Visitor Comments:**

Stan Spencer thanked the Board for sending him to the CCA conference, and gave a brief report on workshops he attended. From what he learned there, he urged SCFA push for more full time faculty to be hired. He said the conference was well attended, had many families present, and that he liked the venue. He also suggested making decisions to approve delegates for future conferences earlier to keep costs low.

Mithia followed up on an issue raised at the last meeting regarding academic freedom, and said the Academic Senate is interested in clarifying and affirming faculty member's sole authority to make decisions about what is required to pass a course and earn credit. The Academic Senate may add or modify wording in the catalog to remove ambiguity, and affirm that it is up to the Instructor to determine whether examinations, projects, or other measures are to be used. SCFA's role would be to assist any faculty member with a grievance related to these matters.

II. **Minutes:**

Members reviewed the draft minutes of the February 18th meeting and struck a sentence from the draft. On a motion by Debby, seconded by Michelle, the revised minutes were approved unanimously. During the discussion on the minutes, some Board members asked Stan Spencer to clarify some issues surrounding the discussion about class assignments that took place at the February 18th meeting. Stan gave a brief history of the negotiations on these matters, and said that he was certain that no contract had ever eliminated the "as offered by the AEA" clause, and felt it was unlikely the administration would ever agree to give up its discretion in this area. Stan said the negotiators had acknowledged there were some contradictions in the contract wording, but that it had been ultimately decided to leave the wording alone. Stan affirmed that the AEA has the discretion to hire new staff to help diversify and/or bring in new blood once all full and part time faculty have been offered their patterns, and that the administration typically does not want to have all of its part time faculty scheduled at the maximum of 65%-67% because it would inhibit their ability to assign experienced part time faculty to fill unanticipated class vacancies.

I. **Reports:**

- a. Paul Cooper gave the Vice-president/ Treasurer's report and distributed a written financial summary report. He also went over the budget information in the meeting packet. Paul clarified the costs of the faculty breakfast, and expressed concern

about the rising costs of stipends in light of the potential loss of revenue if fair-share dues collection is legally challenged in court. Even though the effect is unlikely to be felt in the current fiscal year, he recommended the Board consider cutting back on expenses. Members discussed whether an increase in dues (which have not been raised in many years) might address such a potential funding gap. Paul also pointed out that the number of faculty listed on his report (693) was only an estimate because it is difficult to get an accurate count for a variety of reasons. Reports on various documents show a total of at least 800 names in the aggregate, but many of those names are duplicates and many people appear on multiple lists. Paul will ask Vernon Martin about the election timeline, so he can determine at what point the membership list needs to be frozen for the purpose of balloting.

- b. In his President's report, Johnnie reported that his research indicated that under federal Dept. of Labor law, it is indeed mandatory to have everyone sign-in at any union event where food and beverages are served, and that the numbers of people on the sign-up list must equal the number of meals served/billed. This will require a rigorous sign-up process at events like the Faculty Breakfast and PT Caucus. Johnnie also gave a more detailed report on the potential loss of fair-share dues collection based what he heard at the Statewide CCA/CTA meetings he attended. Pessimistic projections are that fair share will be gone by 2018 and that an additional legal challenge is expected over unions' ability to collect dues through payroll deduction. Board members discussed the devastating impacts of the potential revenue losses (between 40% and 60% of dues revenue) from both members and fee payers. It was generally agreed that the state and local chapters now need to focus on the union's priorities and values, and to make greater efforts to engage members to a larger degree in union issues. An effort to increase active union membership among fee payers is being piloted in Long Beach, where volunteers will be trained and then deployed to make one-on-one face-to-face contact with fee-paying faculty to recruit them as union members. Several members of the State CCA/CTA Board plan to attend SCFA's upcoming "*These Are My People*" project because they think it might be a model for improving communication and increasing pride in unions. Finally, Johnnie gave an update about the Governor's Budget and its implications for our contract negotiations. A large portion, but not all, of the Governor's proposed COLA seems intended to cover Districts' rate increases for PERS & STRS. It was pointed out that there is a greater likelihood that Sierra might become a Basic Aid funded district next year, which could have some fiscal benefits, at least in the short term, but no one can be sure that Sierra would remain a Basic Aid district in future years.
- c. Individual Board member's reports: Debby Carter said she had posted a link on the SCFA website about the faculty breakfast. She is still working on getting cost estimates for printing, automatic envelope stuffing, and postage costs for the upcoming election ballots, which are expected to be at least 5 – 6 printed pages.

II. Open Session Agenda Items:

- a. The planned agenda items were re-ordered and some agenda items were postponed to future meetings. Paul said that item C, discussion of the budget had already taken place. Concerned faculty expressed that the lab workload is

comparable to the lecture workload. Members discussed several issues and some examples of how changes to either the lab pay rate, or the lab loading rate, or a combination of the two would affect full and part time faculty differently. It was agreed that the matter was complex and required more time and further discussion, and because of the late hour, was postponed to future meetings.

- b. Johnnie led a discussion on the upcoming *These Are My People* project, reporting that over forty members had posted photos for inclusion, and that at least 150 people have already indicated their intention to attend the event. He discussed the plans for music as negotiated with the band, including relocations in the event of rain. The wine has been ordered and volunteers have been lined up to assist with bartending. Several Board members volunteered to help at the sign-in table, to help Michelle with photo hanging, and with other set up and cleanup duties. Michelle said she had negotiated a very favorable rate of just over \$7 per plate plus a fee for linen service, and that the fee included the pasta bar and dessert. It was confirmed that participants and guests will need to sign-in at the sign-in table, and *These Are My People* participants will be asked to sign a photo release if they have not already done so.

Open session ended at 5:33pm and closed session began immediately thereafter.

Respectfully submitted by Joe Farrelly