



Council of Representatives Meeting

Adopted Minutes

September 27, 2018, 3-5 p.m.
Room 3134 with Polycom to N3213

Table with 3 columns and 8 rows listing various departments and their representatives, such as Fine Arts, Biological Sciences, Student Development, etc.

- 1. Approval of agenda
Agenda approved unanimously.
2. Approval of August 23, 2018 minutes
Motion made by R. Finger, seconded by D. Bower. Minutes approved unanimously.
3. Introduction of CFT Field Rep Daryl Hemingway

The following topics were presented by Daryl Hemingway and Valarie Bachelor from CFT:

- Membership recruitment. One on one discussion is the best strategy. A membership drive lets you identify what people need and what they support. Getting a "win" for a smaller group can help get them to be more supportive in the future.

It was agreed that Greg Baxley would request that the field reps. lead a workshop on membership recruitment for the members of the council.

- The use of a texting app. called “Hustle”. Used to organize membership action in a hurry.
- Phases of a contract campaign were outlined with a handout.
- Avoiding the “mediation washing machine cycle.” The key is strong membership participation during the contract campaign which transfers into leverage at the negotiating table.

4. Constituent feedback from Council of Representatives regarding the proposal to change the Division Chair selection process.

Counseling: the same as it is.

Math: defer to other divisions, but they are fine with a direct vote with participation of part-timers.

science: one person, one vote.

Applied behavioral Sciences: ? .

Student success: wanted representative committee.

Social sciences: either way was ok.

Kinesiology: wanted everyone to have a voice but they didn’t care about the structure.

English : most people want part timers to have a voice. Some people also mentioned popular vote.

Biology: faculty needed more time to clarify that it is an action item.

Business : direct election model but modified to included part-time faculty.

Library: don’t need a vote, but if it did we would want a more representative model.

Nursing: to have everyone involved but a direct vote.

Fine arts: representative with classified and part time but more fulltime on the committee.

5. Closing the 2015-18 contract. Updates on final changes. (Stakes and Baxley)

- a. Renumbered longevity steps
- b. Revised Article 2
- c. CMC MOU

Contract has not been signed off yet. Hang up is getting all the MOUs into the contract language. Update for Article 2 to establishes who is in our bargaining unit. Tried to make it very inclusive. The other addition was a specific statement that faculty serving as interim managers are not in the union but can return after the assignment is over.

CMC MOU revision went to the district. The purpose of the revision was to protect faculty and to be sure that they get compensated for multiple check ins and check outs. . Melissa is going to come back with a proposal about our concerns about due process for faculty and what happens if faculty do break a rule over there.

Longevity steps language: We need to get rid of the term “longevity” but we aren’t quite there yet. HR is renumbering the steps so that it can be programmable in banner. Once the salary schedules are renumbered we will distribute them to all faculty.

Right now Full time faculty don’t get contracts for their full load. Melissa says she will work on those and also will get FSA, step, and column on the contract.

Request: On the paystub we need the \$ amount for payments that you get for your lab

rate and your lecture rate. Anything that is above the contractual requirement should be broken down by dollar amount.

6. REQUEST for stipends for part-timers to serve on the COR. (Steinmaus)

Motion: That part-time COR members be compensated for participating in COR meetings and for reporting back to their divisions. Motion made by J. Hoffman, seconded by T. Rector-C. Motion approved unanimously.

7. REQUEST: HR remove requests for faculty to write social security number on internal forms. Alternatively, especially for the NCC where an HR representative is not available, that if any HR forms do require social security numbers, that an HR locked drop-box be placed in Public Safety for deposit of such forms.

- a. REASONING: Faculty are being asked to take an unnecessary risk by exposing their social security number. Submitting one's SS# through intercampus mail or email is not secure. HR already has each employee's social security number, so why is it needed on a Change of Address form or any other internal Cuesta College form? (Rubin)

[not discussed due to lack time]

8. Grievance update (Patchell and Kimmey)

[not discussed due to lack time]

9. Treasurer update (Lobo)

[not discussed due to lack time]

Next COR Meeting: October 25, 2018, 3-5 p.m., Rooms 3134 and NC 3213