



Council of Representatives Meeting

Adopted Minutes

February 22, 2018, 3-5 p.m.

Room 3134 with Polycom to N5006 N3213

Table with 3 columns and 8 rows listing various departments and their representatives. Columns include Fine Arts, Languages & Communications, Health Center, Biological Sciences, Counseling, Kinesiology, Health Sciences & Athletics, Student Development & Success/ESL, Nursing/Allied Health, Performing Arts, Library/Learning Resources, Business Education, DSPS, WEXP/PEDS/PDS, Student Life and Leadership, Applied Behavioral Sciences, Engineering & Technology, Mathematics, Physical Sciences, English, Social Sciences, and Non-Voting Members.

- 1. Approval of agenda and meeting minutes. Motion to Approve the Agenda, with the Treasurer’s report moved up made by D. Stakes, seconded by M. Weber. Motion approved unanimously. There were no minutes approved during this meeting.
2. Reassignment rights clarification—Donna Bower, Julie, and Nancy Julie and Nancy have proposed a new reassignments rights policy, and there is a possibility of an MOU with the District where a Level 2 faculty member can replace a level 3 faculty member up until three weeks prior to the beginning of classes. Nancy will send out an email with the red-line version of the proposed language.
3. Updating CCFT membership—Nancy and Ed Debra sent a membership update form to the membership. The council agreed that we will have two drawings for \$50 Amazon gift cards for members to encourage them to submit their forms. The membership update forms need to end up with Ed Conklin. His office and mail box are in building 6200.
4. Fact-finding and negotiations news—Debra, Tony, Greg, Julie, and Nancy

The fact finder tried to mediate a deal, but we couldn't tell which were his ideas and which were District ideas. There is a chance for a rebuttal to the fact-finding report once it is made public. Greg wants to amend his email that he sent out faculty to say that perhaps the mediator will be a little fairer when he is not focused on trying to make a deal. Once the fact-finding report is provided we are legally allowed to strike.

Ideas for next steps were discussed. Council members should get a feeling for the views of their members. The next COR meeting is March 22.

5. Treasurer's Mid-Year Report—Ed

(Moved up to the top of the agenda).

The attorney's estimate for the total cost of the Tenure denial arbitration were low. The total cost is likely to be a little over \$70 thousand. Hopefully we will only have end up paying about 1/3 of that cost. The EB decided not to go to the CFT convention this year to save some money.

6. Grievance Report—Stacy and Tom

There has been one student who filed complaints against three different faculty members and is also claiming that they did not have adequate DSPS support. However, the student never self-identified as a DSPS student. The student did not speak to any of the instructors first about their complaints. The student has been told by the administration that they need to meet with the instructors as a first step in the complaint process, but is now demanding that their advocates attend the meeting as well. There was discussion that if the faculty member chooses to meet with anyone else but the student, they should have union representation at the meeting.

The district is investigating an anonymous complaint made about a faculty member, which is troubling because CCFTs understanding is an anonymous complaint can't be substantiated. Debra is going to communicate with the CCFT attorney regarding this issue.

There is a current grievance regarding pay for basketball coached because their season bridges two semesters.

The insubordination case regarding a counselor was appealed to the Board of Trustees. The Board asked several good questions, but they have not yet made a decision in the case.

Part-time faculty can apply for unemployment compensation if they lose part of their load. There have been some problems with HR not filling out the forms from EDD properly.

**Action** Debra will check with HR and get forms unemployment resubmitted for the faculty member who has been affected by this.

There is still a link on the Cuesta website for a student form that allows students to send a complaint directly to the Vice President of Student Services. CCFT wrote a demand to bargain letter last year to remove this link and got agreement with the District.

**Action:** Tom will contact the VP of Student Services and informally request that the link be removed. If there is opposition then we will write another demand to bargain letter.

Next COR Meeting is Thursday March 22 at 3 pm.