



Council of Representatives Meeting

Adopted Minutes

March 22, 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, Languages & Communications, Health Center, etc.

1. Approval of agenda and meeting minutes

Motion to approve the agenda with the discussion of the SIP update moved to the first item. Motion made by D. Stakes, seconded by W. Sims. Motion approved unanimously.

Motion to approve the minutes from Feb. 22 with a wording change for Agenda item 2. Motion made by N. Steinmuas, seconded by J. Pfeiffer. Motion approved unanimously.

Motion to approve the minutes from Jan. 25. Motion made by T. Rector- Cavagnaro, seconded by W. Simms. Motion approved with one abstention.

2. Discussion: Request from a retiree to maintain CCFT email correspondence

The Council agreed that it is not appropriate to maintain CCFT email correspondence for non-CCFT members.

Motion: To direct the President to decline the request from a retiree to maintain CCFT email correspondence. Motion made by D. Stakes, seconded by T. Rector-Cavagnaro. Motion approved unanimously.

3. Search for new Treasurer—who will take office on 1 July 2018

We will continue to offer 40% release time for the first year for the new treasurer. Ed recommends the summer school for the new person, which gives a broader perspective of the

duties of the position. It makes the most sense to get a full-time person but there may be a possibility of a part-time person if no full-time person is available.

4. Treasurer and Chief Negotiator training at CFT summer school June 18-21 (Registration deadline is May 11; May 1 for scholarship request)
Debra has the information. Greg is interested in negotiator training. There is also training for a COPE lead.
5. SIP update—Debra
The list of participants was shared. Because of regulations, the two nursing positions will have to be replaced immediately. It appears there will be more opportunity for part time faculty to teach because not all the retirement positions will be back filled.
6. Update on PT faculty and eLumen/SLO assessments—and the role of Division Chairs—Nancy and Debra
The Chairs agreed to manage SLO assessments and eLumen training for part-time faculty. There needs to be more of a procedure for Part-timers. We need to remind part-time faculty that they can also claim FLEX time for working on SLOs if they go over the time for which they get paid. We also need to remind part-time faculty that there are trainings and drop-in hours they can attend with the SLOA coordinators. The SLOA coordinators can help people enter SLOs into eLumen if needed.

The council requests that the SLOA coordinators send a communication to the division chairs highlighting their duties in regard to managing SLO assessment.

We are not sure if dual enrollment instructors get compensated for SLO assessment. They are not in our bargaining unit. Debra with ask the VPAA who handles this and how they get paid.

7. Update on the election for contract ratification—Julie
The Executive Board had requested that the Elections Committee try to conduct an election using an on-line, paperless system for the contract ratification. However, because there is such a short election window because of the late tentative agreement, there was not enough time for the Committee to implement this option. There are concerns with an on-line voting system that have to be resolved before one can be implemented. The concerns include issues with anonymous ballot recounting, and the security of elections results. Therefore, the contract ratification vote will be conducted using the traditional paper ballots. The ballots will be delivered on or around March 30, 2018 and the ballot box with close on April 20, 2018.
8. Membership drive update—Greg
We have about 60% of full-time member and 24% of part-time members who have turned in their membership update form. CFT is reminding us that all members need to have the form physically on file. Council reps. are directed to try to get them done by 3/29. Greg gave the forms to the members in divisions which don't have a council rep. If someone doesn't fill out the form, they don't lose their membership, but we may lose their dues. There is a concern that an administration can make it difficult for locals to gather dues if we don't have the consent documents on file. New hire information comes from HR and that is what we must use to update our member/non-member lists.
9. COPE Report: Endorsements by the Central Coast Labor Committee Fundraisers—Debra
Democrats are in the process of creating a candidates list. The most important races will be summarized on the CFT Website. The South County supervisor race as the biggest one- Jimmy Paulding is working for affordable housing, water district, and dust mitigation in Nipomo mesa.

He is a lawyer, and has worked in city planning, and is now running for supervisor. Bruce Gibson is up for re-election, who seems to have no opposition. The number of deaths in the SLO county jail is three times the nation's average. The County Sheriff is also the jailer. Greg Clayton is running against the incumbent Ian Parkinson. He has the endorsement of SLO PD officer's association. Tim Cavello is running for Superior Court Judge. Heraldo Baltadano was a labor lawyer and is running for Judge.

We will have a labor recommended slate on the website.

10. Treasurer's Report—Ed

We have spent \$81,000 on the tenure arbitration case and we have received back from CFT \$18,000. AFT has approved a check for about \$16,000. So, we are still about \$49,000 out of pocket. Once we have the final cost we will ask for more money from CFT and AFT. We generally end up paying about one third of the cost. If we prevail we can also request that District to reimburse us as part of the settlement.

Other legal fees so far amount to about \$23,000. With a new college president, we hope we can resolve more matters before we end up in litigation. We want to advise our membership regarding best practices to avoid legal pitfalls with the District.

11. Grievance Report—Stacy and Tom

There was a four-hour mediation session regarding the issue with the coaches' stipend.

The Board of Trustees sided with the District regarding the insubordination accusation made against a counselor for agreeing to see students who dropped by his office during the noon hour when the Dean did not want counselors meeting with students. A letter of reprimand was put into the counselor's personnel file.

An anonymous letter by a community member accused a faculty member of inappropriate conduct. The District opened an investigation into the matter, but because the letter was anonymous our Attorney has indicated that an investigation is not appropriate, and may not even be legal. He advised against meeting with the district regarding the matter.

The student complaint process may require that a faculty member meet not only with the student but also with any persons the student chooses to bring to the meeting. We have asked our attorney to look into faculty rights in such a situation. The grievance officers believe that at the very least if the faculty member must have a meeting with people other than the student, then they be entitled to CCFT representation meeting, or be able to include other faculty support, such as the division chair.

12. Other.

The current method of electing a division chair excludes the participation of part-time faculty. We will look into changing this when we start the negotiation process again for article 5.