



Cuesta College Federation of Teachers

AFT Local 4909

Strength Through Unity

Council of Representatives Meeting

Adopted Minutes

September 24, 2020, 3-5 p.m.

Meeting in Zoom

Join URL: <https://cccconfer.zoom.us/j/96785226507>

Fine Arts (2) Brittany Mojo - P Marcia Harvey - P	Languages & Communications (2) Tony Rector-Cavagnaro - P Anne Schreiber - P	Library/Learning Resources (1) Carina Love - P
Biological Sciences (2) Laurie McConnico -P Lisa Schicker - P	Counseling (2) Susan Gossard - P	Kinesiology, Health Sciences & Athletics (2) Nancy Steinmaus - P
Student Development & Success/ESL (2) Amy Kayser -P	Nursing/Allied Health (3) Heather Tucker - P Monica Millard - A	Performing Arts (2) Idona Cabrinha-P
Social Sciences (3) Victor Krulikowski - A Mark Weber - P	Business Education (2) Randy Scovil – P Gary Rubin- P	DSPS (1) VACANT
WEXP/PEDS/PDS (1) VACANT	Student Life and Leadership (1) Anthony Gutierrez - P	Applied Behavioral Sciences (2) Elizabeth Deswart - P
Engineering & Technology (3) Bret Allen - A	Mathematics (3) Julie Hoffman - P Shelby Burnett – P Robert Schwennicke - A	Physical Sciences (2) Greg Baxley - P Debra Stakes - P
English (3) Tom Patchell - P Roland Finger - P Matthew Davis - P	Non-Voting Members Elizabeth Lobos, CCFT Secretary - P	

1. Approval of agenda

Motion to approve the Agenda with the Addition of a discussion about the Peace and Justice Committee after the current Item 5 made by D. Stakes, seconded by M. Davis. Motion approved unanimously.

2. Approval of minutes

Motion to approve the Minutes from 8/27/2020 made by M. Davis, seconded by R. Finger. Motion approved with one abstention.

3. New Council Representatives and review of roles

There was discussion about when you need to bring back an issue to your division and when you don't. This decision is left up to each council member, but usually on bigger issues there is a consensus that an item should go back to divisions for discussion. For example, when determining items for inclusion in salary and benefits negotiations, council members will usually discuss this with their divisions and bring back feedback. However, when approving the CCFT annual budget most members rely on their own judgement.

It was recommended that new council members read the CCFT constitution and by-laws to get a good understanding of their role within the organization.

4. Potential updates to the Constitution (Stakes)

The most recent version of the constitution is from 2017 but some of the approved changes did not make it into the revision. The previously approved changes that need to be incorporated into the constitution and/or by laws are:

(1) The negotiations team was given the authority to sign a Tentative Agreement (TA) without taking it back to the Executive Board for approval. To clarify: a TA is not the same thing as a Memorandum of Understanding (MOU). MOU's can be signed by the President and Chief Negotiator at any time. If the MOU affects all faculty then it is subsequently included in a TA and then voted on by the entire membership.

(2) The Grievance Officer is a voting member of the Executive Board.

(3) The reference to mandatory dues for non-union members and the agency audit must be removed due to the Supreme Court Janus decision.

(4) Members of the Elections Committee may be members of the Council but not members of the EB.

Motion: that the [above] previously approved changes be incorporated into the CCFT constitution and/or By-Laws, made by D. Stakes, seconded by T. Rector -C. Motion approved unanimously.

5. COVID update and issues (Baxley, Tucker, Stakes)

The task force is meeting twice a month now rather than every week. District keeps asking that if any faculty member finds out a student tests positive to send an email at instruction@cuesta.edu. This includes online classes as well. This is on page 92 of the re-opening plan. Jason will send out another email to reaffirm this. It is important because more face to face classes result in more cases.

Debra would like to see more emails come out from the task force to the college community so that everyone is well informed. The district has been reluctant to be perceived as making any mandates on faculty and have asked Greg and Heather to relate messages to the faculty. Greg will encourage Jason to send out more official messages so that there is less of a perception of a lack of communication.

Students who come to campus must visit a self-check point to screen for Covid related symptoms. There are still some areas, such as allied health, that are required to do their own special screenings.

Yesterday Debra did a BOT workshop. One of the board members from another college said that the BOT had approved a grant so that faculty could update home technology. So maybe this could be an option for Cuesta faculty.

There is still a sense that we don't have a universal plan for faculty to get needed technology, or re-reimbursed for upgrades for internet access and service. Some council members shared that they got what they needed by submitting a ticket to IT. So it is unclear if you have to go through the chair, who goes to the dean who requests equipment from IT, or if an individual faculty member requests equipment directly from IT.

It is requested that the Covid task force communicate to faculty (a) how to get equipment and (b) how to get reimbursed for internet access upgrades and/or basic service.

6. Peace and Justice committee (added in)

This has not been an active committee for some time. Currently, the following faculty are listed as committee members: Mark Weber, Victor Krulikowski, Roland Finger, Tom Patchell, Anthony Koeninger, Janet Walla, Zachary McKiernan, George Stone, Randy Scovil.

Debra is wondering if there is something the committee could do to encourage voter registration.

7. Division concerns?

Allied health wants the negotiations team to bring up the lab/lecture parody issue again, especially considering our current work environment.

Math has the same general concern about workload and concern about the increase in student complaints due to the modality of online learning.

Chemistry feels the AP 7120 about hiring new faculty should be pulled and reworked. Roland did not table it because it is currently out for feedback. Instead of pulling it he will ask for a third read.

Fine Arts is very interested in getting a “Cheat Sheet” about what is the minimum faculty need to do around ADA compliance. Although ADA compliance was discussed in Summit and President Sterns said not to worry about it, it would make faculty feel less concerned if we had some written statement about this from the District. Roland will bring the issue up again at Summit.

Heather shared that her group met with Justino at the bookstore and addressed the issues identified by faculty. There should be a communication coming out soon.

8. COPE--(Stakes)

Debra has been participating in a series of endorsement meetings with Central Coast Labor and we have donated a lot of our COPE funds to the BOT candidate, Mary Strobridge. We also donated \$300 to Heidi Harmon who is running again for Mayor. The EB endorsed her because she has a great track record with labor organization. She was voted labor leader of the year by the Central Coast Labor Council and she led the charge and organized the city council to vote for a labor friendly contract for the new water purification plant.

Please make sure that everyone tracks their ballot and have certainty that your ballot will be counted.

9. part time faculty report (Nancy)

The website has been updated to include some information about student loan forgiveness programs, and about relief for part-timers and their families during the pandemic.

10. Treasurer update (Lobo)

The current account balance is \$186K. COPE is \$1,546.

The proposed budget for 2020-2021 was presented. Elizabeth noted that staff funding will be less because the District is now 1.8 FTEF for both the Union and the Senate.

Motion to approve the 2020-2021 budget made by T. Rector -C. seconded by D. Stakes. Motion

approved with one member not casting a vote.

11. Grievance update (Patchell)

Nothing to report, but please be as accommodating and patient as you can with students and colleagues.

Next Council of Representatives Meeting: October 22, 2020