



Executive Board

Adopted Minutes

March 1, 2018, 3:00 – 5:00 p.m.

Room 3134 on SLO campus

Debra Stakes, President – P Greg Baxley, Vice President – P Julie Hoffman, VP, Secretary– P
Ed Conklin, Treasurer–A Tom Patchell, Grievance Officer –P Stacy Millich, AS President– A
Nancy Steinmaus, P.T. Faculty Committee Chair – P Stacy Kimmey, Grievance Officer – A

1. Approval of Agenda and Minutes from 14 Dec, 18 Jan, 1 Feb and 15 Feb
Motion to approve the minutes with edits made by D. Stakes, seconded by S. Kimmey.
Motion approved unanimously.

Motion to approve the Agenda with the following addition: (5) Part-time issues – Nancy.
Motion made by N. Steinmaus, seconded by S. Kimmey. Motion approved unanimously.
2. Senate Report?
Email from S. Millich:
 - (1) Our Guided Pathways plan is due on the 30th with the first draft going to Senate on Friday.
 - (2) We will begin accreditation work soon and will be looking for faculty participation
 - (3) I am very concerned about faculty morale. I am wondering if the Union has any suggestions short of getting a raise.
Discussion:
There is a sense that the administration distrusts faculty, and does not give us the benefit of the doubt, as evidenced by some of the investigations to which the District has subjected faculty. The litigious environment is very demoralizing
The EB would like to see better communication between faculty and administrators in the hopes that some of these situations could be alleviated before they are litigated.
3. Treasurer report (Ed)
Budget update
No report.
4. Results Fact-Finding on February 21 and next steps
Article 4: 2.5% and 0.5 hour per 20% load for PT faculty
Article 5: Loading of faculty to allow reassignment until 3 weeks before class begins;
Answer Nancy questions

Next steps: Greg and Debra will be meeting with Melissa and Dan. They will start with the mediator's initial proposal and see if any agreement can be reached.

5. Part Time issues: SLOs, Paying back money after class cancellation. Article 5 issues.

Late Start Class cancellation:

When late start classes get cancelled, faculty have to pay money back because they start getting paid at the beginning of the semester.

Action: Debra will ask the District for a formal agreement that faculty are not paid for late start classes until just before the class starts in order to avoid this problem.

SLOs:

Part time faculty have expressed that they are pressured to do more work on SLOs than they are getting paid for. They are currently compensated for 30, 60, or 90 minutes per semester depending on load, and they have to fill out a time card to get compensation. This will most likely preclude them from working on revisions to SLOs or on revisions to assessment tools. They will have time only to enter data into Elumin. Part-time faculty should be referred to SLOA coordinators if they need help entering their data into Elumin.

Action: Debra will communicate with the chairs that they cannot demand that part-time faculty to any more work on SLOs than that which can be accomplished in the amount of time for which they are compensated.

Article 5:

Some part-time faculty misread the proposed revisions to Article 5. They thought it meant that we would be forcing classes to be cancelled no later than 3 weeks prior to the first day of class.

Action: If we get an MOU for the proposed changes we will explicitly state that this is not the case. The language does not change when classes can be cancelled. It only indicates that IF a level 2 faculty member's class is cancelled prior to three weeks before the first day of classes, then they have a right to seek reassignment as outlined by the proposal.

6. Update on work to contract Petition .

The Work to Contract campaign has been very successful and there have been several faculty who have conscientiously not been doing more, especially regarding accreditation. We are encouraging faculty to stick to the work to contract campaign until and if we can reach agreement with the District.

7. CCFT Membership Audit—Status and next steps

The EB had a double randomized drawing that selected Heather Tucker, who wins the first \$50 Amazon.

The most effective means of recruiting and maintaining members is by having one on one conversations with people. There was discussion about how to approach fair share payers when soliciting their membership in view of the pending Supreme Court decision (Janus).

Action: We are going to bring the list by division, separated into union and non-union members, to the COR, along with a script for membership recruitment, and we will request that the COR reps do this outreach for their divisions. Greg will ask that this item be put on the next COR meeting agenda.

8. Grievances (Stacy and Tom)
Coach mediation - This grievance was denied at level one, so the next step is a meeting with a mediator.

The CCFT attorney is working on a statement regarding investigations based on anonymous complaints. The District has still not communicated about the investigation they initiated that was based on an anonymous complaint.

The CCFT attorney is also working on a statement to inform faculty that, regarding student complaints, they are required ONLY to meet with the student, not any student advocates. If the faculty member agrees to a meeting where others besides the student is involved, then CCFT recommends that one of the grievance officers or other union representative be present.

Tenure denial Arbitration is March, maybe

9. Status of CCFT Office and files
10. Update on SIP There are 15 faculty members that have indicated an interest in the retirement incentive plan.

Follow-up:

1. Next EB meeting Thursday March 15 Room 3134
2. Next CoR Meeting: Thursday March 22 room 3134 with Polycom to N3213