

Citrus College Faculty Association

Officers:

Joseph Harvey, President
Richard Betancourt, Vice President
George Carlson, Chief Negotiator

Jack Wood, Past President
Dennis Korn, Treasurer
Terry Miles, Secretary

Representatives:

Art	Dyane Duffy (np)
Biology	Greg Johansen
Cosmetology	-
Foreign Languages	Ana Afzali
Language Arts	Connie Tucker
Mathematics	Steve Odrich
Music	Bob Slack (np)
Physical Science	-
Social Science	-
Behavioral Science	Gailynn White (np)
Business/CIS	Robert Smolin
Counseling/DSP&S	Robin McBurney (np)
Health Occupations	-
Transportation Tech	James Lancaster
Physical Education	Steve Hartman (np)
Public Service	Darrell Carr (np)
Learning Assistance	Barbara Rugeley

At Large Representatives:

Vince Mercurio (np)
Keleigh Lanphear
Joanne Morrison

Members:

Lucinda Over
John Fincher
Tom Gerfen
Claudia Pohl
Caroline Lerette
Mary Brawner
Eric Rabbitoy
Margaret O' Neil
Jeanne Howard
Levi Richard

CCFA General Faculty Meeting Wednesday, April 21, 2004 at 2:00pm in the Faculty Lounge.

Unapproved

I. Call to order- President Joe Harvey called the meeting to order at about 2:04 pm.

II. Minutes- Minutes from the March 17 meeting were approved with corrections.

M/S/P

Mr. Richard Betancourt (CCFA Vice President) announced the results of the CCFA elections for Officers and At-Large Representatives for the 2004-05 academic year. The results were as follows:

Vice President- Terry Miles

Secretary- John Fincher

Treasurer- James Lancaster

At-Large Representatives- Steve Avalos, Lucinda Over, Ralph Tippins.

President Joe Harvey then offered congratulations to the new Officers and Representatives.

III. Agenda Items-

B. Negotiations- Dr. George Carlson announced that negotiations with the District have been suspended for the day. He followed by stating that the only item

scheduled for the canceled meeting was the presentation of a list of questions that had been conducted by President Harvey regarding the adopted budget. Dr. Carlson explained that it appears that the District is "hiding" money based on investigations constructed by the negotiating team. Currently, our Negotiating Team is demanding to know what the District is planning to use the "hidden" money for. Dr. Carlson then stated that negotiations have been going quite slowly and that no significant progress has been achieved since the third meeting last fall. Dr. Carlson further explained that our team has provided the District a cost estimate for a load adjustment as well as a list of questions to be answered by Dr. Carol Horton (Vice President of Fiscal Services). Dr. Carlson stated that the District appeared to be in favor of closing negotiations with the possibility of re-openers in the fall of 2004. Dr. Carlson suggested that the CCFA address the Board of Trustees directly regarding the lack of progress in negotiations with a single spokesman coupled with the support of the CCFA membership. He explained that CSEA has done so and he believes that this had a positive impact on the Board. Load costs were then briefly discussed. Dr. Carlson's estimated cost was projected at \$250,000 per year to make appropriate load adjustments. Mr. Joe Harvey then explained that state apportionments to Citrus have gone up from \$19.768 million to \$20.25 million between the 2001-02 and 2003-04 academic years. Mr. Harvey then stated that the District projected an income of only \$18.274 million for the 2003-04 year. Mr. Harvey then raised the question as to how the revenue was being spent in spite of all of the budget cuts that have been made over the last year. Mr. Harvey then requested approval from the Council to send a CCFA member to the May 4th Board meeting to plead our case. He also requested a volunteer. The motion to send a member to the Board meeting passed unanimously. **M/S/P**

Professor John Fincher nominated Mr. Terry Miles as the spokesman to be sent to the Board. Mr. Miles accepted. Mr. Harvey then stated that he will also address the Board regarding Department Chairs at the May 4th meeting. Mr. Harvey concluded by explaining that he would be willing to file disputes regarding the new management structure for interested Faculty.

- A. CTA Payment for Legal Support- Mr. Harvey described a recent situation where a CCFA member had won a grievance against the District and the CTA has refused to reimburse the CCFA for legal expenses. In addition, Mr. Harvey explained another situation concerning a faculty member not having been granted tenure where CTA agreed to pay for legal expenses only if the said faculty member continued to pay union dues even though his employment had been terminated. Mr. Harvey continued to explain that CTA has begun to take a hard-line approach on legal assistance. Based on these observations Mr. Harvey expressed his feeling that the CCFA has two choices regarding legal support: 1.) we continue to pay dues to CTA or 2.) we pay our own legal expenses. Mr. Harvey explained that he would like to see CTA hire someone to handle our legal issues. In addition to the above situations, Mr. Harvey explained that the CCA will be raising our dues by \$5 per month in the next year. Mr. Harvey then briefly

described what services CTA regularly provides for our dues. He then explained that to become an independent union, we would need to do the following: 1.) obtain a petition of de-certification with signatures from 30% of our active membership; 2.) file an application with PERB; and 3.) hold a PERB-organized election for de-certification on campus. Mr. Harvey then stated that if we chose to de-certify, we would need to hire our own lawyer and handle our own training programs for our negotiators. The legal fees would probably range between \$20-40 thousand per year according to Mr. Harvey. He also explained that the CCFA would also have to acquire a liability insurance policy. In addition, we would need to participate in lobbying activities. This could be done through FACCC according to Mr. Harvey. Mr. Harvey then stated that there is no serious advantage to belonging to a parent union from the standpoint of negotiations. Mr. Harvey then described some potential disadvantages associated with de-certification. Among these would be the fact that the CCFA President and Treasurer would be responsible for ~\$150,000 per year. This would require the hiring of an accountant to keep our financial records. Discussion followed concerning the ramifications of the above disadvantages. Mr. Harvey then reviewed the physical loss of about twenty past grievances that AAA had been working on and the estimated costs of pursuing these grievances through a lawyer. Dr. George Carlson then explained the contractual ramifications of the de-certification process. Discussion followed regarding the pros and cons of de-certification.

IV. Officer's Reports

- A. President- No report.
- B. Vice-President- No report.
- C. Past-President- No report.
- D. Treasurer- Mr. Dennis Korn handed out a version of the CCFA budget specifically pointing out the amount of money spent on grievances
- E. Secretary- No report.

V. Adjournment- The meeting adjourned at ~3:50 pm.