



Council Meeting Date: Wednesday, March 1, 2017

<p><u>Officers</u></p> <p>Dave Ryba, President Justina Rivadeneyra, Vice President Susan Bautista, Secretary Paul Swatzel, Treasurer Brian Waddington, Past President</p>	<p><u>Included on Executive Board</u></p> <p>Dave Brown, Chief Negotiator Gino Munoz, Senate Liaison</p>
<p><u>Representatives</u></p> <p>Business/Accounting (P) Bruce Grossman Mathematics (P) Steve Odrich Health Sciences (P) Noemi Barajas Career/Technical (P) Jeremy Clark Counseling (A) Rafael Herrera Fine & Performing Arts (P) Cherie Brown</p>	<p><u>Representatives</u></p> <p>Kinesiology (P) Steve Hartman Language Arts (P) John Fincher Library Science (P) Sarah Bosler Physical Sciences (P) Badieh Farahani Social/Behavioral Sciences (P) Gailyn White Negotiations Team Members (P) Stephanie Yee (P) Terry Miles</p>

Call to order by CCFA President at 2:47 pm on March 1, 2017

Approval for November 16, 2016 minutes. Motion made to approve minutes by Steve Hartman, seconded by Paul Swatzel. Council approved minutes.

Public Forum: None

I. Officer Reports

A. President's Report – Dave Ryba

1. **Labor and Arbitration Institute:** Dave Ryba and Dave Brown attended the conference at the Los Angeles Convention Center to learn about the process of arbitration. It was a 200-person conference which highlighted case studies with analysis of mock arbitration and discussions.
2. **Grievances:** Currently there are two active grievances – the first is the overload grievance which has two phases and the other is the class cancellation grievance. D. Ryba stated that the mood at the arbitration was fair and balanced regarding the overload grievance in which timeliness is being discussed. The second grievance is regarding a grievant and a class cancellation which in the view of the association is a clean violation. This arbitration will take place Thursday, March 2nd which will be followed by the filing of briefs. A ruling will follow approximately a month later. Enforcement of the contract is the reason this grievance is important. The arbitrator receives \$2400/day which is split between the district and the association; while this

is a substantial expense, CCFA has comfortable reserves for exactly this purpose. D. Ryba states that we have good language in our contract which has not been enforced. Discussions continued regarding the fees involved in arbitration. President Ryba stated that some good faith meetings were made but that the district was holding firm to their argument and the need to arbitrate transpired. VP Dave Brown stated that one of the important things regarding this arbitration is that it will establish precedent. D. Brown stated that it is not only a contract violation but a willful violation with disregard to contract language. John Fincher inquired on the status of the grievance committee and the grievant desire to grieve the district? D. Ryba stated the decision was unanimous.

B. Vice-President's Report – Justina Rivadeneyra:

- 1. Organizing Committee:** VP Justina Rivadeneyra commented on the need to organize particularly during the climate of these political times in which unions might be challenged and to achieve the best working conditions. Through the membership engagement committee, Justina wants to bring a workshop to campus this Spring that focuses on how to engage the membership which translates on what we gain in negotiations. This helps the entire membership on getting informed on the processes of negotiations. J. Rivadeneyra will hold a first meeting on March 23rd followed by an application on March 27th to receive a grant from CTA to aid in starting a budget. Rafael Herrera will be helping with the grant and organizing committee. On March 30th, Eric Carbajal from NEA will be holding a workshop on negotiations training.
- 2. E-Board Elections:** A timeline was shared with the group on the various dates regarding the executive board nominations/elections. The nominations will include: three at-large representatives, vice-president positions, secretary and treasurer. Nominations from the floor will be taken on April 5th with a forum on April 12th in CI 159 if necessary. Voting will begin April 24-May 1st with ballot counting held May 2-5th. Announcement of officers will take place no later than May 8th.
- 3. CCA Winter Conference February 24-26, 2017 Bonaventure Hotel, Los Angeles:** J. Rivadeneyra attends conference through the Diversity, Equity, Faculty Committee in which she serves. Justina served and presented on a panel discussing diversity and equity in the workplace.

C. Chief Negotiator Report – Dave Brown:

- 1. Labor and Arbitration Conference:** Dave Brown stated he also attended this conference which consisted of different cases studies, most of which were disciplinary in nature.
- 2. CCA Winter Conference February 24-26, 2017 Bonaventure Hotel, Los Angeles:** D. Brown attended the Bargaining Academy with Alan Frey and Marianne Reynolds. Dave stated how we as a group are allowed to interact with the Board of Trustees during negotiations, free to talk to board members to a certain extent.
- 3. Article 5:** D. Brown reports that Article 5 has been concisely summarized and distributed. Essentially, this is a summary of everything that pertains to faculty assignment, class cancellations, hours, office hours, assignment of classes, with the exception of the counseling department. This document will be going out to the faculty at large. Discussions continued regarding language that specifies “changes to an assignment can only be made by the unit member and the dean” which has been in place since 2009; including the right to bump an adjunct to make load. D. Brown encouraged the council to read the summary of Article 5 in detail and share findings with constituents. Dr. Gailynn White inquired about the option of choosing what load classes we teach. John Fincher suggested to email your dean to distinguish your load from your overload, this gives validity to class cancellations - load vs. overload. Bruce Grossman inquired on the remedies regarding the current grievance. D. Ryba stated that he had hoped the district would compromise and have this resolved by now without an arbitrators resolution. Discussions ensued on various scenarios/options a faculty might have if a class is low in enrollment and a conversation with a dean occurs prior to the cancellation of a class. D. Ryba reminded the group that management has the right and responsibility of an assignment, but that sometimes management will gamble a little and schedule too many sections. Our contract has language that protects faculty members. Paul Swatzel reminded the council to differentiate on your absent sheet, whether an absent day is overload or load, in which they are apportioned from different areas.
- 4. Negotiations Team:** D. Brown reports that the Negotiations team, Terry Miles and Stephanie Yee, has developed a timeline for the remaining summaries. The target date of April 24th for an all faculty survey will go out to the faculty at large.
- 5. Contract Committee:** See committee reports

D. Secretary's Report – Susan Bautista: S. Bautista introduced Gino Munoz as the new Academic Senate Liaison.

- 1. CCA Winter Conference February 24-26, 2017 Bonaventure Hotel, Los Angeles:** Susan attended three workshops: Bargaining Process, Retirement Workshop, Communication Strategies.
- 2. Newsletter Committee:** See committee reports

E. Treasurer's Report – Paul Swatzel: See attached document – Treasurer's Report

1. Membership Directory: Paul Swatzel hopes to have a preliminary directory by the next meet.

F. Senate Liaison – Gino Munoz: Academic Senate met briefly and reports that academic senate has elections coming up as well.

H. Past President's Report – Brian Waddington: B. Waddington spoke on faculty image as part of the association's task is to promote the welfare of the college's mission. B. Waddington is currently working with the foundation on a speaker's series with alumni targeting current students on topics that might aid students with such things such as transfer and navigating the UC, Cal State and private systems.

II. Committee Reports:

A. Contract Committee: D. Brown reports that the following dates: March 15, March 29, May 3 and May 31st, is when the contract committee will tentatively meet. Terry Miles leads the writing efforts on contract negotiations, while Stephanie Yee leads the research work. T. Miles is currently working on Article 8 which should be disseminated soon.

B. Social Committee: Justina Rivadeneyra inquired on the dates of department meetings so as to piggy back them with coffee and donuts from the social committee. Stephanie Yee attended CCA Winter Conference workshops: the Bargaining Academy. S. Yee inquired on council's feedback regarding the different venues for the end of the year gathering for retirees/tenurees. Discussions followed.

C. Media Committee: Paul Swatzel announced a draft on a policy regarding guidances that can be posted on our social media website.

D. Newsletter: Susan Bautista reported that the first newsletter went out prior to the winter break. Representatives were delivered their constituents newsletters and hopes to have the next one delivered via intramail in late March.

E. Grievance Committee: D. Ryba reports this committee is currently active and busy.

F. Member Benefits: Terry Miles reports that Claudette Dain or Judy Rojas are the current contacts if a member needs information regarding benefits. T. Miles stated information on the college's intranet contains Kaiser, Blue Shield, PPO and VSP informational documents.

G. By-laws Committee: D. Ryba states the hopes to rewrite the by-laws has been deterred by a lack of time due to grievances. Dave will try to work on this in a month.

III. New Business:

A. Spring Awakening: Cherie Brown announces a musical at the Haugh this weekend.

B. Association Council Meeting: Next two Rep council meeting will be in the TE 114.

C. Men's Basketball: Men's basketball team won their conference and going to the final play-offs.

Meeting adjourned: at 4:12 pm

CCFA Treasurer's Report 2/27/17 by P. Swatzel

Operating Statement: 11/15/16 to 2/27/17

Checking Account Balance on 2/27/17 **\$25,481.38**

Revenue:	<u>Description of Income:</u>	<u>Amount:</u>
	Dues from CTA 16/17	\$5,031.00
	Total Revenue	\$3,354.00
Expenses:	<u>Description of Expense, Budget Code:</u>	<u>Amount:</u>
	Conferences, CCA 2-110	\$ 382.49
	Conferences, Other 2-120	\$ 815.14
	Meeting Expenses, 3-120	\$ 98.17
	Operations, 4-130	\$ 411.00
	Operations, 4-140	\$ 447.60
	Programs 5-130	\$ 248.78
	Programs 5-160	\$ 1,200.00
	Programs 5-170	\$ 863.51
	Total Expenses	\$ 4,466.69

Beginning Cash Balance in checking as of 10/12/16 **\$ 24,917.07**

Excess of Revenues over Expenses **\$ -1,112.69**

Savings Account Balance **\$ 80,047.15**

TOTAL NON-RESTRICTED GENERAL FUNDS: \$105,528.53

PAC FUND Balance on 10/12/16 **\$ 11,016.23**

Revenue:	<u>Description of Income:</u>	<u>Amount:</u>
	Member Contributions	\$ 863.51
Total Revenue:		\$ 863.51

Expenses:	<u>Description of Expense:</u>	<u>Amount:</u>
	Secretary of State Fee	\$ 200.00
	Stop Payment fee	\$ 4.00

Total Expenses:	\$204.00
Excess of Revenues over Expenses:	\$ 659.51
Balance on 2/27/17	\$ 11,675.74

Description of Budget Codes

Revenue		C/NC			
	1-100		dues (CTA)		
	1-200		Interest		
	1-300		payments for EOY mtg		
	1-400		misc payments		
Expenses					
	2-100		Conferences		
	2-110	C	CCA conf		
	2-120	C	Other conf		
	3-100		Meeting Expenses		
	3-110	C	Neg. Team		
	3-120	C	E Board		
	3-130	C	Faculty meetings		
	3-135	C	EOY mtg		
	3-140	C	Honorium		
	4-100		Operations		
	4-110	C	Office supplies		
	4-120	C	PO Box		
	4-130	C	Media (web)		
	4-140	C	goodwill		
	5-100		Programs		
	5-110	C	Member Training		
	5-120	NC	Membership Promotion		
	5-130	C	Welfare		
	5-140	NC	Scholarships		
	5-150	C	Grievance processing		
	5-160	C	Arbitration		
	5-170	NC	CCFA PAC		
	5-180	C	misc		