



**Minutes of
General Membership/Executive Committee Meeting
October 18, 2017—Cañada College**

EC members present: Leighton Armitage, Salumeh Eslamieh, Nina Floro, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver-Sharp, Anne Stafford, Rob Williams

AFT 1493 Members Present: None

Guests present: None

Facilitator: Katharine Harer

Meeting called to order at 2:30

- 1) Welcome and introductions
- 2) Statements from AFT (non-EC) members
- 3) Minutes of September 13, 2017 AFT meeting (action item)
 - a) Approved with minor changes, everyone voted “aye”, except Anne who abstained.
- 4) Constitution and Bylaws revisions
 - a) Were posted by Teeka. Teeka and Monica suggested changes. Doniella suggested that Teeka, Monica and Doniella bring a proposal to the next AFT meeting.
- 5) Academic calendar (2018-2019) (action item)
 - a) Joaquin summarized the proposed calendar. At the last AFT meeting we decided to poll faculty on the scheduling of spring break and the mid spring flex day. The results of the poll reaffirmed the proposed calendar.
 - b) Vote on calendar: all in favor, with two abstentions.
- 6) District Benefits Committee
 - a) Discussion of the Benefits Committee. Monica read the email from Cassandra Jackson.
 - b) It was moved that Monica serve as the AFT rep on this committee, seconded. Approved.
- 7) Restorative justice discussion
 - a) Eric and Paul presented on this topic at the Skyline Academic Senate. Paul also presented at the District Academic Senate. A Restorative Justice type of system would be less punitive than the current procedure being used in the district.
 - b) Restorative justice is a process that is based on addressing conflict, which involves the parties involved and may also involve the community. It encourages accountability. Instead of the objective being to punish, the objective is the dialogue of responsibility.
 - c) Other places that have adopted this type of approach have used trained facilitators.
 - d) The problem is that when we speak, we have to be clear if we are speaking as AFT rep or not. People often will see us as union reps even when we explicitly say we aren't. It's hard to know

how to address this. Maybe we need to address how we communicate for the union. If you're talking about this with colleagues in the meantime, be clear that you're talking as an individual.

- e) We'll continue the discussion next time.
- 8) Campus equity week
- a) Moved to go with #10.
- 9) Workload committee update
- a) The committee has met once. The administrators on the committee are Charlene Frontiera, Kathy Blackwood, David Feune (who wasn't there because he didn't get the email). Finding meeting times is really hard. KB's response was that maybe not everyone could be at the meetings.
 - b) Problem one: a call for information on workload went out from administration, but it rolled out in very different ways, so it has to be redone. The committee is going to re-request the information in a single email that goes out to all full-time faculty. They committee members are going to division meetings to help put a face to the request.
 - c) It has become apparent that KB believes (truly) that a lot of faculty are slackers: "Faculty show up, teach their classes, and leave." KB wrote in an email that she believed that PT faculty were paid for the work they did outside the classroom.
 - d) Some adjunct faculty are very interested in filling out the survey, too. Does it make sense to gather that information from adjunct faculty, too? Then we wouldn't be alienating part timers, and it might give us fuel for our overall argument. We have to be sure that the distinctions amongst part timers are large (e.g. 20%, 67%). We have to make sure we're not over sampling any particular type of faculty experience. Leighton's dean said that this survey would be coming out and that part timers should participate. The original thinking was that the survey was about contractual obligations, which is why PT faculty were not initially going to be included. Part timers who are undergoing evaluation have to put a number of hours creating their portfolios and the self-evaluation, which sends a mixed message since the form asks all about non-teaching duties (so it seems like you should be doing that). Is there a way to include part timers in this? If we don't, there's a lot of experience that is not being collected (and we won't see all sides of this issue). Maybe we need to gather data about part timers in a different way (e.g. truly representative sample focus groups). We have lots of programs in our District without full time faculty in them. If we don't include part timers in this process, we are creating a caste system. There's no real disadvantage to including part timers in the survey. The survey can be designed to go out to all faculty members—this could be a good opportunity. You can run hard data queries about staffing. A survey might not be the most effective way of collecting data. Maybe we do a "we hear you" article in the Advocate?
- 10) District Participatory Governance Council
- a) General update. The DPGC will consider policy 2.30 (political activity). There are no suggested revisions, but we should look at it carefully to see if we want to suggest any. This is one of the policies that we negotiated six or so years ago. Teeka will send it out for everyone to review.
- 11) Organizing activities
- a) How many members did we get or how many people did we talk to? Three. We have to all get out there and get one member. We're finding a lot of errors. Regarding COPE, remember to tell folks that they get to vote on how the COPE money is spent.
 - b) Katharine has visited nine new full timers already. She's meeting wonderful people—they are all pro-union so far.

- c) Are we wearing red shirts on workload Wednesdays? Maybe once the committee gets going (or wait until we need it).
- d) Do we want to do tables with shirts, etc., on flex days?
- e) CAMPUS EQUITY WEEK—what if we focus on students and educating them about part timer issues. Tuesday, October 31. But lots of our part time faculty are not able to hang around to participate in things.
- f) Some ideas about how to inform students—most are commuting from very far away—map of the Bay Area and put pins in it where folks are driving from. We can make a fact sheet, too. Point is to educate our students and lay the ground work for a future parity campaign. It also creates affinity between faculty and students (same constellations of challenges.) Equity for faculty and students goes together. They're thinking about doing it at Cañada.

12) Academic Senate's survey on faculty evaluations

- a) Leigh Anne wants to put together a committee to change evaluations. She wants a joint committee from Senate and AFT (like four people). The Senate could come up with a proposal and forward that proposal to AFT as a possible reopener.

13) AFT office manager contract

- a) We agreed to raise the salary of our AFT office manager.
- b) We should structure the process so that our employees don't have to ask for a raise.

14) Statements from EC members on non-agenda items

- a) On next agenda—put concurrent enrollment on it
- b) CFT is doing a straw poll on candidates for governor. If you want to participate, please do.
- c) Bill on maternity leave was vetoed by Governor Brown. And another bill about due process around administrative leave.

15) Closed session discussion of faculty grievances and complaints

- a) We heard about faculty complaints.

Meeting adjourned 5:25