

<b>WVMFT AFT 6554 Joint Steward Council and Executive Board Meeting Minutes</b>	May 5, 2017	10:00 am – 12:00 pm	MC GC 303
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**ATTENDANCE:**

Mission College Stewards:

Group 1	Pat Lavallo	P
Group 2	Alla Petrosyan	P
Group 3	Amelia Akers-Martín	P
Group 4	Parisa Mousavi-Shafaei	EA
Group 5	David Piper	P
Group 6	Jason Bugg	P

Group 7	vacant	
Group 8	vacant	
Group 9	Frank Diaz	P
Group 10	vacant	
Group 11	vacant	
Group 12	vacant	

West Valley College Stewards:

Group 1	Greg Allen	P
Group 2	Cheryl Hackworth	P
Group 3	vacant	
Group 4	vacant	

Group 5	vacant	
Group 6	vacant	
Group 7	Lou De La Rosa	P
Group 8	Elise Johnson	UA

Executive Board:

President	Ann Marie Wasserbauer	P
Vice Pres.	Mel Pritchard	P
Secretary	Rick Hobbs	P
Treasurer	Diane Lamkin	P
MC FT Rep	Christy Brown	P

MC PT Rep	Marina Broeder	P
WVC FT Rep	Bill Davis	P
WVC PT Rep	Lisa Bell	P
WVC Grievance	vacant	

[P = Present EA = excused absence UA = unexcused absence]

Others: Nohemy Chavez, Haze Dennis, Kate Disney, Lora Glaser, Myo Mynt, Sabrina Pinnell, Jory Segal, Sarah Tomlinson

**1. Call to order:** The meeting was called to order at 10:10 am

**2. Approval of the agenda:** The agenda was approved with additions. (Davis/De La Rosa. Approved: 17-0-0.)

**3. Approval of minutes:**

- The 4/7/17 Steward Council minutes were approved. (Allen/Hackworth. Approved: 7-0-0.)
- The 4/28/17 Executive Board minutes were approved with minor change. (Pritchard/Davis. Approved: 8-0-0)
- The 4/5/17 General Membership meeting minutes were approved with minor change. (Davis/De La Rosa. Approved: 17-0-0)
- The 4/6/17 General Membership meeting minutes were approved with typo fixed. (Brown/Davis. Approved: 15-0-2)

#### 4. Oral Communication from members:

- Hemenway: There was a lengthy discussion with field rep Hemenway regarding probable outcomes of fact-finding and various potential steps for moving forward, depending on the actual fact-finding results.
- Petrosyan: Members have been asking her questions about benefits during a strike.
- De La Rosa: Expressed concern about contacting members about participating in various union activities when members “don’t have time.”
- Disney: It would be good for the union to prioritize various “asks” from members.
- Broeder: Reported that part-time faculty were excluded from the district recognition gathering after promising that part-time faculty would be included this year. The chancellor believes that part-time faculty should not be included in this celebration, because doing so would take away from the full-time recognition. He said that part-time staff could have their separate function. Members brought up the issue at a BOT meeting, but no action was taken. The chancellor has asked the two senates to come up with a plan to recognize part-time faculty. BOT president Grey told Broeder that part-time faculty must be treated differently otherwise they must be hired as full-time faculty. Broeder expressed her frustration about this continual disrespect of part-time faculty by administration and the BOT.
- Brown: All her references to part-time faculty in her retirement statement to be read by the MC president were deleted by him.
- Piper: Policies and practices that separate full-time and part-time faculty need to be examined and changed.
- Segal: Met with the chancellor earlier this year about part-time recognition and the “Associate Day” for next fall. She has heard that the Associate Day will be cancelled.

#### 5. Reports and Announcements

- Wasserbauer:
  - Has been working to sign up new members.
  - Has met with HR about getting accurate information about hiring and membership.
  - AFT is implementing new membership software.
  - Advertising for the executive director position was posted yesterday on unionjobs.net
  - On May 1, there was tabling on each campus and informational picketing at WVC
  - Students came to the 5/2/17 BOT meeting to advocate for faculty
  - Other students are writing to the BOT and have received responses
  - Today is the last meeting of the 2015/17 Executive Board. The new eboard convenes on 5/19/17.
  - No one applied for CFT lobby day.
- Pritchard:
  - The Constitution and Bylaws Subcommittee met
  - He coordinated tabling at WVC on May 1
  - He attended the SBLC Bowling for Change fundraiser last week

- Hobbs:
  - Submitted the report from the Elections Committee: some changes are electronic balloting and not having to vote if offices are uncontested
  - Elections Committee will need new members beginning next fall
  - Article 4 in the constitution still needs re-working by Fall 2017 in terms of timelines and voting periods, as there will be a steward election in Spring 2018.
  - Grievances at MC continue, but someone will need to take over the process at the end of the semester.

## 6. Action Items

- 6.1 New WVC steward application.** Jeanette Richey (WVC, English) obtained 5 valid signatures and sent in a statement of intent to be a steward for WVC Group 6. Motion to approve Richey as the steward for WVC Group 6. (De La Rosa/Hackworth. Approved: 8-0-0)
- 6.2 Mission College Steward Group revisions.** A proposal for reconfiguration of the MC Steward Groups was submitted. Motion: Approve the new MC Steward Groups (Davis/Bell. Approved: 7-1-0).
- 6.3 West Valley College Steward Group revision.** There was a proposal to include non-credit instructors in Group 5. Motion: Included non-credit instructors in WVC Steward Group 5 (Davis/Bell. Approved: 8-0-0.)
- 6.4 MC FT representative application.** An applicant will need to collect 10 valid signatures from MC faculty and submit a statement of intent. There was a discussion as to what the role of the representative entails.
- 6.5 Accept recommendations from the Elections Committee.** Motion to accept the recommendations of the Elections Committee (Hobbs/Lamkin. Approved: 16-0-0)

## 7. Old Business

### 7.1 Audit report

- An audit report, management letter (recommended improvements) and Hudson report was sent to Lamkin and Wasserbauer from the auditor. This was the first union audit. The cost was \$12,500. Copies of the audit report were distributed to the officers and stewards. The report said that finances are being done fairly. The report needs to be sent to AFT.
- Motion: Adopt the audit report. (Bell/Davis. Approved: 8-0-0)
- Implementation of the auditor's recommendations will be discussed at a later eboard meeting.
- Discussion ensued regarding putting the audit report on the union website or not. There were both pros and cons for doing so. Motion: Table action on this item until the next eboard meeting. (Davis/De La Rosa. Approved: 8-1-0)

### 7.2 Fact-finding recommendations

- The fact-finder's report has not been sent out. Therefore, there are no recommendations to discuss.

- Option to file the ULP over the fact that the district's proposals are not following the current CBA Article 20 and are opening up conflicts with other CBA articles, which are not under negotiation.
  - The BOT seats of Kepner and Lucas are up for re-election next year.
  - Various mechanisms need to be put in place prior to a strike.
  - There was discussion about taking various actions around school graduation ceremonies.
  - There was discussion about potential actions of division and department chairs.
  - There was discussion about communicating to the district in various ways.
- Motion: File a ULP, begin planning for a strike, wear union shirts at graduation or boycott the event, discuss appropriate strategies for department and division chairs, continue to communicate to members about the district's actions over the past year. (De La Rosa/Davis. Approved: 7-0-0)

**7.3 Process for Executive Director hiring:** this item was not discussed

**7.4 Recommendations from the Constitution and Bylaws Subcommittee:** this item was not discussed

## 8. New Business:

**8.1 Develop oath of office for new officers and stewards:** this item was not discussed

**8.2 Suggestions for FT WVC representative on the Executive Board:** this item was not discussed

**8.3 Begin search for BOT trustee replacement:** this item was not discussed

**Adjournment:** The meeting was adjourned at 12:35 pm.

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Submitted by Rick Hobbs, Secretary WVMFT AFT 6554

"Together we stand, divided we fall  
Come on now people, let's get on the ball and work together  
Come on, come on let's work together, now now people  
Because together we will stand, every boy every girl and a man

Before when things go wrong, as they sometimes will  
And the road you travel, it stays all uphill  
Let's work together, come on, come on, let's work together  
You know together we will stand, every boy, girl, woman and a man

Oh well now, two or three minutes, two or three hours  
What does it matter now, in this life of ours  
Let's work together, come on, come on  
Let's work together, now now people  
Because together we will stand, every boy, every woman and a man." ~ Wilbert Harrison

