



# Yosemite Faculty Association

## YFA REPRESENTATIVE COUNCIL MEETING APPROVED MINUTES

Wednesday,  
September 21, 2016  
Faculty Lounge, East Campus

respectfully submitted by  
Iris Carroll, YFA Secretary  
to the YFA Representative Council

Meeting is called to order at 3:02 p.m.

Quorum

### EXECUTIVE BOARD

President	Jim Sahlman	<input checked="" type="checkbox"/>
Vice President/MJC	Sarah Curl	<input checked="" type="checkbox"/>
Vice President/CC	Tim Elizondo	<input checked="" type="checkbox"/>
Budget Analyst	_____	<input type="checkbox"/>
Secretary	Iris Carroll	<input checked="" type="checkbox"/>
Rep at Large/MJC	Allan McKissick	<input checked="" type="checkbox"/>
Rep at Large/MJC	Jim Stevens	<input type="checkbox"/>
Member-at Large/CC	Maryl Landess	<input type="checkbox"/>
MJC College Council	Ross McKenzie	<input checked="" type="checkbox"/>
Treasurer	Larry Scheg	<input checked="" type="checkbox"/>

### REP COUNCIL

Dale Pollard	<input checked="" type="checkbox"/>
Jill Ramsey	<input checked="" type="checkbox"/>
Haleh Niazmand	<input checked="" type="checkbox"/>
Cheryl Williams-Jackson	<input type="checkbox"/>
Steve Choi	<input checked="" type="checkbox"/>
Shelley Akiona	<input checked="" type="checkbox"/>
Brian Greene	<input checked="" type="checkbox"/>
Demitrius Snaer	<input type="checkbox"/>
Michael Akard	<input checked="" type="checkbox"/>
Laura Manzo	<input checked="" type="checkbox"/>
Mike Adams	<input checked="" type="checkbox"/>
Tom Nomof	<input checked="" type="checkbox"/>
Donna Louie	<input checked="" type="checkbox"/>
Hanna Louie	<input checked="" type="checkbox"/>
Tech Ed: _____	<input type="checkbox"/>
CC Rep A At-Large: _____	<input type="checkbox"/>
CC Rep B At-Large: _____	<input type="checkbox"/>
MJC Adjunct: Bill Holly	<input checked="" type="checkbox"/>
Columbia Adjunct: _____	<input type="checkbox"/>

OTHER POSITIONS: Faculty Liaison: Michelle Christopherson

## **Approval of Consent Agenda**

Minutes of the April 13, 2016 YFA Rep Council Meeting. Ross McKenzie and Haleh Niazmand so moved and the minutes were approved by voice vote.

YFA Rep. to Policy & Procedures Committee – The Council approved the appointment of Tim Elizondo as YFA representative on this committee. Allan McKissick will serve as the Senate representative.

YFA Rep. to Instruction Council – the Council approved Deborah Laffranchini to serve.

Large screen Monitor – The Council approved funding for a large-screen monitor and mounting materials for the faculty lounge in our effort to reduce generation of paper. The estimated cost would be \$1,500 - \$2,000.

Ross McKenzie and Hanna Louie moved and seconded to approve the consent agenda items together. The consent agenda was approved by voice vote.

## **Announcements and Reports:**

### *The Advocate*

The first issue of *The Advocate* this year focusses on our Weingarten Rights. As a convenient reminder to all faculty of these rights, YFA distributed Weingarten cards with this newsletter. Weingarten Rights pertain to the right to YFA representation if a faculty member is ever asked to attend a meeting that he/she feels could lead to disciplinary action. A Supreme Court ruling also found that these rights extend to the right to be informed of the circumstances of accusations against you. We were encouraged to keep our cards with us.

### YFA hospitality (and other) update

Jim Sahlman reported that YFA plans on facilitating celebrations of faculty this year. For example, YFA will host end of year socials at MJC and at Columbia where we will celebrate retiring faculty and those being granted tenure. YFA also encourages faculty to visit the faculty lounge more often for lunch and socializing. Geri Wend is planning a kick off in October with pizza day. The plan would be to have similar events at Columbia. Jim is also interested in finding ways we can get perks. Jim is looking at a company to make YFA perks like tying free meals, etc. to an YFA Perks card.

### Full-time faculty survey(s)

Jim Sahlman reported that the YFA plans on conducting a survey to gather input on faculty concerns that will help inform negotiations and YFA priorities. Jim invited representative to let either he or Geri know if they or their constituents have particular items they want to add please. Geri will send a copy of the survey to representatives for them to review and provide suggestions. The Academic Senate is sending out a satisfaction survey and Jim has asked them to include a question about satisfaction with YFA.

### Bay Area Faculty (BFA) meeting update

Jim Sahlman reported that this was a good meeting. Of special interest was a presentation about ACCJC. There is movement statewide to seek another accrediting agency. Also, Barbara Beno is retiring within a year.

### **Current/Ongoing Business:**

#### Negotiations update

Jim Sahlman reported that negotiations are gearing up for the academic year. There will be an initial planning meeting with the District team in late September. The YFA team will meet prior to that meeting to strategize. Full negotiations should begin on October 18 and will include Bob Bonsall, the facilitator.

#### YFA goals for 2016-2017

Jim Sahlman led a discussion on goal setting. He requested that representatives gather input on goals YFA should work to attain this year. We would like to focus on issues or actions that faculty can control to make our work environments and lives better. We discussed our desire to move forward on issues that we can accomplish without administrative support or input. Before next representative council meeting we'll pull all of the input together for a draft that we can discuss at our next meeting. Shelley Akiona suggested that this project might be good for a working group. Some ideas generated are:

- Having our own new faculty welcome event
- Having mini-lessons on contract content as part of each council meeting with an accompanying handout representatives can take back to their faculty
- We could have these lessons put on YouTube
- We need to help faculty transition to retirement by resurrecting STRS presentations

#### YFA bylaws revision

Jim Sahlman reported that the Bylaws are due for a review. Allan McKissick, Mike Adams, and Laura Manzo volunteered to work on a review. Ross McKenzie moved and Dale Pollard seconded having this group serve on a Bylaws Revision Committee. They were so charged and asked to get draft back at their earliest convenience.

### **Other Reports/Concerns/Comments (if any):**

#### Faculty Liaison

Michelle Christopherson reported that graduation was very successful, with over 100 faculty members attending. The Board was very pleased. She continued by reminding us that four members are up for election and encouraged us to be involved in the elections for our areas. YFA has been advised that we cannot sponsor a candidate forum. CEP will host a candidate forum on October

13. Michelle then announced that she is retiring at the end of this year. She let us know that if anyone is interested in the liaison position or knows people who might be qualified she would be happy to talk with them and answer any questions. She has enjoyed serving in this important position and thinks it has been fun. Jim thanked Michelle for the fantastic job she's done. She ended her report by answering questions about Anne DeMartini's recent censure.

#### Chancellor search update

Jim Sahlman reported that the committee has identified three candidates to interview and that candidate forums are tentatively scheduled for October 11, 12, and 13.

#### YFA Exec Board Reports

Sarah Curl announced that she has been busy for several weeks with grievances dealing with a member's original job description, which no longer matches the job responsibilities and an issue regarding sick leave. Two important points for faculty are: Check your original job description. If your job duties have changed significantly you need request your personnel file from HR and work with YFA to resolve that discrepancy. Secondly, there are three kinds of sick leave (regular sick leave that you accrue before 1986, regular sick leave accrued since 1986, and also sick leave you've accrued based on overload or adjunct status. If you use sick leave HR is supposed to use it up in that order). This is the law but HR hasn't been following it. Sarah further explained that STRS uses a formula to convert excess overload into days. She also stressed that faculty should not work without a contract on special projects or assignments.

#### College Council

Ross McKenzie reported that we are down FTEs for this semester.

#### Policies & Procedures Update

Tim Elizondo and Allan McKissick reported on recent activity and YFA positions. Primary concerns center on various policies dealing with claims of harassment. Also, YFA attorneys remain committed to the position that if the District investigates a faculty member the District should tell that faculty member what they have violated.

Tim reported that the communication process for this committee is broken; they have no minutes or public record of discussion/decisions. Finally, there is concern that Policy 3505 would make faculty emergency personnel and require we serve in that role in the case of an emergency on campus without providing compensation for this training.

YFA feels that we need to be a gatekeeper to ensure that this committee does not try to circumvent the contract.

Class Size Committee—No report.

Other comments/concerns/reports—None reported

**Report Out:**

- *The Advocate*
- Goal Setting
- Check Your Original Job Descriptions
- Policies & Procedures

**Adjourned:** 5:15 pm

**Next scheduled YFA Rep Council Meeting:** October 19, 2016 @ 3:00pm, YFA Faculty Lounge