



Yosemite Faculty Association

REPRESENTATIVE COUNCIL MEETING APPROVED MINUTES

Wednesday,
November 22, 2017
Faculty Lounge, East Campus

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

Meeting is called to order at 3:05 p.m.

Quorum [X]

EXECUTIVE BOARD

President	Jim Sahlman	<input checked="" type="checkbox"/> [X]
Vice President/MJC	Sarah Curl	<input checked="" type="checkbox"/> [X]
Vice President/CC	Erik Andal	<input checked="" type="checkbox"/> [X]
Secretary	Iris Carroll	<input checked="" type="checkbox"/> [X]
Treasurer	Larry Scheg	<input checked="" type="checkbox"/> [X]
Member-at Large/CC	Craig Johnston	<input type="checkbox"/> []
MJC College Council	Ross McKenzie	<input checked="" type="checkbox"/> [X]
Rep at Large/MJC	Vacant	<input type="checkbox"/> []
Rep at Large/MJC	Jim Stevens	<input type="checkbox"/> []
Budget Analyst	Vacant	<input type="checkbox"/> []

REP COUNCIL

Dale Pollard	<input checked="" type="checkbox"/> [X]
Jill Ramsey	<input checked="" type="checkbox"/> [X]
Haleh Niazmand	<input checked="" type="checkbox"/> [X]
Brandi Snider	<input type="checkbox"/> []
Steve Choi	<input type="checkbox"/> []
Shelley Akiona	<input type="checkbox"/> []
Vacant (Iris Carroll)	<input type="checkbox"/> []
Demitrius Snaer	<input type="checkbox"/> []
Michael Akard	<input checked="" type="checkbox"/> [X]
Laura Manzo	<input type="checkbox"/> []
Paul Cripe	<input type="checkbox"/> []
Tom Nomof	<input checked="" type="checkbox"/> [X]
Ben Riley	<input checked="" type="checkbox"/> [X]
Hanna Louie	<input checked="" type="checkbox"/> [X]
Tim Vaugh	<input type="checkbox"/> []
CC Rep A At-Large: Brian Greene	<input checked="" type="checkbox"/> [X]
CC Rep B At-Large: Pam Guerra-Schmidt	<input type="checkbox"/> []
MJC Adjunct: Bill Holly	<input checked="" type="checkbox"/> [X]
Columbia Adjunct: _____	<input type="checkbox"/> []
Faculty Liaison: Allan McKissick	<input checked="" type="checkbox"/> [X]

OTHER POSITIONS:

Announcements and Reports:

Special General Faculty Meeting (November 16, 2017) Report—Jim Sahlman

Jim reported that we had about fifty faculty in attendance.

Meetings with the Chancellor (November 14 and November 20, 2017)—Jim Sahlman

Jim reported that these meetings continue to be productive. Recent topics of discussion include: Trustee Lynn Martin's interference with union members, the Brandman agreement, and faculty FTEs generation and administrative inefficiencies. Jim expressed faculty's concern that the increased time they are spending on administrative/paperwork duties, is forcing them to have less time educating students and helping them to succeed. The Council discussed ways to quantify this trend.

Report by Faculty Liaison to the Board—Allan McKissick

Allan reported that he has met with the Chancellor and some trustees. He and the Chancellor talked about the history of faculty and Board morale at YCCD. Apparently, the Board is anxiously awaiting the Accreditation report because of District recommendations expressed in the exit interview. Henry expressed an interest in the continuing discussion of investigation procedures and due process. Trustees Leslie Beggs and Ann DeMartini are very interested in revisiting the investigation procedures and due process. Allan encouraged faculty to support the Board and the Chancellor and suggested one way to show this support would be for faculty to attend Leslie Beggs' open, off-campus "office hours."

Consent Agenda:

Approve the minutes of the October 18, 2017 YFA Rep Council Meeting
Approve Dale Pollard as MJC Rep-At-Large on the YFA Exec Board

Ross McKenzie so moved with Haleh Niazmand seconding. The consent agenda was approved unanimously.

Current/Ongoing Business:

Negotiations Update—Negotiating Team

YFA and YCCD met for negotiations on November 21. The District team pulled the discussion of Workload and Appendix B for the next round of negotiations. The only topic left to discuss in this round is compensation. The District is offering 2% ATB salary increase and a 1% off-the-salary-schedule retroactive pay for 6 months. The District is offering medical reimbursement back to October 1, 2017 (yes, THIS year only). The District states that the using the current cohort for total compensation is a "non-starter" with the Board.

YFA is offering to accept 2% ATB, however, it MUST include a plan and a timeline for reaching the goal of median. YFA wants the goal reached within two years, but is willing to negotiate the terms. YFA is not allowing the District to ignore its contractual agreement about using the current cohort. YFA is also demanding retroactive pay back to June 30, 2016 (when the contract expired) and full medical reimbursement back to October 1, 2016.

In addition, the negotiating team needs your feedback on what you feel would be the Best Alternative to No Agreement (BATNA). This is a crucial time for our faculty. As professionals, Columbia College and MJC faculty deserve to be treated with more respect as well as being paid appropriately for the work that we do. Therefore, we need to decide what we are willing to do if the District sticks to their offer of 2% instead of helping faculty achieve at least median within our current cohort.

The next negotiation session is scheduled for December 1st.

Various Faculty Updates—Sarah Curl & Erik Andal –

Sarah reported that an ongoing workload grievance is main issue currently. The grievance was denied because due to a timing issue; apparently, the concern should have been expressed earlier when the load for the class was changed.

Erik reported that at Columbia they are also dealing with workload issues. Specifically, there has been a change in how certain faculty loads were calculated this year. Banking load has been denied to some non-instructional faculty. Columbia is also dealing with the issue of full-time faculty using sick leave that was earned when the faculty were working in a part-time capacity. Sarah reiterated that faculty must use their sick leave accrued as full-timers before using that accrued as part-timers.

Erik Andal announced that he has set up a STRS Retirement Workshop for us. The workshop will be held on January 19th, from 3-5 pm in Glacier Hall. We will teleconference to Columbia.

Policies and Procedures Committee Report—Erik Andal

Erik Andal stressed that MJC needs to make it a priority to attend these meetings. Jim announced that Curtis Martin will represent MJC on this committee.

Election of YFA Representative for Workload Appeals Committee –

The workload grievance needs to go through Workload Appeals Committee. Sarah Curl, Jim, Sahlman, and Demitri Keriotis will serve on the committee. Ross McKenzie so moved and Michael Akard seconded. WAC is a district committee, whose membership can be modified.

Announcements and Reports:**Comments from any Exec Board member, committee reports, or other—Anyone**

Ross asked what is happening next with the Brandman plan. We really do not know what the implementation plan is nor how will impact us.

Jim reminded everyone to pick up your YFA buttons.

Adjourned: 5:03

Next scheduled YFA Rep Council Meeting: December 13, 2017 @ 3:00pm, YFA Faculty Lounge