

**APPROVED
EXECUTIVE BOARD MINUTES
OCTOBER 22, 2009
DVC RM. LA-112**

The meeting was called to order at 2:28 P.M.

PRESENT: Terri Adame, Emmanuel Akanyirige, Glenn Appell, Shirley Brownfox, Casy Cann-
Figel, Milton Clarke, Debra Dahl-Shanks, Katrina Keating, Bruce Koller, Stuart Lichter, Jason
Mayfield, Jeff Michels, Steve Padover, Dionne Perez, Mary Ulrich, Donna Wapner, and Rudy
Zeller.

ABSENT: Vern Cromartie, Michael Zilber.

1. ANNOUNCEMENTS –

- Michels announced that he and Keating attended the CCCI Conference held in Los Angeles on October 15-17. Michels reported that most independent unions are concerned about the same issues these days: state and college budget cuts, schedule reductions, part-time parity, accreditation and SLOs. Several districts are negotiating benefits concessions this year. Michels noted that CCCC faculty already pay 6% of benefits premiums, which is in line with what other Districts are negotiating now. Dahl-Shanks mentioned that in negotiations next year the UF needs to look at what faculty are earning in comparison to other districts and not treat benefits costs in isolation.

Michels went to say that CCCI has decided to explore hiring a lobbyist to add another community-college voice in Sacramento: someone to attend hearings, to meet with legislators, and to represent CCCI. There will be a discussion of costs and options at the spring CCCI meeting.

Michels announced that as the CFT and CTA merger talks continue, CCCI wants to be in a strong position to influence those talks and to ensure that any new statewide organization for community colleges is not kept under the K-12 umbrella. Many in CCCI favor the idea of a statewide community college union.

Michels announced that he will run for the office of Vice President (called Executive Secretary) for CCCI and that the current Vice President of CCCI, Dennis Frisch will be running for President of FACCC. Michels announced that he also joined FACCC's policy committee.

Michels announced that the State Chancellor's Office has formed a task force to consider the ACCJC and accreditation issues. Rich Hansen, CCCI and BFA President, will be on the task force.

- Michels announced that there was a Bill signed into Law titled AB381 that allows the part-time faculty of a union to separate and bargain collectively without the full-timers in the

discussion about State Disability Insurance (SDI). Michels would like to invite Andrea York from FACCC to meet with the Executive Board and give us an in-depth look of what SDI is all about and the costs involved sometime within the next few months. Then the UF will survey part-time faculty to see if our part-time members want the UF to bargain for their inclusion in SDI.

- Michels announced information regarding a Social Security Fairness rally to be held in Sacramento on November 7, 2009 from 10-12 noon at the Capital Plaza Ballrooms, located at 1215 J Street. Michels will send out an e-mail to all faculty.
- Michels announced that Susan Bonilla, Contra Costa County Supervisor and Assembly Candidate along with Delaine Eastin, Former Superintendent of Public Instruction will be holding a Teacher's Town Hall on Monday, October 26, 2009 at the IBEW #302 Hall in Martinez. Michels requested that E-Bd members attend if they can.
- Michels announced that the UF and District Tentative Agreement ratification ballots will be in the faculty mailboxes by end of day on October 26, 2009. Votes are due back in the UF Office by noon on November 11. Members may vote by fax, phone or by e-mail as well, but faculty will need to include the ID number from the green dot on the return envelope.
- Michels announced that he that he will hold the last two Union meetings and forums at San Ramon campus on 10-27-09 in room W-204 and at CCC on 10-29-09 in room LA-207 to review the Tentative Agreement with faculty.
- Michels announced that he spoke to the LMC Senate regarding the TLP position and said that basically we could not go forward unless there was clear faculty support. Michels was told by the Senate that they would add this issue to their next meeting agenda and would contact him with the results.

2. EXECUTIVE BOARD MINUTES –

Following a motion by Lichter, seconded by Dahl-Shanks, MSC, with one abstention to approve the meeting minutes from the Executive Board meeting on 10/08/09.

3. VARIANCE REQUESTS –

Following a motion by Zeller, seconded by Dahl-Shanks MSC, with 1 abstention to approve DVC's Contract Variance requests for the following faculty, pending Executive Board member, Donna Wapner communicating with the evaluatees and getting their consent.

CONTRACT VARIANCE for FALL 2009

Campus	No. of Times Within Six Semesters	Adjunct Professor	Area	Executive Board Approval
Diablo Valley College	Evaluation of part-time faculty members Elizabeth Simas and Greg Achten	John Hanecak	DVC Speech Dept	PENDING APPROVAL
Diablo Valley College	Evaluation of part-time faculty member Jim Byrns	Becky Opsata	DVC Speech Dept	PENDING APPROVAL

4. STATE OF THE UNION DISCUSSION –

Michels made a presentation to the Executive Board regarding a few changes and updates to the United Faculty’s Constitution. Michels announced that there have been no updates since April 12, 2001, and he proposed that a few of the Articles should be amended and then ratified by the faculty.

Michels will write up a proposal based on E-Board input and present it to the Executive Board at their next meeting on November 5, 2009. The following items were discussed at length:

- ❖ Adding to all written descriptions that Executive Board Leadership positions have renewable terms of 2 years.
- ❖ Changing the Secretary position should be filled by the current Office Administrator. It was decided that although the OA takes notes and compiles the minutes, having a secretary is still a good idea, so that an officer of the organization signs off on the minutes. Michels will adjust this proposal for the next meeting.
- ❖ Changing the current Budget Committee Chair to Budget Analyst and that he/she should be treated as an employee of the UF (for tax purposes). This change would not need to be reflected in the constitution.
- ❖ Changing the Part-time Committee Chair to Part-time Faculty Advocate. This new position should be written into the UF Constitution as a 2-yr elected position. The position will include a salary to be determined. The PTFA will have responsibilities similar to a Vice President for PT issues, but will not be called a VP, since the three campus VPs represent both full-time and part-time faculty.
- ❖ Making the Table talk editor an Executive Board Member. It was decided that since the TT Editor should be appointed, making him/her an E-Board member is not a good idea, since the President should not appoint E-Board members. But the TT Editor should still

come to E-Board meetings. Michels will amend the proposal and bring it back to the E-Board.

- ❖ Michels announced that the UF will create a book of job descriptions so that anyone who might be interested in filling a position with the Executive Board may do so. Michels went on to say that the UF needs to start recruiting for vacant and future positions that become available.
- ❖ There was also some discussion about whether a past-president should be able to hold an E-Board position, given that the constitution specifies that he or she becomes a non-voting member of the E-Board automatically. It was decided that the constitution in this area intends to be inclusive rather than exclusive, and perhaps the language should be clarified to demonstrate this.

Michels announced information regarding the Budget proposal for Fiscal year 09/10 is in the works. Michels went on to propose that he along with other members of the E-Board and Michael Anker, Budget Director, would meet at the UF office on Friday October 30, 2009 to prepare a budget proposal and then will present it to the Executive Board members at their next meeting on November 5, 2009. Akanyirige suggested that the meeting should wait until the year-end financial report was complete. Michels agreed to look into that when those numbers would be available and report on progress at our next meeting.

Dues

The E-Board discussed the dues structure at length and particularly the question of whether full-time faculty should continue to pay 0.35% of overload assignments. Some full-timers have requested that the UF charge dues only on base pay, and the District has confirmed that they are now technologically able to do this. After much debate, the E-Board agreed that full-time faculty are best served when overload assignments are treated the same as part-time assignments, and that as discussions of parity become central in negotiations, overload should not be treated separately (nor paid at a lower rate). The UF is working to protect full-time overload and therefore the E-Board did not feel it made sense not to charge dues on those assignments. Koller mentioned that union dues are in part an insurance policy, and that full-timers want to be covered for overload assignments too. Michels noted that most other unions do charge a percentage of gross (and not a lower percentage for overload and part-time, as the UF does), plus the UF still has very low dues compared to other unions in California. The E-Board members thus came to a consensus that the dues structure should be left alone for now.

5. OTHER BUSINESS–

Michels announced that Susan Bonilla wrote a letter to the United Faculty, requesting our endorsement for her campaign for State Assembly. It was decided to invite Susan to come and speak to the E-Board and then to have a meeting to plan a process for this endorsement.

Michels passed out a first draft of what is temporarily titled the United Faculty Part-time Faculty Bill of Rights for the Executive Board to review. This will be discussed at the next meeting.

6. UPCOMING MEETINGS –

A. 10/26/09 BFA

B. 11/05/09 Next Executive Board meeting at CCC in room LA-107

The meeting was adjourned at 5:01 P.M.

Submitted by: Terri Adame