

ATTENDANCE:

Angelica Bangle	EA	Lisa Bell	EA	Marina Broeder	EA	Christy Brown	P
Bill Davis	P	Rick Hobbs	P	Diane Lamkin	P	Mel Pritchard	P
Ann Marie Wasserbauer			P				

Others: Daryl Hemenway (CFT), Sasha Mobley (CFT), Jory Segal (MC)

1. Call to order: at 11:39 am

2. Approval of agenda: Agenda was approved. (Davis/Brown. Approved: 6-0-0)

3. Approval of meeting minutes: Motion to approve 11/4/16 eboard minutes (Brown/Hobbs. Failed: 3-2-1).

4. Oral Communication from members:

Pritchard: Some members were confused about the proposed health benefits caps and tiered rates.

Brown: Some members were unsure of ACE’s latest contract proposal as compared to the district’s last, best and final offer.

5. Reports:

- Mobley: Believed that there was a lack of participation of grassroots labor in the election campaign in Pennsylvania where she had been working prior to the November 8 election. She stressed the importance of local organizing for future campaigns. Many labor unions did not have much rank-and-file participation in their locals, which contributed to organizing challenges. Many people in PA wanted a change, and therefore supported DJT.
- Wasserbauer: ACE action on 11/15/16 had 55 participants. *Inside Higher Education* reported on the event, after media advisories and press releases were sent out by Fred Glass and Robert Fulton. Glass will be returning on 12/9/16 for follow-up training on communications.

Contract administration:

- Non-credit instructors, although part of the bargaining unit, are not being paid at the same rate as for-credit instructors. Albert Moore is stalling on making the pay rates identical, as required by the CA ed code. Wasserbauer gave Moore a copy of the unit clarification document to be signed, as well as page 35 of the district budget which shows the budget for non-credit instructor being paid at step 10 on the associate faculty scale.
- At the fact-finding session, Hemenway will be the presenter for ACE and the district’s attorney, Rick Bolanos, will present for the district.
- The process for online course evaluations was discussed (course access by evaluators needs to be for a short period of time and initiated by the appraiser). Moore was not aware of the process. Wasserbauer spoke to Lisa Kaaz at WVC to find out what guidelines are being used, but she was not sure. Wasserbauer stated that the online appraisal forms have been approved by ACE and can therefore be used. Wasserbauer said the online evaluation process should be a DL committee issue rather than an ACE issue.

- Pritchard: There were issues surrounding the availability of local political and union leaders for the action on 11/15/16 due to unfortunate timing and circumstances surrounding the national election last week. T-shirts were purchased. Classified staff and students will be contacted in the future.
- Lamkin: Lamkin will be meeting with the auditor on 12/1/16. She gave Lamkin a lists of tasks to prepare for the audit. Greg Mostyn will help Lamkin. COPE contributions are increasing. A CD is about to roll over.
- Hobbs: Various ongoing issues and potential grievances included: cell tower, tenure review period timelines, online course evaluations, placement on salary schedule for faculty with a break in service, faculty hired and working illegally with possible job loss, timing of FT appraisals, and discipline from student grievance. For the most part HR will not agree to anything in writing and prefers to not resolve issues in a timely manner. Hobbs suggested that grievance officers participate in contract administration meetings in order to facilitate communication with HR and identify potential contract changes. He also suggested putting the distance learning evaluation process on the next eboard agenda.
- Hemenway:
 - Fact-finding process: Hemenway will initiate and work with the district to: find a fact-finder, set personnel for three-person fact-finding team, and set a date for a fact-finding session. These tasks should be completed before the end of the semester. ACE will need to recruit members do preparations for this process. At a fact-finding meeting, both the district and ACE give presentations. The fact-finder will then conduct a mediation session. If there is no settlement, the fact-finder will write a report with her recommendations. Then the BOT and ACE decide whether or not to accept the report. If BOT rejects the report and imposes their LBFO, then members may decide to strike, and trustees will become *persona non-grata* among the labor community.
 - Contract campaign needs to escalate.
 - Political climate: With the election of DJT, getting support for labor issues will be challenging. Agency fee will disappear. There will be attacks on voting rights, civil rights, immigrant rights and union rights. Many of these changes will impact our students. Building trades unions will probably support some of these policies as a tradeoff for creating more infrastructure jobs. ACE is in good shape due to our organizing model structure, despite external efforts to destroy unions.

6. Action Items

- Pat Hernas was appointed to be a MC representative on the Sabbatical Leave Committee.
- Rachael Sandoval was appointed to be a WVC representative on the PG&D Committee.

7. Old Business

- 7.1 Contract campaign:** Next steps in the contract campaign were discussed and formulated. Wasserbauer will put out another call for additional negotiators.
- 7.2 Executive board review, evaluation, strategic planning retreat, internal communication retreat.** There was no discussion on these topics.
- 7.3 Communication plan:** There was no discussion on this topic.

7.4 Membership drive and processing of forms: There was no discussion on these topics.

8. New Business: There was no new business.

Future agenda items

- safety issues: possible discussion with Mike Friese, Safety Director
- eboard retreat and strategic planning
- action network
- negotiation team selection process
- welcoming committee for newly hired faculty
- report from subcommittee on relations with senates
- Communication issues - Developing a comprehensive communications plan
- Membership form processing – review draft of flowchart
- Develop new logo & letterhead
- Spring 2017 – Nominate and appoint CFT representatives to CFT councils
- Spring 2017 – new members needed for Elections Committee to run EB elections, notice of election to be sent Feb. 1 (60-65 days before the election)
- ACE audit
- online course evaluations

Adjournment: 2:15 pm

Submitted by Rick Hobbs

"It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have."
~ James A. Baldwin