

**ATTENDANCE:**

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

Others: Daryl Hemenway (CFT), Julie Hoffsten (AFT), Stacy Hopkins (WVC), Greg Mostyn (MC), Jory Segal (MC), Thais Winsome (MCAS president)

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**1. Call to order:** at 11:45 am

**2. Approval of agenda:** Agenda was approved with some additions. (Davis/Lamkin. Approved: 7-0-0)

**3. Approval of meeting minutes:** Motion to approve revised minutes of 11/4/16 eboard meeting and minutes of 11/18/16 eboard meeting with corrected typos. (Davis/Lamkin. Approved: 6-0-1)

**4. Oral Communication from members:**

Winsome: Mentioned the work of both college senates on the vote of no confidence against the chancellor. She requested technical assistance from ACE, in coordination with the senates, to conduct a full faculty referendum on the bill of particulars, goals and other issues involved in a potential VONC.

**5. Reports:**

- Wasserbauer: There will be a contract administration meeting on 12/7/16 to talk about signing a MOU about non-credit instructors being part of the union and their resulting compensation.
- Pritchard: Was energized and transformed by the CFT Train-The-Trainer workshop that he attended. He believes we need to train our members and provide them tools to help grow the leadership of the union. He recommends others to attend this training in the future.
- Lamkin: Met with Hoffsten and received new information about our financial obligations: conduct an audit to determine whether fraud has taken place, conduct an agency fee audit regarding time spent on political and non-political activities (these audits should be conducted together), file taxes (we currently have an extension until January and we need another extension after that). Hoffsten can help the union prepare for an independent auditor (a licensed CPA with neither a connection to, nor a potential conflict of interest with, the union).
- Hobbs: HR had not yet responded to ongoing tenure review issue; grievance may be filed. MC DL committee met on 11/28/16 to discuss and recommend a process for online course appraisals and forms. Information from that meeting will be forthcoming and will be passed on to contract administration.
- Hopkins: Resigned as SCI organizer as of the end of December. Wasserbauer sent out a call for a replacement on 11/30/16. Hopkins has been reporting to AFT every month on our activities. There were no new members this month. Hopkins will contact Brown about working with MC faculty. The database has been updated by the AFT tech support person after receiving information from HR. Hopkins spoke to Steve Preminger about community outreach. She would like to submit a report of her observations about

this organization regarding why we aren't moving forward in the way that we should. She knows what we need and wants to report on her observations during her time in this organization.

- Broeder: Bell was going to organize a Part-time Issues and Support Committee meeting, but so far, that has not taken place. After meeting with President Peck, computer and printing support and lighting for part-time faculty was increased. The process of finding additional part-time office space is still ongoing. A part-time faculty MCAS subcommittee has also been organized and will start next semester. Broeder would like to see a similar subcommittee of the WVCAS.
- Hemenway: Will be speaking with the district's attorney this afternoon about fact-finding (timeline, panelist, fact-finder proposals) and the non-credit faculty issues. He will send out an email to the eboard detailing the conversation.

## 6. Action Items

- Alla Petrosyan was appointed to replace Hopkins as SCI organizer beginning in January 2017.

## 7. Old Business

**7.1 New and ongoing part-time issues:** Wasserbauer will continue to work on non-credit issues and finding out about creating a part-time subcommittee of the WVCAS.

### 7.2 Contract campaign.

- Wasserbauer plans to try to meet with BOT members in January. Pritchard, Hobbs, Hemenway, Broeder, Lamkin and Segal also volunteered to be part of the meetings. Wasserbauer will notify the eboard prior to the meetings. Wasserbauer is meeting with Kinman on 12/6/16 prior to the BOT meeting. It was also suggested to establish regular meetings with faculty and trustees.
- District holiday parties: Discussion ensued about the appropriateness of participation and purpose of these affairs considering the current treatment of faculty by administration and trustees and the impending VONC. Motion: Boycott the district holiday parties and notify members of the union's stance. (Hobbs/Davis. Approved: 6-0-0) Pritchard, Davis and Wasserbauer will construct the message.
- Union holiday party: Discussion ensued about having a faculty holiday party. There was no motion to organize such a party.
- Pritchard: Spoke about details of his work in the union's response to district's refusal to settle the contract and of the next phases of the contract campaign. Various additional ideas were suggested. Volunteers for a planning group: Hobbs, Lamkin, Mostyn, Pritchard, Wasserbauer.
- Preparation for fact-finding: People are needed for the short-term for fact-finding preparation, as well as for long-term negotiators. Motion: Offer stipend to members to be part of a fact-finding team. (Brown/Pritchard. Approved: 6-0-0). Wasserbauer will send a call-out, and board members will contact members individually.
- Outreach to members: Board members will continue to talk to members. Additional actions will be discussed by the contract campaign planning group.

- 7.3 O&M Committee chair and members:** Pritchard is still willing to lead the committee and suggests that any new chair needs to be trained. More committed committee members are needed.
- 7.4 Vote of no confidence referendum:** MCAS has asked for help on polling the faculty. This item was tabled until the next eboard meeting and until more information from both senates is forthcoming.
- 7.5 Union audit:** Based on the treasurer's report, there was a discussion as to how to proceed with the constitutionally mandated audit. Hoffsten is able to provide a free service from AFT to get union finances in order prior to an independent audit, tax filing and an agency fee audit. Motion: Utilize the services of Hoffsten to prepare for an independent audit. Lamkin and Mostyn will search for, and recommend, an independent auditor to conduct the actual audit. (Pritchard/Hobbs. Approved: 6-0-0).
- 7.6 Eboard retreat and communication workshop:** Purposes: strategic planning, internal communication, external communication. Wasserbauer is working with Fred Glass to arrange a formal communication workshop. It was decided to hold a retreat between 1/9/16 and 1/22/16. Board members will investigate locations and costs and possible facilitators.
- 7.7 Action network:** It was suggested to create a weekly update on union activities to be sent out to members from the eboard/steward council. All officers can send information to be consolidated, organized and sent out via Action Network.

## 8. New Business:

- 8.1 Database updates and overview:** This topic was not discussed.

### Future agenda items

- safety issues: possible discussion with Mike Friese, Safety Director
- eboard retreat and strategic planning update
- 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 update
- online course evaluations

**Adjournment:** 2:05 pm

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Submitted by Rick Hobbs

*"If there is no struggle, there is no progress."* ~ Frederick Douglass