

ACE Local 6554 Executive Board Minutes	May 28, 2015	11:00 am – 2:00 pm	WVC Fox 102
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ATTENDANCE:

Lisa Bell	P	Wendy Bowers-Gachesa	P	Marina Broeder	P	Christy Brown	P
Bill Davis	P	Rick Hobbs	P	Diane Lamkin	A	Ann Marie Wasserbauer	P
Daryl Hemenway (CFT Field Rep)			P				

OTHERS: Mel Pritchard, Greg Mostyn, Diane Rudy, Randy Castello, Benjamin Mendelsohn, Steve Juarez

- 1. Call to order:** The new executive board members introduced themselves to each other.
- 2. Approval of agenda:** Item was added under action items to review current union appointees. (Bowers-Gachesa/Davis. Approved: 7-0).
- 3. Approval of minutes:** Because the minutes of the last two ACE council meetings were not approved by the ACE council, and because the new executive board was not in attendance at those meetings, the minutes of the April 23, 2015 and May 7, 2015 meetings as submitted by Jory Segal were accepted, but not approved, by the executive board. (Bowers-Gachesa/Bell. Approved: 7-0).
- 4. Executive board ground rules:** The values and ground rules of the ACE transition committee (listed below) were adopted by the executive board. (Hobbs/Bell. Approved: 7-0).

Values:

- Power, strength, clout, influence, strength, protection
- Collective, join together, cooperation, united, team, solidarity, collaboration
- Transparency, democracy, inclusive, respect
- Organizing

Ground Rules:

- Be respectful and supportive—no interruptions, raise hand, listen
- Assume positive intent
- Step up/step back
- Maintain communication to board and members

- 5. Oral communication from members:** This happened throughout the meeting.

6. Reports:

President's report (Wasserbauer):

Met with SJ-EV executive director; went with Wendy to South Bay Labor Council, met with executive director, went to basic aid schools meeting, met with Daryl Hemenway (CFT Field Rep) twice, submitted four names to CFT to go to CFT Summer School (Wasserbauer, Bowers-Gachesa, Lamkin, Hobbs), went to the bank with Randy Castello and got name on the account, met with Randy Castello about items for transition.

PAC/COPE report (Bowers-Gachesa):

- SBLC is talking about 2016 elections:
 - Gray, Heimlich, and Watanabe are running
 - Talked of how to potentially recruit and run candidates
 - ACE 6554 has final say on those endorsements
- Currently, there is \$1500 in the PAC fund
- Comments from faculty:
 - Ensure there is some sort of metric to measure desirability
 - Work with faculty and then rank order who is appropriate and to what degree
 - Ensure transparency and communication

7. Action items

Review current ACE appointed positions: This process is required by the constitution. A motion was made to end previously appointed positions and appoint interim or permanent positions (Hobbs/Bell). The motion was tabled (6-1).

8. Old business: There was no old business.

9. New business

- Exchange contact information: Email, phone and vacation info of present executive board members were collected.
- Negotiations during summer: There was discussion as to whether or not ACE should conduct negotiations during the summer. If so, a temporary or permanent negotiations team would need to be appointed to address at least three agreed upon items with the district: salary, benefits and load. Since faculty benefit costs will begin to be deducted from our paychecks beginning in July, the benefits cap, benefits providers and benefits options seemed to be of prime priority. Conducting negotiations on these benefit issues did not seem prudent without additional information and research.

A motion was passed to establish an interim committee on health and welfare benefits (Davis/Bell. Approved 7-0). The charge of this committee will be to review the history of WVMCCD benefits, research benefits options for full- and part-time faculty (tiered rates, various plans), look at total compensation packages at other Bay Area college districts, research district finances relative to compensation, develop a plan to solicit input from faculty regarding their benefits options, develop a plan to inform and educate faculty regarding all of the above.

A second motion was passed to include on the interim committee on health and welfare benefits: Hemenway, Brown, Bowers-Gachesa and Pritchard (Davis/Bell. Approved 7-0).

- CFT Summer School June 22 – 26: No additional faculty members in attendance had availability or interest to attend. Wasserbauer, Bowers-Gachesa, Lamkin, and Hobbs plan to attend.
- Outstanding grievance on long-term disability insurance benefit payments:

The district claims that long-term disability insurance is included as part of the faculty benefits package, which is capped at \$18,050. ACE never agreed that this insurance coverage was part of the benefits package. ACE filed a grievance, which is now stuck at the Chancellor level. We need to determine how

to proceed: settle the grievance? file an unfair labor practice charge (by August 6)? address the issue at negotiations? Wasserbauer, Bower-Gachesa and Hemenway will meet with the chancellor in June to sort out the issue and bring a recommendation back to the e-board.

- Create constituencies for stewards

The new constitution tasks the e-board with the creation of the 12 constituencies on each campus prior to the Steward Council election in the fall semester. Subcommittees were formed to create the constituencies to bring back to the e-board for confirmation.

Broeder, Brown and Hobbs will create the Mission College steward constituencies.

Bell and Davis will create the West Valley College steward constituencies.

- Appoint interim grievance officers

Since most faculty are not around during the summer to formally apply to be a grievance officer or to form the grievance committee, the e-board voted to appoint interim grievance officers for summer and until these positions can be filled on a more permanent basis after reaching out to all faculty. Grievance officer at Mission: Hobbs. Grievance officer at West Valley: Wasserbauer, with Mel Pritchard as substitute. (Brown/Davis. Approved 7-0).

- Compensation for ACE officers

There was initial discussion regarding if and how union officers will be compensated for and/or released from teaching to perform their union duties. The district charges \$28,020 amount is per FTE for assigned time for ACE. No decision was made due to lack of treasurer's report on current income/expenses. The e-board will need to work out an annual budget in conjunction with its strategic planning. The e-board may make initial financial decisions for this first year until December 18, 2015, since the steward council has not as yet been elected or functioning.

- The next executive board meeting will be held on July 10 from 12:00 pm – 3:00 pm at Mission College. Hobbs will find a room. (The room is GC-203)