

ACE Local 6554 Executive Board Minutes	July 10, 2015	12:00 pm – 3:00 pm	MC GC 203
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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				

* Arrived late and therefore was not able to vote on some items.

** Attended remotely via phone.

OTHERS: Mel Pritchard, Benjamin Mendelsohn, Lora Glaser, Michael Broeder

1. Call to order: done at 1:10 pm

2. Meeting norms and values: These values and rules, discussed at the last eBoard meeting, were formally adopted (Bowers-Gachesa/Broeder. Approved 6-0):

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

3. Approval of agenda: Item was added to discuss an ACE office at Mission. (Bowers-Gachesa/Brown. Approved: 6-0).

4. Approval of minutes 5/28/15: The minutes were approved with a corrected fact that the district charges ACE \$28,020 per FTE for assigned time, not \$29,000 as stated during the meeting. (Bowers-Gachesa/Brown. Approved: 6-0).

5. Oral Communication from members: Mel Pritchard spoke about the CFT rally in Oakland (attended by himself and Hobbs) at a meeting of the ACCJC. State Assemblymember Phil Ting, the sponsor of AB 1397 (designed to minimize some of ACCJC’s abuses of power; see attached summary), also attended and spoke. There were various speeches and some CFT members were able get into the ACCJC meeting to lodge a protest. Pritchard also spoke about the CFT lobbying event on July 13 in Sacramento prior to the Senate Education Committee vote on AB 1397 on July 15.

6. Reports

6.1 President's report (Wasserbauer):

- Bowers-Gachesa, Hobbs, Lamkin and Wasserbauer attended CFT summer school from June 22-26 at Cal Poly Pomona.
- Bowers-Gachesa, Hemenway and Wasserbauer attended the last BOT meeting and introduced themselves as leaders of the new union.
- Bowers-Gachesa, Hemenway and Wasserbauer met with the district chancellor to discuss the continuing grievance on long-term disability insurance.
- Wasserbauer, Bower-Gachesa and Hemenway also met with the associate vice-chancellor of Human Resources to set up regular meetings for contract administration.
- Bowers-Gachesa and Lamkin met with Millie Calderon in payroll regarding getting accurate and updated membership lists from the district.
- Davis attended PGC and DCC meetings and mentioned that department chairs can only be officially evaluated if they have at least 0.2 assigned time.
- Brown attended the district council meeting and discussed the development of a new district fiscal group that will include one member appointed by ACE. It was suggested that the treasurer could be a member.
- Wasserbauer and Lamkin are getting bank accounts together, but have difficulty due to limited availability with Randy Castello.
- President Peck at MC offered ACE a shared office with the classified union. The eBoard needs to make a determination about the MC ACE office location. The WVC office is in dire need of organization.
- The health and welfare committee set up at the last eBoard meeting has not met and is still trying to organize a meeting in the near future.
- EBoard needs to think about current state of the ACE website.

6.2 Grievance reports

- MC (Hobbs): There were no grievances to report.
- WVC (Pritchard): There was uncertainty about REP status rules transitioning from the old to the new contract. It was agreed with the district to implement the revised faculty evaluation process under the new contract beginning in Fall 2015. "Evaluations that started in Spring 2015, before the Board of Trustees adopted the new collective bargaining agreement on May 19, 2015, will follow the prior collective bargaining agreement." Prototype intake and grievance forms are being developed.
- Training for stewards in handling grievances will take place in Fall 2015.

7. **Action items:** There were no action items on the agenda.

8. Old business

8.1 **Set meeting days/times for eBoard:** The following eBoard meeting schedule was created for Fall 15: (Davis/Bowers-Gachesa: Passed 7-0). Meetings will take place on Fridays from 10:00 am – 12:30 pm.

9/11 and 9/25 (MC)

10/9 and 10/23 (WVC)
 11/6 and 11/20 (MC)
 12/4 and 12/18 (WVC)

8.2 Reassigned time for officers and negotiators: ACE officers and negotiators will receive the following amount of reassigned time for Fall 2015 and Spring 2016 semesters (Bowers-Gachesa/Broeder. Passed 7-0). ACE officers will document their time spent on union activities, and the amounts of assigned time will be re-evaluated in Spring 2016:

President: 1.0
 Vice President: 0.4
 Secretary: 0.2
 Treasurer: 0.2
 FT Reps (2): 0.1 each
 PT Reps (2): 0.1 each as stipends
 Chief negotiator: 0.2
 Negotiators (2): 0.2 each

8.3 Determine steward constituencies: The proposed plans for constituencies for stewards from each college were presented and discussed (see attached). The plans were approved with the provisions of being updated as necessary by adding or subtracting faculty (new hires, retirements, leaving the district, etc.) within the defined groupings:

WVC plan (Davis/Bowers-Gachesa; Passed 6-0-1)
 MC plan (Brown/Bell; Passed 7-0)

8.4 Steward council elections and elections committee: A timeline was presented regarding the election of the steward council in Fall 15. Leslie Saito and Gretchen Ehlers were approved to be on the Election Committee (Bowers-Gachesa /Brown; Approved 7-0). Members of the Election Committee are still needed from MC.

8.5 Planning is happening on each campus for flex day, membership drives and steward elections.

8.6 Grievance on long-term disability insurance: Issue is that the district wants to count long-term disability insurance as part of the medical benefits cap, and the District inserted language into the contract that was never agreed upon by the ACE negotiating team. ACE never agreed that LTD insurance is part of our medical benefits package. After a meeting with ACE on this issue, the district chancellor has not responded as promised. The following actions will be taken on the grievance: ACE will pursue the grievance with the BOT and simultaneously file an “unfair practice” with PERB. A letter will be sent to the chancellor regarding these next steps. (Bowers-Gachesa/Hobbs. Passed 7-0).

9. New business

9.1 Development of bargaining committee and negotiation team: The ACE President will immediately send out an email to all ACE members asking for applications for the bargaining committee and the negotiation team. She will also explain the roles of these groups in her email. (Hobbs/Brown. Passed 7-0). Applications for negotiators will be reviewed at the next eBoard meeting.

9.2 Grievance officers: call for participation. This item was tabled due to lack of time.

9.3 Contract administration items: indicate contract items that need to be discussed at the next contract administration meeting (ACE & HR) on July 23 such as new evaluation forms, how the new English load wording will work out in practice, and the new “needs-to-improve” status wording. Choose one more officer or rep to attend. This item was tabled due to lack of time.

9.4 Discuss plan for talks with Board members: This item was tabled due to lack of time.

9.5 Discuss purchases of union computer and printer, letterhead with new logo, business cards, Google docs subscription, and software for treasurer, website development, MC office. Most of these items were tabled due to lack of time, but there was some discussion. We will temporarily use AFT letterhead on correspondence. Computer and printer were approved by the previous ACE council, but not completed. The board agreed that these purchases can still be made.

10. The next executive board meeting will be held on **Wednesday, August 26** from 2:00 pm – 5:00 pm at West Valley College.

11. Meeting adjourned (Bell/Brown. 7-0) at 3:15 pm.

Future Agenda Items:

- Strategic planning workshop
- Establish suitable ACE offices at both campuses
- Establishment of all standing union committees
- Establish ACE representation on college and district committees

Submitted by Rick Hobbs