

ATTENDANCE:

Mission College Stewards:

Group 1	Pat Lavallo	P
Group 2	Alla Petrosyan	P
Group 3	Pamela Couch	P
Group 4	vacant	
Group 5	Abdi Omar	UA
Group 6	Jeff Nelson	UA

Group 7	Helayna Thickpenny	P
Group 8	vacant	
Group 9	Frank Diaz	P
Group 10	vacant	
Group 11	Scott Brunson	P
Group 12	vacant	

West Valley College Stewards:

Group 1	Greg Allen	UA
Group 2	Peggy Mathieson	P
Group 3	Cheryl Hackworth	P
Group 4	Jory Segal	UA
Group 5	vacant	
Group 6	vacant	

Group 7	Chris Cruz	UA
Group 8	Joe Hasty	P
Group 9	Mel Pritchard	P
Group 10	Lou De La Rosa	P
Group 11	Lenore Harris	P
Group 12	Elise Johnson	P

Executive Board:

President	Ann Marie Wasserbauer	P
Vice Pres.	Wendy Bowers-Gachesa	P
Secretary	Rick Hobbs	P
Treasurer	Diane Lamkin	P
MC FT Rep	Christy Brown	P

MC PT Rep	Marina Broeder	P
WVC FT Rep	Bill Davis	P
WVC PT Rep	Lisa Bell	UA
WVC Grievance	Pat Andrews	UA
CFT Field Rep	Daryl Hemenway	P

[P = Present EA = excused absence UA = unexcused absence]

Others: Laura Watson (CFT)

1. **Call to order:** at 10:20 am
2. **Approval of the agenda:** Agenda was amended and approved. (Pritchard/Hackworth. Approved.)
3. **Approval of minutes:** The minutes from the 12/4/15 SC meeting were approved. (Mathieson/Pritchard. Approved.)
4. **Oral communication from members:** There was no oral communication from members.
5. **Reports**

5.1 From Wasserbauer:

- ACE goals this semester is to have successful: membership drive, negotiations, BOT elections and day-to-day operations.

- Our AFT charter has been approved.
- We are awaiting information from HR and payroll regarding our membership database.
- 230 members filled out the negotiations survey. Results will be sent out shortly.
- Current negotiations reopeners: salary, benefits and load (from mutual agreement), articles 8 and 20 (from district), and articles 15 and 108 (from ACE).
- Hemenway: LTD grievance and unfair practice charge are in abeyance as the district appears to be willing to remove those premiums from the salary cap.
- Stewards: send an email to Wasserbauer if you don't have access to the ACE Google calendar.
- Negotiations kick-off event will take place on March 1.
- Budget workshops with Emily Gordon: March 1 (MC) and March 3 (WVC).
- Classification and compensation study is now being focused on faculty positions. Consultants did not originally consider associate faculty, but they will now do so.
- The district now has a cash surplus of about \$60 million (about 55% of the district budget).
- Land Corp is giving one semester of free tuition to all WVC (but not MC) students.
- Friedrich's case: will be decided by SCOTUS in June. Membership and outreach drives are even more significant.

5.2 Membership drive (Petrosyan)

- Watson: Since fall semester, we have more than 400 of the new membership forms completed (out of about 744 faculty members)
- Petrosyan made numerous contacts during flex day activities.
- Many part-time faculty pick up classes first at other districts since they pay more.
- Petrosyan is making contact with her constituency group.
- Goal: get new forms from 95% of FT and 70% of associate faculty.
- Part-time faculty committee has met a couple of times. April 4 – 8 will be Associate Faculty week. Details will be forthcoming.
- Membership drive will also take place April 4 – 8.

5.3 Negotiations update (Davis)

- Articles for associate faculty are under discussion
- Ask your constituents, please any an issues regarding load to Davis
- Negotiations survey results will be forthcoming
- Negotiations season has been planned out for 10 weeks: begins March 1 at MC.
- Negotiations sessions are on Tuesdays, beginning on March 8, and proposed to end on May 10.

5.4 Grievance updates (Wasserbauer, Hobbs)

- There have been issues and grievances surrounding load, undercompensation, scheduling and safety.
- The Grievance Committee met and is working on forms, processes and steward training for handling problems and processing grievances.

5.5 Bylaws committee (Pritchard, Hemenway, Hobbs)

- The committee keeps on meeting to develop possible bylaws, constitutional changes and union policies.

- Formal proposals will be made and the Eboard and SC will be discussing and finalizing these by the end of the semester.
- Contact Pritchard, Hobbs or Hemenway regarding your thoughts on the issues raised or any other related ideas.

6. Issues from members

- Some faculty members are consistently underloaded, because classes are being cancelled for having too few students. Faculty are being given load for working disjointed hours in the tutoring center, rather than teaching courses in their departments. The bargaining team can address this problem. In some districts, slight underloads are rounded up to a full load. In some departments, small class enrollments are balanced by larger classes. A suggestion was made to include summer session counts into fall semester to reflect overall efficiency. It would appear that efficiency is not as pressing an issue under community funding rather than state apportionment, but the district and PGC seem to act as though it is.

7. Old Business

7.1 Choose days and times for SC meetings and trainings:

- Schedule a total of 8 meetings and/or trainings for the steward council for Spring 2016, two such gatherings per month. (Pritchard/Diaz. Approved unanimously with 1 abstention.)
- Pay a stipend of \$500.00 to each steward who attends at least 7 of the 8 scheduled steward council meetings and training for Spring 2016 only. (Thickpenny/Mathieson. 10-3-4 Approved.)
- The next three SC meetings will be:

Friday, 2/26	10:00 am – 2:00 pm (training session; budget approval) at MC
Wednesday 3/9	4:00 pm – 6:00 pm at WVC
Wednesday 3/23	4:00 pm – 6:00 pm at WVC

7.2 Discuss goals for contracting members in Spring 2016: Not discussed.

7.3 Review types of CFT training and other training available: Not discussed.

7.4 Discuss a plan to train and inform division and department chairs on new contract language: Not discussed.

7.5 Make plans for contract campaign: Not discussed.

7.6 Committee recruitment: Not discussed

8. New business: There was no new business

9. Future items

9.1 Review budget.

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9.2 Consider occupational insurance for members.

9.3 Adopt bylaws and constitutional changes.

Adjournment: 12:18 pm

Submitted by Rick Hobbs, Secretary ACE AFT Local 6554