

**WEST VALLEY-MISSION FEDERATION OF TEACHERS, AFT 6554
MEMBERSHIP MEETING NOTES**

Friday, March 4, 2022, 1:00 pm – 3:30 pm

Name	Role/Representing	
Kate Disney	President	P
Hugo (Mel) Pritchard	Vice President	P
Yanghee Kim	Treasurer	P
Laura Plunkett	Secretary	P
Ellen Yu Costa	WV Associate Representative	P
Nick Barron	Mission Associate Representative	P
Jeff Cormier	Mission FT Rep	A
Leigh Burrill	WV FT Rep	P
Ex-Officio		
Karen Chan	Executive Director	P
Guests		
Rebeca Sanchez	Rick Rivas	Andres Quintero
Alejandro Zavala	Alicia Martinez	Ann Marie Wasserbauer
Donnelle McGee	Elaine Wong	Janice Morgan
Aram Shepard	Carla Beltran Breidenbach	Chau Nguyen
Christina Leal	Melodie Cameron	Alicia Cardenas
Karen Gee	Kristen Jackanich	Leticia Hernandez
Margaret Junker	Melissa Salcido	Michele Speck
Monica Rivas	Nohemy Chavez	Rebecca Sredanovich Tran
Susan Ma	Theresa Tran	Thuy Trang
Jennifer Keh	Marta Mora	Maryam Fard

Bickie Choi	Alicia Martinez	Claudio Silva
Mary Garcia	Michelle Hittleman	

- I. Call to order at 1:00 pm
- II. Swearing-in of Leigh Burrill, WVC FT Representative
- III. Approval of the Agenda (Action) **(Approved unanimously)**
- IV. Approval of Minutes
 - A. Approval of [minutes from 1-7-22 Eboard meeting](#) **(Approved with one abstention)**
 - B. Approval of [minutes from 2-4-22 Eboard meeting](#) **(Approved with two abstentions)**
 - C. Review of notes [from 2-25-22 Eboard meeting](#)
- V. Oral Communication from Members (10 min.)
 - A. Thanks for union help with counseling issues. Counselors are being threatened to be suspended without pay if they don't comply.
 - B. Andres Quintero - Thanks for support from the union and south bay labor council.
 - C. Mask mandate may be removed without feedback from faculty or students. It may be problematic to change mid-semester.
 1. Potential issues around a patchwork of policies between classes, differences with CDC guidance.
 2. The removal of the mandate leaves the burden on already vulnerable students. Students enrolled expecting a consistent semester. Will likely further impact attendance issues. San Jose Evergreen is continuing the mask mandate through the end of spring.
 3. Issues with Article 12 and non-compliance for health and safety.
- VI. Informational Items
 - A. Treasurer's Report
 1. Need to begin the budget planning process, look at mechanism for compensation for stewards serving on operational committees.
 - B. Tenure Reception at Mission College March 15th from 3 - 4:30 pm.
 1. In person only event.
 - C. Tenure Reception at West Valley College March 24th from 4 - 6 pm.
 1. In person, indoor/outdoor, location TBD.
- VII. Action Items
 - A. Load for Membership and Organizing Chair position
 1. Duties and Expectations
 - a) Attend Executive Board, Steward Council, and Membership Meetings
 - b) Chair the Membership and Organizing Committee
 - c) Conduct one-on-one conversations with new members
 - d) Coordinate and lead membership drives to recruit non-members into the union

- e) Working in coordination with steward council, develop a comprehensive plan for keeping members engaged in union activities
 - 2. Term of Office
 - a) The term of office will be two years
- B. Load for Grievance Officer for both colleges
 - 1. Would like it to include contract education as well to include more accountability.
 - 2. The workload for these activities has been increasing.
 - 3. Information about Grievance Officers
 - a) Appointment - the Executive Board shall:
 - (1) Communicate with the membership to call for candidates
 - (2) Actively recruit candidates
 - (3) Require a statement of interest and qualifications
 - (4) Interview, discuss and vote on each candidate (in closed session, by secret ballot.)
 - (5) Have the power to remove a grievance officer (in closed session, by secret ballot.)
 - b) Term of Office
 - (1) The term of office will be two years
 - (2) The term of office will begin as close as possible to the beginning of the Fall Semester of odd number years
 - c) Duties and Expectations
 - (1) Attend Executive Board, Steward Council and Membership Meetings
 - (2) Co-Chair the Grievance Committee
 - (3) Work with the stewards on basic grievance handling
 - (4) Fulfill their duties on a 12-month basis
 - (5) Make arrangements for a designee to fulfill their duties during any time during which the Grievance Officer is not available.
 - (6) Any reassign time or other compensation will be determined by the Executive Board prior to the appointment of Negotiators and will not be unreasonably changed during the two year term.
 - 4. The maximum load we can purchase from the district is 1.5 in addition to the 3.0 load paid by the district.
 - a) We can have two .1 per semester positions and not go over - how will that be distributed between these two possible positions?
 - b) A shortened term for just the 22-23 year helps - we can re-evaluate the load after that time.
 - 5. Comment - We need to be specific about the deliverables. Compensation for work will create competition. We should be compensating people for their work.

6. **Motion to advertise grievance officer position and membership organizing officer at a 0.1 load each for the upcoming year. (3 approved, 3 opposed, tie breaker approves).**

VIII. Discussion Items

- A. Work around in person edict for counseling.
 1. Results so far of [Counselor Petition](#)
 2. Also looking into filing a grievance parallel to the unfair labor practice path.
 3. Phone banking volunteers- Nick Barron, Donnelle McGee, Nohemy Chavez, Ann Marie Wasserbauer, Laura Plunkett, Karen Gee, Hugo Pritchard, Rebecca Sredanovich Tran, Kate Disney, Mary Garcia
 4. Counselors and eboard members will draft up talking points to share.
 5. Need to organize speakers too.
 6. Need for meeting next week - Friday at 2.

Future Topics

- Fall 22 Scheduling
 - Some department chairs are being asked to make drastic cuts without rationale.
 - ESL at WVC is being told to stack classes that do not have the same CORs
 - WVMFT has done an information request in its appeal of the Spr22 scheduling grievance, seeking minutes from MC Division Council meetings.
- Enrollment Task Force update
- Argos Access & Data dashboard training – get ready! (2nd Eboard in March)
- Spring-22 Negotiations Team Formation (Karen)
- Update on appraisal articles and forms
- WVC Participatory Governance Doc
- Report on load base application before the LECC
 - Music Application – went to Contract Admin.
 - STEM & HOC Application
 - LECC meeting schedule
- FTEF budget, efficiency, in-person courses, student info (Jeff, Ellen, Hugo, Karen)
- How does open enrollment affect class caps/efficiency/positive attendance/pedagogy/enrollment?
- PAC needs to create criteria and prioritization process
- Mechanism for compensating Stewards for college operational committees.