



**Yosemite  
Faculty  
Association**

**REPRESENTATIVE COUNCIL MEETING  
MINUTES**

Date: Wednesday, April 11, 2007  
Location: Faculty Lounge, E. Campus  
**APPROVED**  
Respectfully submitted by:  
Sandra Joan Woodside, YFA Secretary

The meeting was called to order at 3:15p.m. Quorum [Y]

**PRESENT**

**EXECUTIVE BOARD**

(1) President : Jillian Daly; (2) V President/**MJC**: CeCe Hudelson-Putnam;  
(3) Secretary: Sandra Woodside; (4) Treasurer: Nancy Sill;  
(5) MJC CC Rep: Brian Sinclair; (6) Rep at Large/**East**: Mike  
Smedshammer;  
(7) Rep at Large/**West**: Alan Layne;  
Rep at Large/**CC**: Vacant

**PRESENT**

**REP COUNCIL**

(8) Paul Berger; (9) Bobby Hutchison; (10) Linda Kropp; (11) Laurie  
Prusso;  
(12) Wendy Griffiths-Bender; (13) Emily Malsom; (14) Larry Scheg;  
(15) David Ward; (16) Jim Stevens; (17) Brian Sanders; (18) Hanna Louie;  
(19) Donna Louie; (20) Jon Kropp

**OTHER POSITIONS**

David Baggett

**ABSENT**

V President/**CC**: Gene Womble; John Mendes

**GUESTS:**

John Zamora; Columbia Academic Senate: Larry Steuben, Pres.; Kathy  
Schultz, Pres. Elect; Annie Cavagnaro, Incoming Pres. Elect

\* \* \* \* \*

**MINUTES**

Approval of the March 14, 2007 Minutes. Approved as read.

M/S/A: Brian Sanders moved to approve the minutes for the  
Representative Council meeting of March 14, 2007 as read. Alan Layne  
second the motion. There was no discussion. The minutes were approved  
by voice vote of the members present.

## ACTION ITEMS:

### **1. Approve stipends for negotiations team**

M/S/A: Professor Bobby Hutchison moved to allocate \$10K to the 06-07 budget for negotiation stipends with the caveat that YFA can revisit the issue in the fall if the District does not share expenses for this year's negotiations. Additionally, Brian Sanders, as Bargaining Committee Chair can allocate stipends to the negotiating team members. Donna Louie seconded the motion. The motions passed by voice vote. Professors Mike Smedshammer, Linda Kropp, and Cecilia Hudelson-Putnam abstained since they were on the negotiating team.

President Daly indicated the need to recompense negotiators for 123 hours of negotiations plus additional hours for activities outside of the table. There is money in budget for last year; YFA put in \$25K prior to the agreement to use a facilitator and IBB. Currently it has been agreed to utilize \$12K for the team each person to be paid an equal amount for Fall 06. A total of \$13K remains in the budget to be allocated for the Spring 07 semester.

There was discussion among the Exec Board members about whether this is an adequate amount to cover current expenses. The YFA Executive Board is requesting augmentation of this budget by \$10K. President Daly and Brian Sanders, Bargaining Chair, requested of Chancellor Stan Hodges that the district provide an honorarium for Professor Mike Smedshammer for his contribution in taking minutes and writing the Table Talk communications. Chancellor Hodges indicated he would try to find funds to help cover the cost of this service. Both teams agree they achieved more in this round of negotiations than ever before. The YFA Executive Board agreed we will never be adequately able to compensate negotiating team members for the number of "real hours" contributed, but we need to offer thanks to the team to encourage participation.

Professor Hutchison wondered if the compensation we are offering is actually enough? President Daly indicated the YFA Executive Board has the ability to come back to the Representative Council for further discussion if we do not get money from the District.

Professor Malsam questioned if every member of team had release time? President Daly indicated this was not the case. The Bargaining Committee Chair, Brian Sanders, got release time for one class for the talks that occurred during Spring Semester. Vice Presidents get reassigned time for their positions in YFA. During negotiations, a portion of their release time is used in service of negotiations, but it does become unclear how to separate out YFA duties from negotiations. In regards to the lead negotiators recompense, the YFA Executive Council and the Representative Council would like to understand what the specific duties are, then, set up reassigned time that is clearly defined and paid. The situation becomes complicated because release time for the Vice-Presidents is paid for by the District where the Bargaining Committee Chair reassigned time is paid for by YFA. There are also significant differences between reassign time and a stipend which is taxed.

President Daly agrees we need more discussion on how the money will be disbursed. Professor Hudelson-Putnam suggested, when going to the CCCI conference, the attendees pin down negotiators from other unions and get them to tell what amount of reassigned time they get.

President Daly, as part of this conversation, indicated she has started a conversation with the Interim Chancellor regarding reassigned time for the YFA Budget Analyst position. President Daly has suggested the YCCD District pay a portion of the position (20% reassign for District Council). Chancellor Hodge has put the issue on a priority list for the next Chancellor.

## **2. 2007-2008 YFA Budget (Nancy Sill) Handout: Proposed 07-08 Budget**

**M/S/A:** Professor Cecilia Hudelson-Putnam moved to approve the YFA 07-08 Budget as proposed by Treasurer Nancy Sill. Professor Bobby Hutchison seconded the motion. The motion passed by voice vote.

According to Treasurer Sill, YFA will be about 5k over budget, however, the Association will be billed for the facilitator that was used during negotiations. Because negotiations will reopen in the Fall of 07, YFA anticipates using facilitators again, so Treasurer Sill added that proposed expense into the budget for next year.

President Daly suggested that we need to do an audit to see at what point we are within budget rather than going to the treasurer to cover costs. Treasurer Sill indicated it is important to create some goals, first deciding what we want to do, then putting money behind it by going to the Association members for support.

Professor Hudelson-Putnam inquired as to the amount of funds in the YFA “war chest.” Treasurer Sill indicated there is \$100K at Golden One, \$75K at MOCSE, and close to \$100K at BofA. President Daly shared that CCCI indicates \$500K is an adequate war chest for an independent union. Consequently, YFA still needs to grow its funds to adequately cover potential legal issues.

## **3. Approval of the Tentative Agreement: Handout YFA/YCCD Contract Negotiations Summary**

**M/S/A:** Brian Sanders moved to approve the YCCD/YFA Contract 2007-2010 for release to the membership for ratification. Laurie Prusso seconded the motion. The motion passed by voice vote.

There will be a General Meeting of the Association, Friday, April 13. According to Professor Sanders, it is the role of the members of the Representative Council to understand the tentative agreement and help faculty work through the changes in the contract. By tomorrow there will be a link to the YFA website so all faculty can review the contract before the meeting.

Professor Sanders led a discussion of the major changes to the contract.

Professor Malsam wanted to know if faculty recompense would be draining district. According to Professor Sanders, that money was set aside at the beginning of the year to pay all district. In Interest-based Bargaining, both sides agreed they wanted a district that is fiscally healthy.

Professor Hudelson-Putnam pointed out another change to contract language is that people don't have to teach on two different campuses on the same day. The District agreed to pay additional mileage for travel between campuses.

Professor Sanders then discussed Sabbatical Leaves indicating the negotiations produced a new kind of sabbatical - a one semester sabbatical taken over two semesters. Generally, when one takes a full sabbatical they receive 70% of their salary and generally make up the rest with banking. If a person takes a one semester sabbatical, they receive 85% of their salary. The new form of sabbatical leave allows for teaching while on sabbatical referred to as a one year working sabbatical. Kathy Schultz, from Columbia, indicated the person need to be at 100% to receive their full STRS.

President Daly indicated the contract appendices on the issue of sabbatical leave are important. A major complaint of the Board of Trustees has been the overall poor quality of sabbatical reports. Professor Sanders created language that clarified how to write those reports which is included in the Appendices. Professor L. Kropp indicated the negotiations team was trying to help faculty do a better job without restricting faculty.

Professor Sanders indicated there were minor changes to language in the Calendar section. Language was included in the appendix as to how the salary schedule was created. President Daly added that sections on academic freedom and intellectual property are now included and better defined.

Future Negotiation Issues:

Administrative Reassignment-Senate needs to create language of FSAs.

Baseline Workload-will reopen in Fall. Need to better describe work areas.

Professor Sanders reported the Faculty Evaluation had some major changes. For one, the timeline for 1<sup>st</sup>/2<sup>nd</sup> year employees has been changed. Now, new faculty will have one evaluation during the Fall semester, and a follow-up evaluation in the Spring. In essence, a new hire, during the tenure approval process, will receive four evaluations before they are given a two year contract. A signature space for peer evaluators has been added to the sign-off process. This allows peer evaluators to acknowledge they have seen and agreed to the evaluation report/recommendations of the new faculty person. The bargaining teams also clarified the need for self-evaluations, peer evaluations, and the need to provide a written response.

Professor Jon Kropp stated he was pleased with team's accomplishments. He thinks

the team did a wonderful job. Professor Sanders indicated he had gone back to the YFA opening proposal and the team got almost everything they asked for. Professor Kathy Schultz indicated that from the Columbia College perspective, since they do not have the option of an HMO, it is particularly important to Columbia that they do not have to pay premiums for health care. Therefore, Columbia College appreciated the work done by the negotiating team to keep that from happening. Also, for those doing on-line work, they were glad to see intellectual property rights clarified.

In conclusion to the discussion on Contract changes, President Daly indicated that, historically, ratification takes place in the summer because the district does not want to do financials until the May revise. President Daly would like to see negotiations begin in early October. By then everyone at the table will know the state budget. President Daly has been arguing that some formula needs to take place regarding COLA allocations so the Association and the District are not continually in negotiations.

#### **DISCUSSION ITEMS:**

##### **4. Adjunct-At-Large Election**

According to President Daly, election nominations went out for the two new adjunct-at-large positions created for adjuncts when the YFA By-Laws were re-written and ratified. Joan Canty applied from Columbia . There were several nominations from MJC but they came after nominations closed. The Election Committee denied the nominations.

President Daly consulted YFA Legal Counsel to interpret the by-laws. The YFA lawyer stated the elections committee is not in charge of the process for adjunct-at-large positions. The adjunct membership decides its own process for elections. The situation, according to President Daly, becomes complicated. The adjunct faculty need to to inform YFA as to how they would like elections to be run.

The YFA Executive Board members reviewed the situation and suggested, for this round, that YFA would electronically open nominations, give adjuncts two weeks to nominate with statement of interest. Once the nomination process is closed, YFA will send out electronic ballots and hold an electronic election. Once adjunct representatives are installed, their first duty will be talking to their constituents about how to conduct their elections.

##### **5. Legal v. Senate v. Contractual Boundaries**

A situation arose regarding a faculty person who became full-time outside the boundaries of normal contractual agreements flagging issues of boundaries between YFA and Senate. While the issue was tabled it will require further discussion and shared governance.

## **UPDATES:**

### 6. YFA/Senate Open House (April 25<sup>th</sup>)

The joint Senate/YFA Open House will be held in the Faculty Lounge April 25<sup>th</sup>. There will be a continental breakfast in the morning and sandwiches in the afternoon.

### 7. MJC Leadership Retreat

YFA attendees to the MJC Leadership were Jillian Daly, Cecilia Hudelson-Putnam, Emily Malsam, Brian Sinclair, and Sandra Woodside. Strategic planning for MJC was started in IAC and carried on in the Leadership Retreat. The day focused on enrollment planning, visioning and mission. Dr. Kenneth White reported on the results of the budget committee who spent the whole year uncovering problems in budgeting processes. The focus of the budget committee was on creating an effective budgeting process/cycle. The YFA attendees felt their participation was worthwhile. Professor Malsam thought it was an eye-opening experience, and that the retreat was a good medium for discussion between faculty and upper administration.

### 8. CCCI Conference/Newsletter

Four people will be attending the CCCI Conference: Cecilia Hudelson-Putnam, Jillian Daly, Gene Womble, and Brian Sinclair. The main purpose of the conference is to get the leaders of independent unions in the state together. There will be round table discussions reporting on negotiations and current issues. The Friday workshop is on benefits, and consultants will be available for help in lowering benefits.

### 9. Next Round of Negotiation in Fall

## **REPORTS**

COLLEGE COUNCIL

BRIAN SINCLAIR

There was a first presentation by Jim Clarke recommending MJC go with the company InterAct to design campus websites. The estimated costs are \$86-100K not including travel and expenses.

There was a brief discussion of the Technology Plan for institution. Professor Sinclair feels the plan needs more flushing out to be useful.

MJC will have the upcoming ability to provide 3 gigabytes of space for students to have email accounts.

There was a brief discussion of excessive overload. Professor Sinclair thought the discussion vague with no new information or insight provided.

Senate President Jim Sahlman reported that MJC lost another chemistry professor. That may elicit changes in hiring prioritization.

There was a joint meeting of the Budget, PTOL, and Enrollment committees.

Senate President Jim Sahlman reported that the college covers and catalog layouts did not look professional. College Council agreed on the need for an ongoing improvement process.

Student Services-VP Bob Nadell indicated student services was considering raising student health fees again but would probably wait until Fall semester 07 to do so.

Facilities people will not set up tents anymore. There was discussion of facilities being obstinate. President Rose indicated he will work with them.

**FACULTY CONSULTANT  
NO REPORT**

DAVID BAGGETT

**PRESIDENT  
NO REPORT**

JILLIAN DALY

**TREASURER/BUDGET ANALYST  
NO REPORT**

NANCY SILL

**MJC VP  
NO REPORT**

CECELIA HUDELSON-PUTNAM

**YFA PAC  
NO REPORT**

CECELIA HUDELSON-PUTNAM

**ANNOUNCEMENTS:**

**YFA General Meeting this Friday, April 13<sup>th</sup> in Forum 110  
from 10-11:30am. Next YFA Representative Council will be  
Wednesday, September 12<sup>th</sup>, 2007.**

**ADJOURNED**

**The meeting adjourned at 5:20 p.m.**