



YFA REPRESENTATIVE COUNCIL MEETING MINUTES

Wednesday, January 21, 2009
Faculty Lounge, E Campus
APPROVED MINUTES
Respectfully submitted by Sandra Woodside, Secretary

Meeting is called to order at 3:10 p.m. Quorum [x]

PRESENT EXECUTIVE BOARD
President: Jillian Daly; V President/MJC: Cece Hudelson-Putnam;
V President/CC: Gene Womble; Budget Analyst: Rose LaMont;
Secretary: Sandra Woodside; Treasurer: Wendy Griffiths-Bender;
MJC College Council: Emily Malsam; Rep at Large/East: John Zamora;
Rep at Large/West: Alan Layne

PRESENT REP COUNCIL
Paul Berger; Bobby Hutchison; Laurie Prusso; Michael Akard; Optimism One;
Larry Scheg; David Ward; Sarah Curl; Hanna Louie; Donna Louie; Jon Kropp;
MJC Adjunct at Large: John Carter

VACANT Rep at Large/CC: Vacant

ABSENT John Mendes, Jill Ramsey/Lisa Riggs; Linda Kropp; Jim Stevens/Milan Motroni;
Elizabeth Pflieger

OTHER POSITIONS Faculty Consultant: David Baggett

MINUTES Approval of the December 10, 2008 Minutes. Approved as corrected [x]
M/S/A Alan Layne moved to approve the minutes of December 10, 2008 Representative
Council Meeting as corrected. Wendy Griffiths-Bender seconded the motion. The motion
was approved by voice with no opposition and no abstentions.

CORRECTION: Eliminate the sentence that begins with "see note. . ."

MINUTES Approval of the Special Rep Council Minutes January 09, 2009:
Approved as read [x]

M/S/A

Donna Louie moved to approve the January 09, 2009 minutes as read. Hannah Louie seconded the motion. There being no discussion, the minutes were approved by voice vote with no opposition and no abstentions.

### DISCUSSION ITEMS

1. Tentative Agreement Actual Tentative Agreement Language Handout
- A. Language: The handout contains the actual language of the tentative agreement. The language will be posted on the YFA website.

B. Process for Ratification- Ballots are going out 01/22/09 to faculty for ratification. Ballots are due no later than February 5 at 5pm.

C. Pro Rata Salary Draft Language-The YFA and YCCD bargaining teams have agreed to the concept.

Representatives from both bargaining teams will create draft language for pro-rata salary. Faculty for this proposal will be drawn from the ranks of retired full-time faculty in order to participate. The ability to teach and collect pro-rata salary will be maxed out at five years. Faculty have to apply every year for inclusion for the program. Faculty must sign up approximately two months before retirement. The YCCD Board of trustees can decide if some applicants are unfit to serve. Emeritus faculty would be limited to teaching in the fall and spring semesters. An annual plan of duties for the emeritus faculty person must be developed. Faculty cannot be held accountable for duties not in the plan. The plans reside with the VP of Instruction. Deans have right of assignment and there is no seniority system.

There was a recommendation to remove section 19.12 from the language as part of the contract. This specific item reopens with the contract. It was suggested the team consider a title reflecting the status/privileges of this particular emeritus group on campus

The language for this section must be finalized by March 1, 2009. The next draft of language will be presented at the next Representative Council meeting February 11, 2009.

D. Sick Leave Donation Draft Language

The Labor Management Committee (2 College Pres, YFA Pres, 2 VPS, VP of HR) have discussed the contractual issues and are deciding on the next step. The language will apply to YFA and LTAC (CSEA already has a form of sick leave donation in place). The LM Committee is working on the process including the possible creation of a committee, to administer sick leave donations. There is a concern about being limited to 30 days of donated sick leave for an academic year. When an employee goes to long term disability their pay is reduced to fifty per cent. Thirty days is not even a semester. She hopes to negotiate for 78 days of donated leave.

2. Computer Use Guidelines

The YFA Attorney, Robert Besemek, has indicated the District Guidelines, as currently written, would waive the constitutional rights to privacy for all faculty. According to the attorney, any district procedure that results in termination of faculty is a negotiable item. YFA can choose to negotiate bi-laterally or multi-laterally. This means YFA can negotiate for faculty only and

separate itself from CSEA and other campus groups. Faculty use of computers is very different from other staff. Given the language of the current guidelines, this policy would make the district the arbiter of the appropriateness of faculty mail, as well as other documents. Bezemek counsels YFA return to the computer use guidelines created through shared governance under Williams or go to the Chabot-Las Positas guidelines. They negotiated separate guidelines for faculty.

It was suggested the signature page come before any appendices, not after. One representative council member strongly supports a bi-lateral approach to negotiating computer use guidelines for faculty. Others agreed.

3. Shared Governance Documents (CeCe Hudleson-Putnam)

There are a range of shared governance situations across campus with some divisions having more to say in shared governance than others. Shared governance is a democratic process negotiated directly between division faculty and deans. Shared governance should reflect how divisions, in agreement with the dean, have created processes for how to run the division. What YFA negotiates takes precedence over shared governance documents. Shared governance cannot conflict with negotiated contract language but should reflect processes the division has agreed upon. YFA reviews and houses the documents to ensure there are no glaring conflicts with contract. If faculty wish to grieve decisions within the shared governance documents (as long as those decisions do not violate the YFA/YCCD contract), settling the grievance occurs among those who created the agreement; this is not an issue the YFA arbitrates for or within the division.

4. March in March for Community Colleges

Students/Faculty will converge on Sacramento to lobby for Community Colleges budgets/tuitions. The March occurs March 16 which is a teaching day. Take a personal necessity leave and cancel classes or get a sub for your classes if you want to go. YFA would like to supply a bus to take people to Sacramento.

5. Approval of Negotiations Stipends

The bargaining team is requesting approval for \$3500 each. The members of the Representative Council would like to delay a vote until the February meeting in order to review the amount approved from the previous year's budget.

M/S/A John Zamora moves to pay the stipend this time and plan towards the 2010 negotiations. The council, in consultation with the bargaining team will create a budget for negotiations by the end of Spring 2009. Alan Layne seconded the motion. The motion passed by voice vote with no opposition and no abstentions.

## REPORTS

JOINT BENEFITS

PAUL BERGER/LAURIE SYLWESTER Next meeting Feb 5

TREASURER

WENDY GRIFFITHS-BENDER Next audit Feb 4

BUDGET ANALYST/P & B

ROSE LaMONT and DAVID WARD The Planning Committee approved hiring faculty to replace Charles Ewing. Eleven tenure track faculty replacements are needed and the committee is trying to create a process for prioritizing needs and hires. If the process uses traditional metrics (FTE's), technical education will be out of existence within a decade. Unless there is a standardized policy on wait lists, the process

would be meaningless. The enrollment management committee has asked the president to use waitlists so they have validation.

PAC CECELIA HUDELSON-PUTNAM

MJC VP CECELIA HUDELSON-PUTNAM

COLUMBIA VP GENE WOMBLE

FACULTY CONSULTANT DAVID BAGGETT

COLLEGE COUNCIL/AIE EMILY MALSAM  
College researchers have been asked to define productivity.

PRESIDENT JILLIAN DALY

STRS ALAN LAYNE

**ADJOURNED**      **5:00   p.m.**

APPROVED