

Minutes from FA Meeting 3/14/2024

Started 12:37pm

John Kincheloe is leading the meeting. Kristie is on a plane/not available.

CCA Spring Conference at Orange County Costa Mesa Hilton, last weekend in April. Forest, Kristie, & John are all attending. Possible space for another delegate. Also possible to attend as non-delegate. Delegates vote. Reach out to Kristie if you want to attend. WHO awards happening at conference, don't know who it will be.

Negotiations

Load Proposal – when VPAA Priscilla Mora joined last year, compelled us to change our schedule to add f2f/hybrid. Then tried to impose her assumption of right of assignment. We demanded to bargain it. She wanted 2 days a week on campus AND 0.4 in-person load. No mention of any other on-campus duties that would count or hybrid. The final draft we TA'ed on (projected) is where we arrived after months of back-and-forth negotiations.

We got rid of the 2 days a week (only would be used punitively).

Hybrid of 50% in-person or more counts as fully in-person; below 50% in-person, in-person parts count.

Hours in MSC & WSC count as in-person.

Tried to remove “at least”; their side wouldn't budge, but we added condition that increases would be based on student and programmatic needs.

Concern: implied that VPAA will be the one to determine student and programmatic needs. No trust that VPAA is reasonable. And weak language (aimed at strengthening VPAA's position/weakening ours).

Question: about what 20% represents (VPAA is seeing it as including not only instruction hours but based on 40-hour).

Possible to organize AND approve language.

Salary Reopener – 1% increase end result (which would have been what we would have got had they not capped the original rubric). Retroactive, includes both PT & FT.

Question: What happens if we say no? Go back to the table, probably goes to arbitration. It would hold up our new CBA negotiations.

Q: Would saying yes preclude increase for next year(s)?

No, that's for a new contract.

The main reason to vote it down is the 3% issue. Gave history.

If we reject in order to send message & organize, must be (nearly) unanimous in doing so.

Organizing Committee

Mike has stepped down as lead. Emery is taking over.

Organizing meeting next Thursday at Napa Sport 3-5pm before BOT meeting.

Attending BOT meeting to support faculty speaking at public comment or to add your own. (5:30 public comment)

Adjourned 1:25pm