

NVCFA General Meeting
Thursday, April 11th, 2024 @ 12:30PM via Zoom
Host: Kristie Iwamoto, NVCFA President
Co-Host: John Kincheloe, Secretary
Board Present: Michael Gianvecchio, Treasurer
Negotiators Present: Forest Quinlan, Lead; Lisa Yanover
Website: NVCFA.org

Meeting Minutes

1. CCA Spring Conference

- a. April 26-28, 2024 in Orange County
- b. One delegate spot remaining, let Pres. Iwamoto know if you are interested in attending

2. W.H.O. Awards

- a. Pres. Iwamoto announced that Secretary John Kincheloe will receive the W.H.O Award this year, and read her speech for the awards dinner.

3. Staffing Changes

- a. Michelle Washington has been promoted and is no longer our CTA Staff person. Her replacement is Demetrio Gonzalez-Hoy and he will be beginning work shortly.

4. 2024-2025 Meeting Dates

- a. The initial thought is that the General Union meeting will be on the Third Thursday of each month at 12:45pm. However, Pres. Iwamoto will send out a survey to see if there is consensus on a time.

5. Elections

- a. Timeline
 - i. April 15th – Ballots will go out via Simply Voting
 - ii. April 21st – Voting Closes
 - iii. April 22nd – Winners announced
- b. Nominations
 - i. President
 1. Nominee: John B. Kincheloe
 - ii. Vice President
 1. Nominee: Kristie A. Iwamoto
 - iii. Secretary
 1. Nominee: Angie Moore
 - iv. Treasurer
 1. Nominee: Marisa Garcia Rodriguez
 - v. Part-Time Representative

1. Nominee: Greg Miraglia

6. Negotiations

- a. Results of Voting: 50.5% of membership voted
 - i. Load Language: 87.8% in favor
 1. Load language (30% in-person requirement being the most notable change) takes effect Fall 2024
 - ii. Salary Re-opener: 81.6% in favor
 1. 1% will be retroactive to the beginning of the academic year, and will most likely be distributed as a lump sum or two at the end of the year.
- b. Next Steps
 - i. Contract will be opened and re-negotiated over the next year in order to establish new contract for 2024-2027.
 - ii. Even though current contract is technically expired, All Faculty will be working under previous contract until new contract is established.

7. Organizing Team Report

- a. Emery Stafford: Organizing Team Captain
 - i. Emery covered various topics in his presentation, mainly covering the results of a Faculty climate survey. This presentation included, but was not limited to
 1. History/context for Organizing Team's efforts
 2. The Survey
 - a. 50 responses (45 FT, 5 PT)
 - b. Looking for correlations
 - i. Median 14 years at NVC
 - c. Survey shows dissatisfaction with salary and benefits situation
 - d. Faculty think District does not want to pay us, but has the ability.
 - e. Majority of Faculty believe District has negotiated in bad faith or have mixed views on the subject.
 - f. Overall impression from survey is that Faculty are dissatisfied with how District's policies are affecting their lives.

8. Q&A

- a. Organizing team:
 - i. Need to understand diversity changes in Faculty
 - ii. Need to understand working situation of Faculty
 1. Are they looking for other jobs?
 2. Are they working a second job?