

## General Membership Meeting 10/9/14

### Announcements

See off-campus email for announcements. If you haven't given us your off-campus email, contact Kristie Iwamoto at [kiwamotonvcfa@aol.com](mailto:kiwamotonvcfa@aol.com) and be included in that group.

1. Kristie Iwamoto our membership officer announced
  - A. new members since August Flex Day.
  - B. has received our new membership cards and will distribute them
  - C. not too late to join, calling for new members
  - D. anyone interested in volunteering for Tom Torlakson's reelection campaign, see Kristie (not promoting just informing membership about)
  - E. received thank you gift from NVCFA Exec. Board for her work
2. BOT Candidates gave 3-minute statements each (order determined by lottery). We do not have a PAC and can't endorse, just info
  - A. Bruce Ketron (Area 2)
  - B. William "Kyle" Iverson (Area 4)
  - C. Jim Jones (Area 4)
  - D. Not present: E. Amy Martenson (Area 2)
3. Next meeting is 13 November, room 830 12:30-1:20
4. Webpage updates and articles going up on [nvcfa.org](http://nvcfa.org)
5. Go to off-campus email for additional announcements
6. Email your off-campus addresses to: [kiwamotonvcfa@aol.com](mailto:kiwamotonvcfa@aol.com) (if you want to be included in union-related info)
7. CCA Conference in Sacto this weekend: FA Pres., VP1, negotiator, and Membership Coordinator.
8. Budget Report
  - A. Profit and Loss statement
  - B. Chargeables have to be at least 80% of spending (to be eligible for Fair Share). We are at 87%.
  - C. The Budget Report will be posted on our webpage. If you have questions, contact our Treasurer, Diane Van Deusen.
9. Negotiations
  - A. IBB meetings/trainings Report (both sides met 2 weeks ago with John Glaser to discuss and work on relationship and work toward returning to IBB.) A productive mtg. We were able to identify mutual issues (trust) and where processes had broken down. And we were able to come up with some ideas about where to go in future with IBB.
    - a. FA Pres. will have monthly meetings with college Pres., VPI, and VPAS and FA Pres. is bringing necessary FA personnel with her. (nothing to do with bargaining).
    - b. Trying to meet to avoid or resolve issues before they become a problem.

- B. Next all negotiators only had mtg. with John Glaser. Also productive.
  - a. Some decisions:
    - i. Limit what minutes will cover.
    - ii. Both lead negotiators will meet ahead of time to set/agree upon agenda and to assure that needed info is requested and provided in time for negotiating.
    - iii. Revised ground rules/protocols.
    - iv. Also will work on focus (sticking to items that are bargainable).
    - v. Table now has someone who is not a negotiator who will take minutes.
  - b. Active/Open Bargaining Items:
    - i. Compensation
      - 1. Part-time straw design (past straw now: hopeful and hope to report back to membership soon, will report via off-campus email later this month)
      - 2. Full-time options/straw design (still straw—"scattered hay"—next week will work toward more developed straw design for FT)
    - ii. Hopeful as some movement has been made not just re: compensation but engagement of everyone at the table in solving problems.
    - iii. Biggest change is that discussion and solutions are being made between the negotiating teams and then being brought out to constituent groups rather than direction being sent in from outside.
    - iv. Meeting every week now. Negotiators are working very hard.

C. Implementing Agency Fees, 2014-15 AY

- a. Outline of process
- b. We're at Step 4/Step 5. The Hudson Notice is being sent out by CTA, and we're establishing an escrow account. If you oppose CTA's political funding, you can/need to contact CTA directly and request refund of those funds.
  - i. MOU for contract with revisions to Organizational Security (Article 24)
  - ii. Various legal notifications: inspection letter (Financials); 20% commitment letter (non-chargeables); local notification letter to agency fee payers; letter to District.
  - iii. Unit member list updated with payroll and CTA
  - iv. Hudson Notice
  - v. Establish Escrow account
  - vi. Review periods: Inspection and Objection periods
  - vii. Religious objector status: the process
  - viii. Option to decline political contributions to CTA/NEA
  - ix. Establishing an ongoing process for new hires, PT & FT.
- c. Have anyone who is still anxious/angry, have him/her contact FA Pres or other Exec. Board members, including Membership Officer in person or by email, possibly using off-campus email (for greater privacy and to protect confidentiality)