

NVCFA
General Membership Meeting
10 March 2016
12:30-1:30pm

The meeting was called to order at 12:32pm.

Announcements:

1. Go see "Guys and Dolls!"
2. Professor Tia Madison's one-woman show "Brand New Shoes" is playing at Harbor Arts Center in Suisun City through March 19. See www.harborartscenter.com for tickets.

1. President's Report:

- a. Faculty Association contributing \$150 to Classified Appreciation event. Dianna Chiabotti recommends faculty attend and/or donate if possible.
- b. Adjunct Issues: FA subcommittee is meeting; will submit proposals in April.
- c. NVC Administration: recently non-tenured contract faculty who feel intimidated by Administration and do not want to express their opinions for fear of retaliation by VPI have approached Dianna. Dianna invited membership to talk to her or Grievance Officer Karen Larsen if feeling that way. Member mentions presence of VPI at Academic Senate meetings as factor. Issue of resolution raised. "Hostile work environment" discussed. Dianna Chiabotti says it's on the FA radar. Issue of filing something official is under consideration. Karen Larsen encourages membership to make feelings known so Faculty Association Board can figure out the best strategy.
- d. Weingarten rights: Dianna reminded membership that if one feels a meeting could lead to disciplinary action or change in working conditions, one has the right to representation from FA. (If it goes the other way, i.e. a member is unable to meet with Administration despite repeated attempts, Dianna says to contact FA). Former FA President Roselli reminded the membership that they always have the right to take representation, and always should.
- e. Evaluation Process for Administrators: Dianna has requested a copy of the Admin Eval process. So far she has been unable to obtain it. More info coming.
- f. Emails (@napavalley.edu): The NVCFA does business through an off-campus email list. Dianna reminds membership that the District has the right to access and read any and all emails sent or received to or from @napavalley.edu without permission or notice to sender or receiver. Be careful using it. Faculty should be cautious about Facebook too, especially if students have access to it.

- g. Reorganization Plan: Apparently the VPI has a master plan, but FA doesn't have it. Instructional Council doesn't have it either.
2. Negotiations:
- a. Back-to-back meetings coming up regarding reorg rubric and coordinator positions. Negotiators on both sides are running numbers for compensation according to various plans; district negotiators seem receptive. Negotiator Forest Quinlan is hopeful is of instructional coordinators can be settled soon. Non-instructional coordinators will have to be dealt with separately because they have separate duties and not part of the quantitative rubric (i.e. number of faculty, sections, FTES, etc.) and negotiators are waiting for more info. Further, negotiators would like to get CBA updates rolling (CBA expired in 2015).
 - b. Executive Director of HR will be joining negotiations. Issue was raised about appropriateness of HR being negotiator for District, because HR represents all three categories of employees, and having HR negotiate for District pits HR against faculty interests. HR "should be Switzerland."
 - c. PT-faculty support and participation needed for SLO assessment; negotiators intend on bringing issue of compensation to the table.
3. Action Items:
- a. Officer Elections: Nominations for 2016-17 Executive Board opened m/s/a. Nominations opened for the next month. Send nominations to FA Secretary. Read election and position info in bylaws on NVCFA.org.

Meeting adjourned 1:13pm.