

 <p>GAVILAN COLLEGE FACULTY ASSOCIATION</p>	<p style="text-align: center;">Representative Council Thursday, October 16, 2014 12:45-2:15pm Mayock House</p>
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Minutes

Present: Debbie Klein (GCFA President), Kathy Campbell (ESL), Albert Marques (Fine Arts), Leslie Tenney (Counseling), Pat Henrickson (CTE)

I. Opening Items

- a. Welcome
- b. Minutes from 5/15 were not approved due to lack of quorum

II. Discussion Items

- a. Contract Negotiations
 - 1. Negotiations going on as GCFA met today
 - 2. 164 people signed the petition (99% of membership) –some concerned that email signatures weren't counted.
 - 3. Articles being negotiated were discussed: 2% compensation, Lab compensation, Part time benefits
 - 4. Next steps were discussed: suggestion of endorsing a candidate running for Board of Trustees. Sponsoring a candidate forum during college hour was suggested. Timeline being short, GCFA President will send emails to all candidates.
- b. 2014-15 GCFA budget
 - 1. Discussed Standing Rules highlighted on the budget pages. Increases for negotiators and stipends for officers. The need for increased communication increases the commitment to the officer positions. Looking at the increase in stipend as possible recruitment tool.
 - 2. Discussion on fiscal year and fiscal budget items.
- c. 2015 survey to determine negotiations priorities
 - 1. Structure of the 2015 survey was discussed: proposed structure is simply "Is this important to you? Agree/Strongly Agree/Disagree/Strongly Disagree"
 - 2. Concern was brought up about shared governance structure: Why if the contract says all will be included, why was faculty not included in the organizational changes made during the summer?
 - 3. The negotiation process and next steps were discussed. Impasse? Mediation? Currently at 2% faculty salaries, 1% Part Time salaries, addition of a new step starting 7/15 for adjunct faculty. No movement on workload proposal. Concern over not wanting any changes to health benefits. Any changes would have to be in an opener and that is not being discussed at this time.

III. Action Items- **No Action taken as there was not a quorum.**

- a. Approval of 2014-15 GCFA budget

IV. Closing Items

- a. Next meeting: November 20, 2014
- b. Adjournment

Minutes submitted by Pat Henrickson