



MINUTES

Present: Debbie Klein (GCFA President), Pat Henrickson (Career Technical Education), Karen Diehl (ESL), Beth Ratay (Fine Arts), Dana Young (Library), Russell Lee (Natural Science/Math candidate), Grant Richards (English), Susan Turner (Allied Health), Bob Beede (Business), Marc Turetzky (Social Science)

I. Opening Items

- a. Welcome
- b. Approval of minutes from 2/20
 - Friendly amendment: Pat asked to correct her area of representation (CTE not Cosmetology)
 - Motion to Approve: Dana Young, Second: Marc, Unanimous Approval

II. Discussion Items

A. Bylaws

1. Administrative faculty are not eligible for membership, which is a change to current definition.
 - a) The reason is because it would be inappropriate for an administrator to be privy to sensitive negotiation details.
 - b) What defines a leave of absence? Currently, this only applied to Full-Time, but if the contract changes, it could include Part-Time faculty as well. Applies to any faculty while on leave of absence.
2. Defining the role of the president and who replaces them in a meeting as needed.
3. Representatives per department.
 - a) The new system would grant one representative for every 15 GCFA members, rounded to the nearest 15. This makes the cut-off points 22/23 for a second rep, and 37/38 for a third rep. Debbie explained that the number 15 is congruent with other similar councils at other institutions.
 - b) The idea is to have a certain number of voices, and that the process is about deliberation and discussion, and less about votes.
 - c) The representative should represent all concerns of the department (both majority and minority). How these opinions are reflected in discussion and voting is up to individual representatives and departments.
4. Officer Elections, update of offices, moves election cycle to coincide with academic calendar
5. Change Academic Senate President, GCFA President become non-voting members
 - a) They currently are ex-officio voting members

- b) Current office holders do not regularly exercise this power, but future office holders might
- B. Constitution: Add same membership language as for bylaws.
- C. Standing Rules:
 - 1. Currently none exist
 - a) They can be changed by an E-Board vote, they are meant to be more flexible than the Bylaws and Constitution.
 - b) Why do it? Standing Rules inform GCFA members as to daily operating procedures of the E-Board.
 - 2. **Topics for Standing Rules:**
 - a) Stipends: E-Board decided to recommend that the Union give a stipend of \$250 per year to Lead and Continuing Negotiators and Continuing Grievance Officer(s) in addition to \$2185 per year provided by the College (or the Union in the case of the Second Grievance Officer). All Officers are already given an additional \$500 stipend.
 - (1) Concern: Does the Grievance Officer really need the bonus or incentive?
 - (2) Concern: Are the officer jobs all worth equal pay? These duties are specified clearly in the Constitution and Bylaws, and all come with their own set of demands.
 - (3) One former negotiator spoke from experience that there is a huge learning curve and the bonus is greatly needed.
 - (4) Concern: **These stipends are fairly small.** The best choice would be more release time for different officers, but for now, stipends will have to do. Gavilan is on the low end of compensation when compared to other local unions.
 - (5) The source of the second grievance officer's stipend should be clarified in the rules.
- D. Contract Negotiations
 - 1. Budget data and sources for a possible raise were discussed.
 - 2. We are still gathering data about the Lab/Lecture parity issue. Please continue to talk to your departments about this topic.
 - 3. Department Chairs - will be discussed later today by negotiators, no information yet. For those interested, read the current contract language on department chairs.
- E. Update from Academic Calendar Committee Chair (Susan): first meeting tomorrow, lots of discussions through different channels

III. Closing Items

- a. Next meeting: April 17, 2014
- b. Newsletter submissions to Milena Lilles (mlilles@gavilan.edu) by April 10, 2014
- c. Adjournment

Minutes submitted by Beth Ratay