 **San Diego Adjunct Faculty Association,**

**Minutes**

**Monday August 8, 2016 Mesa College**

**Room G-104 , SDAFA Board Meeting 2pm – 5pm**

Present: Carlynne Allbee, Scott Douglas, Arnie Schoenberg, Hank Imus, David Milroy, Yanina Valdos, Carol Whaley

1. Call meeting to order. 2:02pm
2. Approve agenda - Approved
3. Announcments: None
4. Board reports:
   1. Chair - *David Milroy – No report*
   2. Vice Chair - *Yanina Valdos – No Report*
   3. Treasurer - *Carol Whaley – Reported later in meeting*
   4. Secretary - *Arnie Schoenberg*
      1. apologized for posting irregularities
      2. discussed problems with the current website: Scott will link to the page on the new website, we don’t know yet who will update this page
      3. we reviewed the policy of 3 day turn around for minutes, and we added that the Chair will give the final approval before minutes are posted
5. College Representatives
   1. City – (vacant*)*
   2. Cuyamaca - *Salvador Gonzalez* absent
   3. Grossmont (vacant*)- David*
      1. President of the college is becoming more involved in part-time issues, as seen in the PT invitation to convocation and President’s Lunch, as well as the PT FLEX event by the Senate PT Committee
      2. Paid adjunct committee work was approved, but the district is taking a long time to decide how to pay them.
   4. Mesa - *Carlynne Allbee*
      1. Administration is communicating poorly with adjuncts about changes and problems due to construction
      2. reminder that post-retirement employment limitations are based on dollars earned, not FTEF
   5. Mira Costa (vacant)
   6. Miramar (vacant*)*
   7. Palomar (*Scott Douglas*)
      1. Palomar has done away with final exam week, added a few minutes to each class. Maximum number of office hours went up from 1 or 2 to 6 hours per class, not compensated at full pay rate, but not a split pool like SDCCD. Union has joint part time, full-time president. The new part-timer is a retiree who ran unopposed.
   8. Southwestern (vacant)
      1. currently posting on CalJobs.
   9. SD Continuing Education (vacant)
6. Committees
   1. Adjunct Advocacy Committee- *David*
      1. Union Building, correspondence and meeting reports
         1. AFT 1931, The Guild –
            1. Changes to Bylaws

Elections were made even more difficult: every 4 years instead of every 2 years so fewer chances for the democratic process to work,

New Guild bylaws aren’t yet available on the website

* + - * 1. Elections

time to get ready for the Spring

* + - * 1. Part-Time Committee

has been suspended indefinitely in spite of requests to reconvene.

Proposal/petition: the committee should be re-established and report to the general commitee, chair should be elected by the committee membership

* + - 1. Southwestern College Education Association (SCEA) – Election
      2. Palomar Part-Time Plenary coming up Thursday, August 18th: SDAFA tabling?
      3. VEBA Meeting on May 20th – Presented model for inter-District Plan. – Carlynne
         1. freeway flyers teaching over 50% combined in both SDCCD and GCCCD should get benefits,
         2. Los Rios-Sierra model was set up well, but the te money has dried up.
      4. Strategize for next ​local union​ elections:
         1. Coalition building with full-timers and classified staff towards a slate, looking for possible candidate who are up to the challenge.
         2. Determining dates

SDCCD/GCCCD: Spring 2017

Palomar: just finished

SWC: Petitions to run, ​Candidates?

* + 1. Legislation
       1. AB 1690 (job security) is being held in "Suspense" in the Senate's Committee on Appropriations.

“CPFA encourages everyone to go to this link right now and send a message to Senator Ricardo Lara (Long Beach – D)​ for

him to support AB-1690, the PT faculty rights bill.

He will make his decision sometime that day or the next. <http://www.upte.org/local/support-of-ab-1690-lara/>

Please go to our website, <http://www.cpfa.org> to find the links to these bills and members of the Committee.”

* + 1. Support for Individual Adjuncts
       1. Mesa College – Next steps

"​5.2.10.2 *Adjunct faculty members who have qualified for priority of​ assignment rights within a specific discipline within a college, may have their assignment terminated at any time…"​* for thousands of small policies and rules that adjuncts may not be aware of, and it is not grievable. If you have a problem and you get fired you aren’t a union member any longer and you can’t grieve.

* + - * 1. Proposal/Petition: take out the non-grievability clause
        2. explore a PERB complaint a clause for “repugnancy of action”
      1. Mimi Pollack had a good article published:

<http://www.sdjewishworld.com/2016/08/07/the-plight-of-adjunct-teachers/>

* + - * 1. contact with La Prensa can shed light on unfair practices
      1. heard testimony from an adjunct having problems getting her classes
         1. we should plan a public event in support along with press
         2. we may need to help ask for a grievance
  1. Membership – *Yanina*
     1. 60 members
     2. planned a separate committee meeting Monday August 15, at 1pm to solicit volunteers for one-time participation
        1. media/marketing/advertising help
        2. website design
        3. journalism/blogging: advice and/or written contributions
        4. contractual/employment/Union law
        5. Access to free/cheap photocopies, posters, banners, swag, or any other promo material
        6. access to free/cheap food/drinks and disposable tableware
        7. a few hours of volunteer help for: tabling, materials distribution, fund-raising, etc
        8. willingness to attend one Union meeting (do nothing, just attend)
     3. need to make a website form to join SDAFA
     4. *Scott*: we need to make sure to be inclusive of all colleges. When referencing a college “the district, the contract, the union” which district? which contract? which union? Good point!
  2. Budget: *Carol*
     1. one new paid member, no changes otherwise
  3. Website – *Arnie*
     1. overall strategy: decentralize the work, everyone needs to contribute content and learn how to post it
     2. transition from old site to new site:
        1. link from old site: minutes & agendas
        2. Home page roll-out minimum: calendar, board bios, carousel
     3. deadlines: start of school
     4. Arnie will work with Roy on fixing major problems and host an Open Computer Lab to learn the new site, Mesa College, Wednesday 3:30pm Aug, 17th

1. New Business –
   1. Review SDAFA Board positions and vacancies
      1. low attendance is due to summer, we need to start recruiting
   2. Make list of major PT issues for 2016/2017 regarding SDCCD contract
      1. part time committee
      2. non-grievability references
      3. reverse PoA concessions from last contract change
         1. 4-3 years to achieve PoA status
         2. “selection” of assignments
         3. provision for same named classes
      4. Inter-district health care plan
      5. disproportionate dues structure for adjuncts
      6. democratize the elections using the San Diego County model

* 1. Follow up on SDCCD PoA lists​:
     1. A partial list of PoA adjuncts is available here:

<http://aftguild.org/adjunct-issues-and-benefits/priority-of-assignment-seniority-lists>

* + - 1. New lists are still trickling in, we will request a grievance for the missing lists.
    1. Related unanswered questions:
       1. If a course evolves using a new Course ID, but has mostly the same content as a previous course, how does an instructor add the new course ID to his list, without having to actually teach the course.
          1. There is a provision somewhere for renamed courses with essentially the same content, but can’t find it. Anyone know where this is?
       2. How does an instructor delete a course from his list if not taught for a number of years and the content ​has changed to a point beyond his current expertise? It is important that deleting a course does not his accumulated FTEF.
          1. Interesting question. Normally, there would be no reason for an adjunct to want a smaller pool of available classes to choose from. If you didn’t feel qualified to teach a class you would just pick another. You normally want to max your PoA list, to give you more security. But with the new contract you could get stuck teaching the same class you hate, over and over again, and you might want to sacrifice security for quality of life, and remove a class from your list. There is no provision in the contract currently for this, but it seems like could just ask your Dean to remove a course from your list. Let us know if this becomes a major concern and we’ll look into promoting a contract change.
       3. An explanation of the PoA chart field names.
          1. Each department made up their own chart this year, hopefully we can get District HR to standardize it by next year. The most important thing is for you to check the information and make sure it’s correct.
  1. CPFA networking
     1. Proposal for shipping CPFA Journal ($500) approved
        1. SDAFA will get $500 donated by CPFA for shipping the CPFA Journal, or exchange part of the money for an ad
     2. We will write a photo article for the journal
  2. SDAFA meetings for the year.
     1. 2nd Fridays (mostly), 2-5pm, local social events following
        1. Sept 9 Mesa
        2. Oct 14, Grossmont
        3. Nov 4, SWC
        4. Dec 9 City
  3. SDAFA Elections in October
     1. Scott will make recommendations about by by-law changes and how to incorporate an “Acting College Representative” position.
     2. discussion revisiting our roles and responsibilities; we want to maintain a working structure for adjuncts to come, but have the flexibility to match the skills and desires of each individual to their position
  4. ​Discussion about how class assignments are made at each college...Fair or not? Priority? Last minute? Random? Issue at SWC and most colleges
     1. SDCCD: new contract this year, PoA adjuncts lost the ability to select their assignment from the available pool; this is called the right of first refusal in other contracts
     2. For full-timers, contract restricts morning and evening
     3. Carlynne mentioned abuses of the summer limits at Mesa: “7.11.4 The District will endeavor to ensure that no college faculty member receives more than a 0.70 FTEF assignment during the summer session, and no more than one assignment during intersession, unless a specific exception has been granted by the Dean with notification to the President and the appropriate Vice-President. This section shall not be grievable.”
     4. Several adjuncts testified that they were getting there classes changed at the last minute, and chairs who weren’t responding to adjuncts and possibly making assignments specifically to hurt PT faculty ability to work.

1. Adjourn meeting 5:50pm

Post meeting social gathering postponed