**LWTCFT local 3533**

 General federation meeting

May 8, 2012

T121

**Present:** George Dalich, Letty Barnes, Heath Davis, Phil Snider, Sue Kuestner, Mike Clifton, Stephen Weaver, Cheyenne Roduin, Sherry McLean, Jim Howe, Jo Nelson, Nolan Koreski, Roberta Butler, Jerry Peterson, Greg Weyer, Monta Frost, Suzy Dalgarn, Mike Lake, Don Sutherland, Marti Garrels, Mike Richmond, Grace Lasker, Doug Rupik, Joe Gryniuk, Heidi Shepherd, Sonny Campbell, Anne Hamilton Nancy Kennedy - AFT WA rep

**Meeting called to order @ 12:13**

**State of federation:** Done a good job this year. Welcome Nancy Kennedy – AFT WA Representative.

Nolan would rather be active in the bargaining process than run for president of Federation again, so he will not submit his name for position of President.

Fall 2012, bargaining will start with the workload issue. Nolan will hand off a project to new E-Board members of federation: Looking into options or avenues that would allow federation to pay stipends for some of the work we do. It is understood that we may have to bargain for this.

**VP report on membership (George):** 293 part-time teachers on the books (17 are in the federation), 76 full-time faculty (46 in federation) total of 63.

38 faculty have tenure status and 13 in the process of gaining tenure.

**Committees** - many changes and new directions, new people and positions, departments move, strategic planning, loss of good faculty and more people talking about leaving, and the avenue for making positive change and being part of the changes is in the committees. All full-time faculty are on committees.

Faculty A: mentions administration isn’t listening to the committees

Faculty B: well and good we are serving on committees, but it is the union that needs to take the action in how the administration isn’t listening

Faculty C: mentions how faculty sits on committees but we are not communicating the information to each other so we don’t get the facts

Faculty D: Great difficulty in allied health programs but we haven’t brought them to the union but we will be bringing them and expect the union to support us. We have tried the regular way thru deans/VP and we get roadblocks. Nursing program very demoralized. We want to know the union will be a strong voice.

Faculty A: We want to know that because we think you guys are so happy.

Faculty E: these are important topics to bring up and we are having elections coming up. How we go forward in doing these things is important, like if you guys (speaking to Suzy) elect someone to come to the meetings.

Faculty F: There aren’t any meetings. Have there been any open meetings this year?

Nolan: This is our first.

Faculty E: These are discussions for the new regime that comes in.

Faculty B: I spoke to the BoT without coming to the union, but if I go before the board and present my position, I would expect that the union back me in my efforts and have my back. She asks what Nolan said after the presidents rebuttal at the BoT meeting in her defense? I need to know how my union supported me.

Nolan: what I told the BoT and President, I chose to talk about the change in the VP but did not detract from anything you said or that you needed any further information or education. Nolan commented that the time frame for the VP issue was too short. He concluded his statement with the fact that faculty are willing, ready, and able to serve in the process /search/interview of VPs of academic affairs and VPs of student services.

Faculty E: You can’t have everyone going up to board meetings or committees and say things and then expect union to support you without us knowing what you said. The Federation IS representing faculty, but it would be good to feed that stuff through the union so we are all on same page.

Faculty G: Asks “do you have Labor management discussions with administration on a regular schedule?” If communication fails then it is should become a grievance.

Faculty A: I haven’t seen a process for officially feeding info and voice into the union (besides randomly talking to a rep in the hallway who may or may not do something). We need a process.

Faculty H: This is one of them.

Faculty C: We have been an invisible union, that’s our big problem.

Faculty J: I know we have union reps on E-Board, but how much time are they spending reaching out to faculty? Spreading the good word of what the union is doing. It comes down to the bandwidth that the union members/leaders have and this is a good argument for release time or stipends to offset the time and energy spent.

Faculty H: I don’t think it is wrong for faculty to speak their voice at BoT and president. BoT recognized that the timeline was rushed on VP issues. They heard two sides of the argument.

Faculty B: But the strength of my position wasn’t the timeline…it was the process.

Faculty G: troubled that there seems to be a shoe-in for VP position. Who is this person who is going to appear and rule over us. Also bothered they are spending our reserves on several bachelor programs. It has gone beyond the niceties.

Nolan: These are all points that have been brought up at a prior board meeting, including the China issue.

Faculty M: Can I ask how many people here go to our website to see the minutes I put up after every meeting? I would be happy to send out the URL again to faculty so they can see those minutes.

Faculty A: But when we see big flashing lights when we read that, what do we do?

Faculty H: Then you attend the BoT meetings. This takes a lot of time so if you are concerned you should come join me.

Nolan: First step is to read the minutes so you know what is being presented by the E-Board president to the Bot and president. It is all included in those minutes. I have been remiss in not reporting back my actual words…I didn’t think about it being important…to come back with what I actually said and I see that would have dispelled a couple of issues for this morning. That would be a suggestion for going forward.

Nancy: Great turn out for a lunch meeting, credit to E-Board and members. Nolan and George are your elected officials, but you are all the UNION. You can ask and hold more meetings. E-Board members’ strength comes from all of you and will be more effective in representing the members. The number of people who show up for a meeting is not necessarily and indicator of the effectiveness of your union. Can you mobilize your membership? Can you get the word out when needed? That is much better than having bodies in the seats. You need to be mindful as to if you are taking actions individually or as a union group. Something to consider that maybe in our contract we ask that a union member be represented on all committees – especially for key committees.

Faculty K: It feels like when administration and management find out we are having a meeting they increase workloads so people cannot attend. It seems like we are being undermined. We have to have that communication to be effective. Grievance process has been very interesting, educational experience and thankful I have someone from union to represent me.

Faculty L: E-Board had a focus to get folks on committees that are union members. If committees are going to be a functional governance system, we need to be in place. We had a lot of meetings with no issues, but we need an issue to discuss to get people involved and focused. I thought we had a lot more general meetings in the past and some of them were useless and that puts people off. If we have a general meeting we need an issue to bring folks together. Need the meetings to be focused.

Faculty P: Technology could help us to be more informed and compile really good data, especially since we all can’t all meet at the same time.

Faculty J: People don’t really seem to give a rip until it is in your backyard or your program. No matter how much we publish online or whatever, how many people are really going to read it?

Nolan gives a brief treasury account – we have $50,000 in our account.

**Jo nominates George for president before she has to leave, but asks that whatever nomination discussion goes on here is not the end, but that we continue to do it.**

Faculty E mentions that Mark doesn’t want to run for Treasurer. George would be happy to run for VP again. If you do run, it is a lot. I have the time to put in. I will support the federation president. I will be honest with my opinions. I will work on committees and speak out. I will not recruit for union. I do not believe in AFT. I believe in this group trying to do something. If this becomes a closed shop, I will resign from all responsibilities.

Faculty L: George, I respect all your opinions but there is the constitutional question that the VP is in charge of membership so we have a problem. It includes part-time and full-time membership.

Faculty E: If the union does things, people with come to it. If we are a voice for the faculty, they will come. But to require someone and talk them into giving their money, I just can’t do that.

Nolan: We need to move on and we will accept Jo’s nomination of you but we will modify it instead of president to VP.

Faculty H: If it hadn’t been for AFT and Nancy, I would have had to go into a grievance alone. I just need to say personally that AFT was there when no one else was.

Nolan: I believe as a whole, no matter where our personal beliefs are, we are stronger than as individuals.

**Jerry nominates Michael Richmond for President. Michael Richmond accepts.**

Faculty R: I think a lot of what has been said here today is good information and it requires participation from us. The leaders are there to represent you. I believe that I can make a difference in the next step that this union needs….which the communication piece has come up and I have experience with this issue. I really believe the communication from this body and other areas of the college would really assist people in feeling better about how they actually work in this college and I believe governance will occur with better communication.

**Cheyenne will run for secretary again**

Nolan asks people to seek out good people for treasurer. Sue Kuestner can’t run since she is on election committee. Nolan mentions Sue and Margo Toner are the election committee. Sherry McLean wants to get tenure before she jumps into a union position.

**Jim Howe** was on bargaining committee and wants to finish that work so I am willing to be on LMC and stay as building rep. I got myself on the E-Board so I have a better position for bargaining and will stay as a Building Rep.

**Phil nominated for at large position**, Phil accepts unless we make a mandatory agency fee at which point he will step down.

**Phil nominates Heidi as** **other at large member** and she accepts.

Divisional reps would ask their divisions to forward a person from their division to act as a liaison to the E-Board, only stipulation is that they have to be a union member.

Faculty D: When does bargaining begin again? Nolan says it begins in the fall. We pull a group together for bargaining. During the first Federation meeting, Volunteers and E-Board actively pursued individuals that would be strong advocates for faculty.

Faculty L: 10 people went thru IBB training of which 5 participated in bargaining (Monta, Nolan, Jim, Phil, Pat McPherson – Had Sue and Marti as alternates). We had great attendance and participation even though we didn’t get any monetary gains. We pick up bargaining where we left off before. Another reason to come up with a contract and not continuously have to bargain is to solidify the gains we made (extra personal day, Fund for professional development, Step 18 clarification, we are on the road to getting a 20 teaching hour (15 credit) work week with benefits for part timers, rather than use release time as a Band-Aid. That means we will have to pay part-timers benefits at a lower threshold and everyone was ready to continue discussing that. Salary adjustments/levels were not put up for bargaining.

**Nolan asks: Are there new things that need to be talked about with the new incoming E-Board and upcoming bargaining?**

Issues:

1. (Faculty D): Faculty salary inequality throughout departments. New people are getting hired at higher rate than faculty that have been here a while. There is no way to address that. They blame it on the CBA and grandfathering.
	1. LWIT is 26th out of 30 in pay scales for SBCTC
	2. (Jerry) no money to support raise for increment and completing PDP. People are put on waiting lists until there are funds available. Funds are given by seniority on the increment list.
2. (Faculty E): Workloads are important, but insane to say that everybody is the same.
	1. We are going to divide into groups when it is to our benefit. We aren’t going to let them divide us into groups when it benefits them.
3. (Faculty C): We have non-faculty people teaching credit classes (College Strategies). They have been doing it for a while but we need it to go into bargaining.
4. (Faculty C): Faculty that are called part-time or adjunct and they sometimes teach full loads or get quarterly contracts and are hired/fired off and on. Union should be representing these people. There should be some hierarchy of when you are considered for a full-time placement. Administration manipulates classifications so that people stay PT or it is difficult to convert those people who are classified as PT to FT contracts. Need to look at contracts that are classified as non-tenured and people are constantly being renewed quarterly so they cannot become full-time.
5. (Nolan/ Faculty E): Issue of release time for E-Board officers or reassigned time - released to do labor relations work. Stipend idea for special work or projects. Nancy says they can be done on a 10-99 form. Nancy says the idea of reassigned time has been blessed by the attorney general for labor work.
6. (Faculty E): Step 18 process needs to be reevaluated
7. (Faculty E): Why as a tenured faculty I know I am on a contract for 9 months but when I teach in the summer I revert to part-time pay back to 25 face hours and I get paid immensely lower. Can get paid more at other schools for teaching the same classes/same hours. It seems that you want to encourage your full-time tenured faculty to teach in the summer but not at part-time pay. Our part-time faculty earns a lot less than at other institutions.

Faculty N: Are you going to bring up agency fee/fee paid issue?

Nolan:­ We made a decision yesterday that agency fee was something we were talking about. The E-Board made the decision to not push the issue or that we were going to wait till another day to put together a pros/cons debate and potentially vote sometime coming up.

Faculty M / Faculty N: “No, That is not what the E-Board decided.” The E-Board decided at our meeting yesterday that we would take time during the General meeting to call for people to become part of that conversation **today** to let people know it was going to be discussed and debated in the fall and we were going to vote on it by the end of fall quarter. Nancy points out that if we have a strong union then we don’t need to worry so much about agency fee. We do have to build our membership. But we should not come at it as “you need to join the union” and more of finding connections with people so they want to belong. You can have a strong local with or without agency fee. National and state reps are there to support us.

Jim asks Nancy to help us find data on agency fee structure /details of other schools in our system.

Nolan: asks Nancy what a healthy unit our size should look like or be prepared to do with our finances?

Nancy: There isn’t any 1 standard. Have a budgeting process for training. You should have money for legal support. You should have enough money for a couple arbitrations. You should be passing through raises in per capita to membership and not absorbing that out of your local. Figuring out where we want to go and how we can achieve that than organizing our finances to achieve that. You might look at Skagit, Centralia, or Renton as comparable in size to us.

Faculty E to Nancy: Why do we need Tiered dues? AFT takes 83% of our dues. We are left 17% of our dues to deal with issues at this school.

Nancy: It is a sliding scale. AFT and AFTWA dues are structured on how much a person earns. It is not a sliding scale in terms of the campus. It is based on income of individuals. Most schools pay closer to 1.4 or 1.6% of salary where we pay 1.1%.

Meeting adjourned 1:55pm