

MEETING MINUTES

Executive Council, AFT Local 4254, Edmonds College

Wednesday, December 7, 2022 - 3:00-5:00 p.m. - Zoom Link: <https://bit.ly/AFTedmonds>
[AFT Edmonds](#) / [CBA](#) / [AFT WA](#) / [AFT Events & Announcements](#) / [Union 101](#)

Present: Claudia Levi (Grievance), Chuck Mueller(Grievance), Scott Haddock (Pres), Shari Arnesen(AF Rep), Bob Downing(AFT-WA rep), Dawn Moon (Monroe CC), Kristin Hughes (AF Rep),Beth O'Donnell (Membership), Sophia Ju (Finance), Lisa Schubert (Communications) Erika Ferreri (At-Large), Jeannie Nieman (Outreach)

Absent: Mike Andrew (Technology), Carly Davis (Monroe CC), Patrick Kolanda (At-Large), John Jakoski (Monroe CC)

1. Pre-meeting discussion about department head duties:

- a. Claudia: departments dwindling down to 1 or 2 full time faculty who can't do it all and this leaves the college vulnerable to loss
- b. Sophia: Is only FT faculty in accounting and has 10 associates. Hard to please all faculty and give them the schedules and benefits they would like.
- c. Scott: seems dept heads asked to do more than ever this fall. More admin tasks.
- d. Beth: Much more work than in the past. Too many admin items to do.

2. Opening Matters [3:00-3:10 p.m.]

- a. Approval of [11/2/22 Minutes](#)
 - i. Scott made a motion to approve; Claudia seconded. Approved

3. Guests

- a. Karen Strickland, AFT Washington President
 - i. Bridge to the Future Campaign, our legislative campaign.
 1. AFT and SBCTC going big this year in terms of compensation.
 - a. COLA 7.8% in 2023, 3.5% in 2024
 - b. 6.5% each year of the biennium for general salary increase for faculty (a total of 13%)
 - c. AFT asking for PT faculty pay equity: asking 85% of the comparable FT faculty salary
 - d. To achieve this request, we need to be prepared for a walkout end of March or early April. This is because although we have some stated support, legislators are also starting to introduce an austerity mindset. We need to take action that is increasingly visible throughout legislative session.
 - e. If we can hit 1,000 signatures by the end of the month on [this petition](#), that tells AFT we have the support for this agenda to ask for this large increase in pay. In February we need a good showing at Lobby Day, at least 150 people. Sign up [here](#).
 - f. Our faculty could get compensated for mileage or share a bus. Scott will work with other nearby union presidents to coordinate transportation.
 - g. Bob will help set up meetings with our representatives.
 - h. Claudia suggests we make the lobby day "an event" not to miss

- i. Karen agreed to visit us once per quarter. Having Bob here keeps us connected to the state AFT.
- b. Bob Downing, AFT Washington Representative
 - i. Human Rights Day webinar. Visit the AFT Washington site to register: <https://leadernet.aft.org/webform/human-rights-day-2022-registration>
 - ii. Link here to WSLC Race and Labor program pdf

4. Business

- a. Union Audit - Sophia
 - i. Peter put our finances in order. Over the past ten years, Sophia volunteered to do the audit for free. Sophia needs someone to audit her books. Requests \$40 stipend x 10 hours for faculty to do audit. Scott made a motion to approve that we set aside 10 hours of special assignment pay per year. Kristin seconded. The motion passed.
- b. CAT Team - Lisa has met with Roxanne Green and Terri Taylor who had questions about communications loop. Met also with Gabrielle who has managed CAT actions and email list in the past. Need to clean up CAT email list as contains retired, deceased, and faculty who have left the college.
- c. Website - Lisa has learned basics of posting information and has posted for members using passwords approved meeting minutes
- d. VP for HR Hiring - Scott has met with four candidates, likes one who has experience working in an education system. Her responses to DEI questions were impressive. Has fixed problems that existed within another HR department. Also second strong candidate with strength in connections at SBCTC, especially with regard to ctcLink. Hopeful we will have a hire before the start of winter quarter.
- e. Negotiations Update
 - i. Collective Bargaining Update - Chuck/Scott
 - 1. Chuck: 5 buckets of negotiations topics
 - a. COLA and raises: Relying on legislative to authorize pay and COLA increases but our position is to ensure faculty receive all the salary increase money and timely.
 - b. Divisions and Departments: Department head workload and pay. What is on that list and not on list of responsibilities. Also creation of CCS Dept Head (College and Career Success course), right now admin serves as dept head; Status of divisions in contract
 - c. Associate faculty: adding more steps (salary), senior associate process; AF work outside of teaching (workload)
 - d. FT faculty issues: minimum number of FT faculty, replacing FT faculty, office hours, parity/workload, office hours; advising hours
 - e. Lecture/Lab parity
 - f. Health and safety
 - g. DEI: How are we implementing new DEI legislation? How can we develop DEI work that is meaningful? How can we ensure Equity and Inclusion Committee of Faculty Senate is a contracted committee?

- h. Scott said we should make these topics the first items of our January meeting

Chuck: Admin's top 5 issues for negotiations:

- Post tenure review
- DEI training the follows the legislation
- Dept head duties
- Overpayment and underpayment procedures.
- Tried to discuss Corrections contract, but union negotiations team said that is another contract

5. Reports

- a. Associate Faculty - Shari/Kristin
- b. At-Large - Patrick/Erika
- c. Communications - Lisa
 - i. How (where) to publish the meeting minutes
 - 1. Bob: Concern is that anything put on the college server is accessible to college administrators. Also thinks if faculty want to know more about what the union does should join the union.
 - 2. Beth: Concern people won't want to join if minutes are published behind a firewall
 - 3. Claudia: Liked that at Shoreline CC the union president communicated frequently
 - 4. Lisa: We can both publish minutes behind a password protected website and develop other means of communication with faculty, a quarterly newsletter perhaps.
 - 5. Starting winter quarter, Scott will send out minutes ahead of time with check boxes by our names to indicate that we approve the minutes.
- d. Contracted Programs - John/Carly/DawnMoon
 - i. [In the news](#), the shrinking size of education programs in correctional facilities
- e. Dispute Resolution - Chuck/Claudia/Scott
- f. Faculty Outreach - Jeannie had bought refreshments for outreach event on Nov 30 but the college closed due to inclement weather that day so she donated it to organization that works to house the unhoused [Weallbelong.org](#)
- g. Finance - Sophia
- h. Membership - Beth
- i. Technology - Mike
- j. Other Reports?

6. Adjourned 5:09pm