

## NVCFA General Meeting

Thursday, May 14th, 2020 @ 12:30pm via Zoom

Host: Kristie Iwamoto, Co-host: John Kincheloe

### Meeting Minutes

#### 1. New CTA Staff Person

a. Welcome, Michelle Washington!

#### 2. Thank you, Melinda!

b. Sincere thanks to Melinda Tran, our outgoing NVCFA Secretary, who served for two years and took excellent meeting notes.

c. Also, welcome to our Incoming NVCFA Secretary John Kincheloe, who is co-hosting this meeting and has spent the last year working on our union website.

#### 3. Negotiations

##### a. Timeline of the last year of Negotiations

i. Spring 2019- the Association and the Management agreed on a shared goal to get us to the top third in salaries in the next three years. There were talks to tie increases to property taxes (ie. property taxes + 4% until we are 24th).

ii. Fall 2019 - Management asks Association to discontinue Article 26, which includes the shared commitment to get to top third.

iii. Spring 2020 (pre-COVID19 transition) - Management offers 6% verbally. Resource allocation models were discussed but then shelved in favor of the top third goal. It was also mentioned that family health coverage might be a possibility if everyone forewent a raise for a year. The Association is interested in this possibility.

iv. Spring 2020 (post COVID19 transition) - Management asks to extend the contract for a year. The Association does not agree. Management also asks to suspend negotiations. Associations wishes to continue. We agree to meet on Zoom starting after spring break.

v. Currently - Management cannot offer an increase right now, but will revisit in August. They are still committed to get faculty to the top third. They are asking for "trust and patience."

##### b. Online Transition Compensation

i. The Management has offered up to \$200 per faculty member for their prep during the online transition. Reassign time and classes already online would be deducted.

ii. The Association takes a straw poll and unanimously directs Negotiators to reject this MOU.

c. Part-Time Seniority List

i. Association negotiators will ask where the part-time seniority list will be held and how part-time faculty will have access to it. The contract article also needs some edits and adds.

d. Fall Schedule

i. The Association demands to be part of the decision making due to workplace safety and working conditions issues. We want to discuss what safeguards would be in place when we return.

ii. Concerns - sanitization of community areas such as libraries, computer labs (keyboards), classrooms. Everyone is expected to provide their own PPE. Faculty are not allowed to bring cleaners from home. Other colleges have already posted protocols.

iii. The Association plan to write an initial letter of concern to the President and then bring an MOU to negotiations detailing safety precautions they would like to see in place for fall.

iv. The facilities classroom list shows that classroom capacity under social distancing does not work with our current number of sections and class caps.

v. The Association directs the Association President to explain their safety concerns at the BOT meeting.

e. Catastrophic Leave Bank

i. The Association went over the Management's proposal to change the terms of eligibility as well as new exclusions (elective surgery, strains/sprains, pregnancy, organ donation). The Association would like a clause added regarding the ability to donate directly to another member.

f. Personal Necessity Leave

i. We are 99% in agreement. There is one point about the need to supply a specific reason that is still in discussion.

4. Happy Retirement, Ann Gross! Thank you for your guidance and support.

5. Adjournment 2:07pm