

Napa Valley College Faculty Union

Meeting Minutes

March 12, 2020

Rm. 838

12:30-1:30pm

Agenda

1. CTA Staff Changes
 - a. Steve Savage has left and Rick Willis is a CTA Staffer Emeritus on temporary loan to us until we get a new person. CTA Cordelia Office held a hiring committee to find a new CTA staff person.
2. Elections – Nominations are open for all positions
 - a. President – 2020-2022 (Kristie Iwamoto)
 - b. Vice President – 2020-2022 (Sean McCann)
 - c. Secretary – 2020-2022 (John Kincheloe)
 - d. Treasurer – 2020-2022 (Terry Wegner)
 - e. Part Time Representative – 2020-2022 (Carlene Coury)
 - f. Nominations will close March 12 (NOW). Voting by membership to closed – passed. Elections to follow.

Raffle: Eric Martinez

3. CCA Spring Conference - tentative
 - a. Hilton Irvine @ April 24-26, 2020 (there's a meeting to discuss pros/cons of holding it or canceling).

b. Campus meeting with few individuals to discuss campus response to COVID with Dr. Kraft. Erik Shearer state that during an intersegmental phone call, 3 CCC schools were shut down and went online as well as CSU Chancellor's Office came out with a memo. He urges that we take action right away. Lisa N. says she's been moving her classes to online. Mike says it's a better to be proactive, it's a mistake to wait. Christy Pruitt says SRJC has closed already. DVC, Contra Costa, and Sierra College has already closed. Eileen T. says there are memos in Napa schools already and the unknown is risky exposure. There's a shortage of test kits and sick leave is needed. Andrea B. says students are already absent this week. Diane V. says we need faculty time to transition and personal laptop at home does not open Canvas. Eric W. says we shouldn't panic and his students will need an alternative to attending his Welding classes. Disciplines that are hands on should have an option to come to class and have opportunity to finish their work for Certifications and jobs lined up. Erik Shearer says we may need more nuances to approach to this depending on our disciplines. We need training to move to online teaching and we may use the time for faculty professional development. Kristie says we needed to start the training yesterday. We have 150 part time faculty and if they need training, it's not sufficient. Should we be writing MOUs for training? Should we bring in trainers/consultants? Randy Villa says SJSU closed but took a whole week to train their employees and my equipment at home won't be up to date. Shawna Bynum says we are discussing these issues – the District has been meeting with faculty representatives and have recommendations for a plan. We are putting a lot of energy and effort into a well thought out plan. Ann G. agrees with the week training before closing. If the campus is safe, we should be able to come in to work in our offices. About 54%

of courses are on Canvas. Room 1760, there is a digital Canvas training that you can participate in to address this issue.

4. CCA WHO Awards

- a. Kristie nominated Eileene Tejada, who was Secretary 2017-2018, 1st Vice President 2018-2019, and she was Negotiator 2018-2019. Kristie read her nomination statement about Eileen.

Raffle: Tia Madison

5. Negotiations Report

- a. Contract

- i. Personal Necessity Leave –

- a. Examples: See document points 15.4.1 through 15.4.2.3
 - b. Other CCCs had better language than ours. Any personal emergency should be deemed a Personal Necessity.
 - c. We have to do what's in Ed Code Sec 88207 (3 main reasons plus anything else that you want added).
 - d. Add imminent danger or disaster (from College of the Canyons) and other additions by our Executive Board President and Board members.

- ii. Catastrophic Leave

- a. District is proposing a substantial change. You are eligible to draw from the Leave Bank if you donated minimum of once and the

Leave Bank hours are depleted. The change is to require a donation of hours every 3 years to remain eligible to draw from the Leave Bank. Also, need to have one year of regular service and to not have any Disciplinary action. And Worker's Compensation injury and illness exclusion.

- b. District also has proposed limitations to be added at a later date, such as additional reasons for using Bank Leave or to address leave donated before catastrophic leave need is known.
- c. Request from member to place parameters for donation of leave time and usage, such as use of it only if you've donated in the past two years.
- d. Further discussion is needed.

b. Salary

- i. Forest reports the last proposal was rejected and District proposed a Resource Allocation (RA) idea. They were going to do a funding model but they have to wait a year. Proposal for a one year band-aid which is now a 3 or 4 year proposal. Most people got an increase last time. The RA is supposed to maintain salary increases, but we need a catch up increase before we implement the RA model. They proposed for year 1, a 6% increase with no numbers for year 2 and 3. Michael Gianvecchio didn't have anything to add about the Negotiations meetings. We're just waiting to see how they are going to get us into the top 3rd of the CCC Salary Rank.

- ii. Health Benefits – District said if nobody took a raise for a year, we'd be able to have health benefits and sustain it. It would cost \$800k for everyone. They historically said it was impossible but now they are saying it would cost only 2%!
- iii. No comments from membership.

Raffle: Cari Roughley