



# State Center Federation of Teachers, Local 1533

## *A Professional Union*

Mail: P.O Box 4558, Fresno, CA 93744; Web site: [www.scftunion.org](http://www.scftunion.org)

State Center Community College District

Fresno City College 1101 East University Avenue Fresno, CA 93741 (559) 442-4600

Reedley College 995 North Reed Avenue Reedley, CA 93654 (559) 638-3641

Centers: Career & Technology, Clovis, Madera, Oakhurst, Willow International

## EXECUTIVE COUNCIL MINUTES

**November 26, 2007**

**CALL TO ORDER.** President Zwi Reznik called the meeting to order at 3:00 in MS 132.

### ROLL CALL, INTRODUCTIONS, AND GUESTS

**Members Present:** Barnes, Bolt, Callaghan, Carroll, DeKruif, Gaxiola, Gilmore, Kelly, Kizziar, Ledgerwood, Liddle, Martin, Reznik, and Slaton

**Members Absent:** Dominguez, Ryan, and Walzberg

**Guests:** Wendell Stevenson

Due to the lack of members present for the general membership meeting, the membership meeting has been postponed until January. The order of agenda was changed to accommodate the guest at this meeting.

**DUES RESTRUCTURING (OLD BUSINESS):** In 1989 the Federation members approved a 1% of the average salary (at that time) would be the basis of the union dues. However, this formula was not followed so as salaries increased, the inequity has increased. Now the average salary has increased to \$88,000; dues should be about \$72-73 per month, which is not the case. Right now the bottom salary earners pay 1.4 % and the top salary earners pay .65%. Zwi Reznik discussed the need for restructuring of dues. There will be an increase in legal fees for next year for a scheduled arbitration, and there is a need to update language in the contract to address problems that have arisen. Additionally, Zwi highly recommends financially supporting upcoming board elections. He suggested the following recommendations for dues restructuring: 1) Full-time people pay 1% of salary per month, or 2) Be revenue neutral and have full-time people pay .8% per month, or 3) Have full-time people pay a flat fee of \$30 plus .5% per month. Since SCFT is required to do a pass through when required by CFT there will be an increase in dues from \$54 to \$58 per month effective in January 2008 which will cover the mandatory pass through for this year. Pass throughs are voted on at the CFT annual convention Lacy Barnes suggested letting members know what changes are being proposed to encourage more members to attend the January general membership meeting. A fact sheet will be put together for distribution prior to the January membership meeting.

**MINUTES.** The minutes for the September 24, 2007 Executive Council meeting were accepted as presented. The minutes for the October 29, 2007 Executive Council meeting were accepted as corrected.

### REPORTS

**President.** Zwi Reznik reported that the United Educators of San Francisco and Los Angeles, along with the CA Federation of Labor and Local Federation of Labor are supporting Prop. 92. The CFT media specialist, Fred Glass will be conducting media training regarding Prop. 92. This meeting will be held at the CFT field office December 13 at 1:00. The Executive Council meeting will follow this meeting, it will be held at 5:30 at the Landmark restaurant. Zwi and Lacy will meet with the Chancellor and Vice Chancellor of SCCC to discuss the grant funded stipends. Zwi discussed the volunteer issue, especially pertaining to extreme registration. There was an email from Art Armario, former Federation President, stating that Peg Mericle asked for volunteers during office hours to do translating. Instructional faculty is being asked to volunteer for extreme registration on a non-duty day when Counselors were offered to shift hours or get paid for

extreme registration. The Dean of MS&E asked for volunteers on Saturday from 9-3 because “this was the time given to that division New faculty members are willing to volunteer, which may be problematic if they feel they are “supposed” to do such volunteering as part of their primary work load.. Please talk to a Federation Council member before volunteering for activities outside of normal duty. There is concern about creating a “slippery slope” when volunteering outside of the normal duties and duty days. Volunteering should not be connected to evaluations, office hours, or any other normal duties. Instructors on tenure committees should let the new instructor know that volunteering is not an issue in evaluations.

**Secretary/Treasurer.** Sandy Bolt handed out a copy of the proposed 2008 budget and gave a brief overview of some changes.

**First Executive Vice President.** Becky Slaton reported on the election nominations. Zwi Reznik is willing to continue as President, Sheila Martin is willing to continue as Vice President of Grievance for FCC, Ann Walzberg is willing to continue as Second Executive Vice President, Paul Gilmore is willing to continue as Vice President of Academic Affairs, Victor Yang was nominated for FT Member at Large at FCC. There is still a need for a FT Member at Large at FCC, a PT Member at Large at FCC, a FT member at Large for Reedley, a PT Member at Large for Reedley, and a PT Member at Large for the North Centers.

**Second Executive Vice President-Membership.** Ann Walzberg was absent.

**Vice President of Grievance-FCC.** Sheila Martin’s report is deferred to closed session.

**Vice President of Grievance-Reedley & North Centers.** Maria Kelly’s report is deferred to closed session.

**Vice President of Academic Affairs.** Paul Gilmore discussed the free speech issue pertaining to unions doing political organizing on campus, such as using campus mailboxes. Zwi stated that the mailbox issue is only a problem in K-12 and should not be an issue at the community college.

**Chief Negotiator.** . Lacy Barnes reported that a faculty handbook has shown up at the North Center’s according to President Reznik and wanted to know if the Academic Senate at FCC was involved in creating the FCC Faculty handbook. She believed that there was no involvement of the Academic Senate at Reedley. Also, wording between all handbooks in the District needs to be reviewed for any differences that may exist between handbooks and contract.

**Members-at-Large.** Jean Carroll mentioned the passing of Mary Arechiga. She also mentioned concern about the one year in between English going from 1 to 1A. This same concern is an issue with Math as well.

**NEW BUSINESS:** No new business was discussed.

**OLD BUSINESS. Campus Safety.** The North Centers sent a letter of concern due to the incident of a student threatening to shoot people. When Zwi checked into the issue he found Administration did act appropriately by removing the student from campus; however, Administration failed to inform the staff which caused concern. After the Virginia Tech incident, Tom Crowe stated there would be training for campus safety. Since this has not happened yet Zwi will remind him of the importance of doing this.

**CLOSED SESSION.** All faculty personnel, grievance, and arbitration cases are strictly confidential.

**GOOD OF THE ORDER/AGENDA ITEMS/ADJOURNMENT.** The meeting was adjourned at 4:55 p.m.

In Solidarity,  
Sandy Bolt, Secretary/Treasurer Elect