

Event: LWFT E-Board Meeting

Date: October 19, 2015

Time: 2:30 – 3:30 p.m.

Location: A212

Present: Seema Jain, Mikal Steinbacher, Jerry Petersen, Chris Jacek, Sue Kuestner, Wes Mantooth, Monta Frost, Scarlet Kendrick, Nolan Koreski, Barry Robinson, Jim Howe

### **Review of minutes:**

The meeting began with attendees reviewing minutes recorded at the September 22 faculty meeting. These minutes focused on LWFT President Jim Howe's message to the faculty. As Jim emphasized, he subsequently gave essentially the same report to our college president. Jim also reiterated an important point he made at the 9/22 meeting: union membership is low, and we need to focus on increasing it.

### **Current officers and representatives:**

For the purposes of having an official, legal record in the minutes, we reviewed our current roster of officers and representatives:

- Jim Howe, president (elected last spring)
- Barry Robinson, vice-president (confirmed this fall)
- Wes Mantooth, secretary (confirmed this fall)
- Joe Martorelli, treasurer (Jim noted that Joe has plans to retire or move to part-time status, so we need to find a replacement.)
- Greg Weyer (welding), at-large representative
- Mikal Steinbacher (part-time, I-BEST), at-large representative
- Chris Jacek (MMDP), faculty representative
- Scarlet Kendrick (Allied Health), faculty representative
- Seema Jain (Allied Health), faculty representative
- Sue Kuestner (Academic Core), faculty representative
- Phil Snider (Academic Core), grievance officer
- Jerry Peterson (Transportation Core), faculty representative
- Peter Welty (Industrial Technology Division), faculty representative and grievance officer
- Nolan Koreski (Transportation Core), member of the LMC bargaining team and LWFT president emeritus

### **E-board meeting times:**

Attendees discussed when and how often we would meet. Jim prefers meeting before Board of Trustees meetings, which are typically on the first Monday of a month. The group settled on a tentative time of 3:00 p.m. on a Monday. The exact Monday has not yet been determined.

- Jim asked all attendees to add their busy and free times to their Outlook calendars to facilitate the search for good meeting times.
- If officers or representatives can't come to a meeting, they should try to find alternates to attend in their place.

### **The Labor Management Committee (LMC):**

The LMC meets periodically. The committee consists of about five faculty members and five administrators. Administrators will likely include Elliot Stern, Ruby Hayden, Melissa Lamy, and Bill Thomas. The faculty portion of the committee needs to be finalized soon. Members will include Phil Snider, Steve Ater, Nolan Koreski, and Monta Frost. It was noted that Steve Ater, lead instructor for the BTAD program, will be a valuable member of this team to represent the interests of faculty who teach primarily or entirely in the college's growing number of baccalaureate programs.

Monta emphasized that LMC membership is a "big commitment"—previously about 3-4 hours every Friday during a period of bargaining. One benefit for committee members, however, is that the college counts serving on the LMC toward a member's contractual committee requirement. Nolan observed that he was even provided a substitute instructor to cover his classes while he participated in Friday bargaining sessions. Jim suggested having four faculty rather than five be present at bargaining, with at least one faculty member serving as an alternate for the times when someone else can't attend. To this end, it was recommended that we ask Peter Welty to join LMC and that Monta Frost serve as an alternate.

Jim explained that bargaining will be conducted using the "interest-based bargaining" (IBB) model. Participants will need to be trained in IBB procedure. In Jim's view, although IBB can be tediously slow, it generally yields good results, particularly if team members aren't obsessive about following IBB protocol for minor decisions. He noted that in a previous bargaining period the college brought in a facilitator, who was very helpful in moving the process forward.

Jim plans to ask the LMC members to go over the contract and identify what they see as the contract's high and low points. They can use this information to encourage non-union faculty to join.

### **Tenure committees needing members:**

Last week, Jim received a message from VP of Instruction Elliot Stern regarding a critical situation—multiple tenure candidates without enough tenured faculty to serve on their committees. According to our bargained contract, tenure committees must be formed within the first six weeks of the quarter, and that deadline is fast approaching. Furthermore, the contract states that "tenured faculty serve on tenure committees first." Jim forwarded this message to union members who are currently either on

zero or one tenure committee. At this point, we aren't sure whether various deans have been able to find the needed faculty to fill the committees.

Related to this problem of finding faculty to fill tenure committees, Jim suggested that the union propose through the LMC that tenured faculty have their contact hours reduced to 15 a week. Faculty with additional lab duties would need to be compensated for the additional time. In return, tenured faculty would be held responsible for filling tenure committees and essential governance committees as needed.

Chris Jacek also suggested that faculty might use bargained release time to take courses they need to teach an expanded curriculum. In his case, he specializes in video, but has had to increase his knowledge of design and video games in order to teach an introductory MMDP course effectively.

#### **Upcoming campus event:**

Barry Robinson and Mikal Steinbacher worked with AFT organizer Richard Burton to arrange an on-campus public forum with two of our district's legislators: Andy Hill (R) and Roger Goodman (D). The event will take place at 1:00 p.m. on November 17<sup>th</sup> in W404. Nolan noted that such speakers generally prefer receiving questions ahead of time and suggested that we begin the process of publicizing the event and soliciting questions from faculty, staff, and students.

#### **Other issues:**

Jerry Peterson noted that one of the faculty he represents wonders about the trend toward replacing lecture with lab time and how that might affect compensation. Jim replied that the pay is by credit, regardless of whether the credit is designated as lab or lecture. This could change in the future, however.

The issue was also raised of whether or not all full- and part-time faculty should be required to join the union. In other words, our union would become what is referred to as a "closed shop" union. Jim noted that issue has been a recurring one at our college. Currently, membership is optional, and Jim noted some possible reasons to keep this current optional structure. If we were to bargain for requiring membership, he can foresee that administrators might oppose this proposal on the grounds that our institution would become less attractive to part-time instructors. Some area colleges such as Cascadia already require union membership, and part-time instructors might resent having to join another union at another college. Further, given that faculty haven't had a salary increase in so long and have finally gotten a COLA increase, it could be a poor time to make such a bargaining request. Attendees know of some members who would leave the union if it became closed shop. On the other hand, there are some faculty who won't join the union unless all faculty are required to join.