

	<p>ACE Association of College Educators West Valley Mission Community College District Office at Mission S3-204A (phone:408-855-5339) or send email to: ace@wvm.edu Web Site http://wvm.edu/ace/</p>
---	---

APPROVED OPEN MINUTES
Thursday, September 17, 2009
Mission Room N2-301 at 3:00 PM

MEMBERS PRESENT

Present	Member	Present	Member
x	Roberta Berlani, WVC, FT Rep, President		Beatrice Matenciu-Antonescu, Web Master (attendance optional)
x	Randy Castello, WVC, Chief Negotiator, Budget Analyst	x	Ellen McAlister, MC, Negotiator
x	Donna Frankel, AF Rep At-Large, Secretary	x	Eric Pape, WVC, FT Rep
x	Richard Greco, WVC, Grievance/FSA Specialist	x	Rod Pavao, MC, FT Rep, Grievance/FSA Specialist
	Stacy Hopkins, WVC FT Rep	x	Rick Rivas, MC, FT Rep
x	Pat LaVallo, MC, FT Rep	x	Leslie Saito, WVC, FT Rep
x	Rob Leadbeater, MC, AF Rep	x	Marge Thronson, WVC, AF Rep
x	Louise Lodato, MC, AF Negotiator	x	Jim VanTassel, MC, FT Rep

Guests: Lori Gaskin, President West Valley College
Helen Ostrander, Child Development~ Mission College

Report out of Closed Session:

- 1) Stacy Hopkins, WVC FT Rep has resigned and will be replaced by a faculty election.
- 2) Our constituents need to know that ACE is working on behalf of faculty and are very aware of the fact that it is faculty being burdened with balancing the budget largely on their backs. Faculty are being asked to be more efficient, classes are being cut, more work is being piled onto dept. and div. chairs with no additional pay, and we see few substantial let alone equivalent cuts being made on the administration side of the ledger.
- 3) There has been no response other than an acknowledgement of receipt by the district to the June 26 letter from ACE attorneys regarding reorganization contract violations.
- 4) ACE plans to create a new faculty survey. It has been several years since the last one and we need to know the priorities of our faculty in these lean budgetary times.
- 5) ACE Vice Presidential nominations were held followed by brief candidate speeches.
- 6) Please attend at least one of the ACE Faculty Forums:

Mission College: Tuesday, Sept. 22, from 3:30-5 PM in Rm. N2-301.

West Valley College: Thursday, Sept. 24, from 2:30-4:30 PM in Business Rm. 9.

- **West Valley President Lori Gaskin** arrived for open session at 4 PM.

Motion: Donna moved that we welcome President Gaskin to make a statement.

Roberta seconded the motion which passed unanimously.

Introductions of all ACE EC members and a short statement by President Gaskin were made.

- **Replacing FT West Valley College Representative position:**

We should not be down a voting rep, even if it is a temporary rather than a permanent replacement. According to our Bylaws, we can choose to hold an election or wait until next semester. Roberta has agreed to initiate the election process after calling Stacy to let her know that we will take this action.

- **Defining History of Load:** This has been a real sticking point among dept. chairs and part time faculty. The council concluded that the proposed changes in the language have not cleared up the ambiguity.

- **Reorganization Concern/Complaint: Increased work loads for Division and Dept. Chairs at Mission with SOC's not being replaced.** Concern by Helen Ostrander. The reorg changes for dept and division chairs at Mission has meant far more work for these individuals with no additional pay. We need to provide guidelines and legal direction when our contract is broken and acknowledge that at one college, Div and Dept chairs are being asked to increase their work load by 40%. Action has been requested from ACE.

Suggestions: Request evidence and documentation for the ACE attorney and review job descriptions. Remind all that discussion about the reorg is fine, but shifting into action is not. One college is just talking, the other took actions. ACE should send a letter to dept. and div. chairs to outline their job duties as is stated in our contract. The ACE president should attend the next AS meeting (getting on the agenda) and explain it is ACE's duty is to protect our faculty and our contract. PERB is always an option, as is "Work to Contract". It was noted that filing a grievance is not an effective tool for addressing this problem as the same individuals would be judging the grievance. With the Mission division structure change, all the senators changed, and many are new and need to be educated.

Among the comments:

- 1) The dept. and div chairs should receive a letter from ACE stating their rights and responsibilities. We need to include: How they are being taken advantage of, what the process is, how they can stand up for themselves in this situation. The union needs to reach out to our faculty and educate them.
- 2) The answer is more communication with our faculty. A copy of the June 26 letter from our attorney to the district that received no adequate response should be made public to our faculty.
- 3) Then when the faculty feels ACE's support, they need to speak up for themselves. The 525 goal is currently at 535, and the administrators want PGC to go to 575 as a goal, Our apportionment is shrinking. Faculty, particularly associate faculty, continue to take all the cuts in lost courses and income.

The meeting was adjourned at 5:40 PM.

Respectfully Submitted,
Donna Frankel,
ACE Secretary