



*A Union of Professionals*

**AFT Higher Education**

**Yakima Valley Community College  
AFT Yakima Professional Staff  
Local 6390, AFT Washington, AFL/CIO**

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*Bargaining Committee*

*Chair: Nancy Kennedy (AFT WA)*

*Clarissa Wolfe (4607), Marney Spurgin (4785), Patrick Amato (4697), and Wendy Harvey (4975)*

**Meeting Date:** March 17<sup>th</sup> 2008

**Location:** HR Conference Room

**Attendees included:**

- YVCC: Mark Rogstad, Leslie Blackaby, Teresa Holland, Scott Towsley
- AFT WA: Nancy Kennedy
- AFT YPS: Marney Spurgin, Clarissa Wolfe, Wendy Harvey, Patrick Amato

**Ground Rules:**

- YPS Negotiation team at the table will always include two of the same individuals
  - One: Marney Spurgin
  - Two: Undetermined at time of the meeting
- YPS has the right to bring someone in if needed.
- Meetings to occur during working hours
- HR Conference room was decided to be location of meetings due to access to a printer, copier and computer if needed.
  - If change occurs Nancy will be notified of new location.
- Release time:
  - Mark gave permission to have release time for the professional staff negotiation team; should the process drag out it may be necessary to reschedule.
    - First Meetings were determined best to be ½ days.
    - Third meeting scheduled for a full day.
- It was agreed to not to schedule the sessions too close together as there isn't enough time to do the preparation work between meetings; preparation work to be completed outside normal working hours.
- In the past local negotiations with the College have included:
  - Classified contracts bargained traditionally
  - Faculty contracts use the Interest Based Bargaining model

**Tentative Agreements:**

- Agreed with written minor changes to the agreements and signing off as opposed to; re-writing the changes, reviewing changes and then signing off. This will save time in the process.
- After 1<sup>st</sup> two sessions will do a combined draft
- Nancy in the past has used line numbers per page, with page numbers.
- Nancy mentioned breaking them into "Articles" then we just reprint the Articles.
- Tentative Agreement by Article or section is there is a part hanging on; unless we have to go back and make a mutual change.

**Communication – Internal & External:**

- No joint minutes
- Parties agreed to let each other know in advance where they are at; Nancy noted that she has never gone to the press.
- Agreed to not make this personal and only about the issues.
- Agreed not to tie the hands of the individuals at the table; will not take back specifics but generalizations.

**New Proposal Cutoff:**

- 1<sup>st</sup> contract tends to be a bit spongy
- Agreed to go 2-3 meetings and then take a look if additional items come up as long as long as it is not retaliatory.
- District:
  - Noted that they would need some time to get theirs done
- Current Sequence for exempt:
  - Admin Exempt code
  - Where silent has followed classified contract.
- Process:
  - Legislative
  - # per page
  - Use of colored paper: Union (Blue), District (White)
  - Nancy spokesperson for AFT-YPS, Mark spokesperson for District (noted anyone on his team could speak as well).
  - Agreed that there will be no form of email used to pass the proposals back and forth as this could lead to a knee-jerk reaction as opposed to a walk through in person where the intent is apparent.

**Scheduled Meetings:**

- **1<sup>st</sup> Meeting:** Thursday April 24<sup>th</sup> : Swap proposals (12:00-4:00):
- **2<sup>nd</sup> Meeting:** Monday May 5<sup>th</sup> (11-3)
- **3<sup>rd</sup> Meeting:** Thursday May 22<sup>nd</sup> (10-5)