



CLASSIFIED SENATE MINUTES

Thursday, April 27, 2023 | 1:00pm 2:00pm | Rm 9-257A

Agenda Item	Notes
Committee Reports	None.
Welcome/ Introduction	Meeting began at 1:00pm. We requested to change the agenda to meet the needs of some presenters. If you would like to meet with Maria Huning regarding the Pacific Dining Contract, please let us know so that we can send the meeting invitation.
CSEA Leadership updates on Committees	<p>CSEA leadership at Cañada would like to clarify the process since it was requested at a previous Classified Senate meeting. They have noticed some new managers not following the process per union contract, which can be detrimental since this policy in Title IV and Board Policy (do we know the number?). Classified Senate Leadership and CSEA leadership at Cañada work together to provide a list of candidates for hiring and participatory governance committees. Then that list goes to the CSEA Executive Board and it is ultimately approved or modified by them. It then goes to HR, in the case of hiring committees, and then employees are informed if they are on the committee. Or it comes back to CSEA campus leadership, in the case of participatory governance committees, and they inform the employee who is chosen. This is the system that has been in place for many, many years. What is looked for in candidates are:</p> <ul style="list-style-type: none"> ● Are they a permanent employee past their probation period? ● Have they completed unconscious bias training (for hiring committees)? ● Confirmation from HR that they are in compliance with requirements. ● Are we balanced in the case of areas of the college (Business Office, Student Services, Instructional Areas, etc.)? <p>Remember, managers can recommend an employee for a committee (hiring or participatory governance) but CSEA executive board usually takes 5 days for a turn around on communication regarding</p>

	<p>committees. If CSEA campus reps have not received the committee make-up, they cannot respond in that length of time. It is up to the hiring manager to communicate in a timely fashion.</p> <p>Please communicate with CSEA campus leadership and the Classified Senate President if you have any issues or there are any pressures for committee work. You can always opt out of committee work. There is always open communication between CSEA leadership at the campus and executive leadership level.</p> <p>This process applies to all committees, task forces, work groups, etc.</p> <p>A question came up in a previous Classified Senate meeting regarding how EAPC classified members were chosen. At that time there was confusion on who could be on the committee, how people were chosen, and who was excluded. We reviewed the method of communication regarding the CSEA campus leadership and Classified President and Vice President for these nominations. There was a meeting (with Jeanne, Rachel, Jamie, Roz, and Maria H), 2 meetings with the college president, the CSEA & Classified Senate leaders put names forward to CSEA executive leadership, Annette reviewed the list and made changes based on the above criteria. The committee has a right to change their bylaws and makeup next year based on their experience with the pilot. Again, the pilot is for how the bylaws and reporting work on campus.</p> <p>We encourage everyone to sign up for leadership opportunities on campus. We need to hear new voices and different areas of the college campus. Jeanne and Roz are always happy to discuss the makeup of any committee any time.</p> <p>A question was asked about when managers are told about the makeup of a hiring committee and where the changes come from. Jeanne will bring this back to CSEA leadership. Sometimes HR doesn't let you know if someone has been changed because it might be an HR issue.</p> <p>Remember, these bodies are there to represent all classified and make the best choices for those represented. It may not always be the most popular opinion.</p>
EAPC	<p>EAPC classified tri-chair Krystal Martinez was able to discuss the plans and goals of the EAPC. They recently had an open house event at Flex Day. Several staff indicated that they learned a lot about the program, that it is a safe space to speak and learn. They emphasized that there is a lot that our students and staff/faculty go through and this is a great program to have the discussion and find solutions.</p>

	<p>Ideas from the open house included that those who aren't willing to go to trainings on bias are often those who need it most. It isn't just staff who needs this but faculty and administrators too! Additionally, we need to work on Restorative Justice because we see that intentions aren't always what you mean and it hurts, so we need to work together better to bring about community healing.</p>
<p>Call/Approval of Nominations for Classified Senate Leadership positions.</p>	<p>We are still asking for nominations, as we only have 1 person per position, except secretary. No one has accepted the nomination for secretary. We will extend the nomination period until 5/5/23 at 12pm. At that point if no additional nominations are made those who have accepted nominations will be defacto winners. Write-ins are not allowable per our mission and bylaws.</p>
<p>Good of the Order</p>	<p>Please reach out to us if you have any questions or nominations! Please come to the Honors Symposium to hear the great research our students are conducting! It runs right after this meeting.</p>
<p>Adjourn</p>	<p>Meeting adjourned at 2:00pm.</p>