

**MSAC Faculty Association
Representative Council Meeting
October 2, 2018**

Present: Alvarez-Galvan, Barrios, Birca, Calzada, Chan, Crichlow, Cummings, Esslinger, Ezzell, Flisik, Garrett, Greenberg, Heard, E. Hernandez, Horton, Howell, Hughey, Impara, Jones, Kaljumagi, Kirchgraber, Knapp, Lackey, Lancaster, Leyva, McIntosh, McLeod, Meyer, Nakamura, Nejad, Norvell, Olds, Ott, Pham, Piluso, Quinn, Ramey, Rojas, Romero, Rubenstein, Sanetrick, Scott, Sholars, Simon, Smith, Straw, Thomas, Toloui, Uyeki, Vo, Ward, Wolf, Woolery. **Absent:** Blyzka, Brentingham, Burman, Chen, Cridland, Engisch Freeman, Frickert, Greco, Hamby, Hernandez-Magallon, James-Perez, Jollivet, Kunkler, Luther, Pula, Stringfellow, White, Willis.

Measure GO - Jill Dolan and Denise Ludlum spoke to the FA Representative Council before the meeting and informed the council of the "Measure Go" bond to raise 750M needed for campus improvements. Sign-up sheets for phone banking and yard signs were presented. Headquarters for the "Measure Go" bond is located in 6-160. Visit the website to volunteer: www.gomtsac.org.

I. Call to Order and Approval of the Agenda

President Eric Kaljumagi called the meeting to order at 11:49 a.m.

II. Approval of Minutes

The minutes of September 4, 2018 were approved as written with the minor corrections.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on September 12 and heard from five committees. The Accreditation Steering Committee noted that they are beginning work on the timeline for the midterm report. In addition, we should participate in accreditation visits. The Institutional Effectiveness Committee expects the PIE (Planning for Institutional Effectiveness) Forms to be available by the first of November. The Budget Committee noted that the college grew last year by 3.6% and that the college currently has a planned surplus of just over \$900,000. The Information Technology Advisory Committee reminded us that Banner 9 is coming on October 15 and that Lotus Notes will be turned off in January. Finally, the Professional Development Council noted that a new Professional Development Plan is being drafted and that the conference and travel budget has been expanded by 20%. The remainder of the meeting was spent discussing whether to change to a "100% Smoke and Tobacco Free College." Although there are grants available from the Chancellor's office to do this, the current policy is not being enforced and the FA is concerned about draft language that would prohibit possession of smoking/vaping items on college property, including the parking lots. This item will return at a future meeting. On September 26, PAC met and briefly discussed AP 5020 (Nonresident Tuition) without taking any action. The Council then reviewed twenty committee reports from the prior spring. PAC will next meet on October 10.

B. Board of Trustees' Meeting (BOT) – The BoT met on September 12. During the Foundation report, we learned that the college has received its largest gift ever (\$3 M) from the estate of Diana Berger. This money will be used for our visual arts and theater programs. After learning about our 34 active grant projects (\$27.1 M in all) and our construction management agreements, the BoT approved their consent items with little comment. These consent items included a contract to pay ELS Education Services a \$1,700 bounty per international student that they route to Mt. SAC, the authorization of a new "Director, Off Campus High School Programs," and a salary increase (reclassification) for the Chief of Police and Campus Safety. As Eric now has an early schedule, he left at 10 PM before the BoT approved its five action items. These were to layoff the Title V Grant Director due to lack of work, to adopt the 2018-19 budget, to hire Tilden-Coil to manage the Lot S Parking Structure project, to approve five architectural firms for future projects, and to approve two construction management firms for future projects. The BoT will next meet on October 10.

C. California Fires – Shasta College in Redding has been severely affected by the Carr fire, with multiple employees losing their homes. Faculty are encouraged to donate to the college's Go Fund Me page: gf.me/u/j9ph82.

D. SCOne Leadership Conference – Four Mt. SAC faculty attended the SCOne Leadership Conference on September 15. Attendees attended sessions that included membership engagement, member benefits, the duty of fair representation, STRS retirement, and grievance processes. With two meals and a L.A. County Fair ticket included in the \$25 registration, this conference represents an excellent value to the FA.

E. November Elections – This fall, CTA is focusing on the election of Tony Thurmond for the office of State Superintendent of Public Instruction and Gavin Newsom for State Governor. CTA also recommends the following with regard to State Propositions: 1) Yes on Proposition 4 – would authorize \$1.5 B in bonds, primarily to assist seven nonprofit hospitals; 2) No on Proposition 5 – would allow those 55 or older to transfer their tax assessment to a higher value home in CA, significantly reducing property tax revenue over time; 3) Yes on Proposition 10 – would make it easier for local governments to regulate rents; 4) No on Proposition 11 – would remove the current requirement that ambulance workers (like most other hourly employees) take meal and rest breaks

F. Local Political Action – The FA gave the “Yes on GO” bond campaign a contribution of \$10,000 on September 19 and has also given the “Ruth Luevand for Mt. SAC BoT” campaign several contributions totaling just under \$13,000. In addition, we are paying for a mailer that should go to 11,000 households in mid-October. The FA Political Action Committee is planning to canvass neighborhoods on behalf of Ruth on October 13 and 27. Please contact Joan Sholars at jsholars@earthlink.net if you would like to assist with this effort. As of September 27, Luevand's primary opponent, Gary Chow, has contributed \$45,000 to his own campaign.

G. Committee Vacancies – There are still vacancies on the FA Membership and FA Political Action committees. Both of these committees meet as needed. We also have a seat available on the Lab Parity Committee, which meets on the second Thursday of each month from 2:00 – 3:00. If you are interested in serving on one of these committees, please contact the FA President at kaljumagi@msac-fa.org.

H. CCA Conferences – Eight faculty will represent Mt. SAC at the CCA Fall Conference, which will be held this year at the San Jose Airport Doubletree from October 12 - 14. As was the case last year, this conference's focus will be on how to keep members interested in and engaged with their union. The conference was moved from the San Jose Marriott due to a labor dispute at the Marriott. Faculty are encouraged to request appointment to the CCA Winter and Spring Conferences. The CCA Winter Conference will be held February 8 - 10 in San Diego. It will have a focused strand on collective bargaining and is an ideal way for faculty to learn how to negotiate and assist in contractual negotiations. The CCA Spring Conference will be held April 26 – 28 in Irvine. This conference will highlight how to be an effective advocate in California, and there will be sessions related to advocacy with the State Legislature, local boards of trustees, communities, and our membership. The spring conference also includes the “We Honor Ours” (W.H.O.) award dinner and this year will include very important elections for the CCA President and Vice-President. Due to the need for Exec. Board approval, please contact the FA President at ekaljumagi@msac-fa.org by November 16 for the Winter Conference and by March 8 for the Spring Conference.

I. Insurance – Five insurance focus group meetings were held during early September. Participants described a general satisfaction with their current options, noting that a Kaiser plan, an HMO not Kaiser, and a PPO would be required in any future insurance scenario. Participants also noted satisfaction with their current moderate office visit and drug co-pays. However, deductibles and maximum out-of-pocket amounts were deemed somewhat high. There was significant disagreement on whether we should remain in a tiered (one party, two party, three+ party) plan or switch to a composite (all pay one cost) plan, with the additional suggestion that a four-tier plan (that separates two party w/spouse vs. two party 2/minor child) be considered. The FA is now seeking faculty for a health benefits options taskforce that will meet throughout the fall semester to review the details of our insurance plans. If you know someone who is interested in serving on this taskforce, please have them contact the FA President by October 5.

J. Negotiation Team Shadows – The FA will undertake re-opener contract negotiations with a five person team beginning in January 2019. The Faculty Association is looking for one or two members to volunteer to shadow the negotiations process, to assist the negotiations team with their research, and to attend CCA or CTA negotiations training in February or July 2019. Please contact the FA President at kaljumagi@msac-fa.org by 5 October if you are interested in being trained as an FA negotiator.

K. 2019 Negotiations – The survey for 2019 negotiations is available on the Luminis portal until 10 October. Please encourage all faculty to take the survey, the results of which guide the Exec. Board with our negotiations process. Survey questions for next year will be solicited in the spring.

L. STRS Workshops – Due to the well attended STRS workshops last year, the FA has convinced STRS to return to campus again this year. Their “My Retirement Benefits” workshop, which is intended for those ten to fifteen years from retirement, will be on 4 December at 1:30 PM in Founders Hall. This will be followed by their “My Retirement Decisions” workshop, intended for those within five years of retirement, on 4 December at 3:00 PM in Founders Hall. We expect to have both workshops available on the POD calendar (<http://pod.mtsac.edu>) within the next week. As we will have a very large number of new hires next year, the STRS early-career workshop will be requested next year.

M. FA Events – The FA has four events scheduled for October. All faculty are encouraged to attend: 1) Faculty Association Open House: 9 October, 2:00 – 7:00 at the FA Office. Come have supper or dinner on us and learn where the FA offices are! We will also answer your questions on contractual and other union issues; 2) Service Center One Picnic: 13 October, 11:00 – 2:00 at the San Dimas Canyon Park. Bring the whole family and enjoy an old-fashioned picnic with K-14 educators from across the San Gabriel Valley! Free food and games will be provided; 3) Adjunct Faculty Celebration: 16 October, 11:30 – 1:00 in Founders Hall. Our over 1000 adjunct faculty have made some amazing contributions to the college. Come enjoy lunch and listen to a few of their stories as we celebrate the contributions of our adjunct faculty; 4) Soccer Family Tailgate: 19 October, 2:00 – 4:00 at the Mt. SAC Soccer Field. Bring the whole family and enjoy the company of your fellow professors as we watch both our men’s and women’s teams play El Camino College. Treats and drinks will be provided.

N. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: confirmed the appointment of Michelle Johnson, Phil Wolf, and Beta Meyer to the FA Elections Committee; confirmed the appointment of Luisa Howell to the FA Political Action Committee; confirmed the appointment of Sandra Esslinger to the Insurance Committee; confirmed the appointment of Michelle Stewart-Thomas as our CTA Human Rights contact; confirmed the appointment of Melinda Bowen as our GLBTQ+ contact; confirmed the appointment of Linda Chan as our Women’s Issues contact; approved “Coffees with the FA President” events on September 12 and 13 using existing Sodexo credit; approved up to \$500 for food and drinks for the “Cocktails with the FA Vice-President” event on 26 September; approved up to \$750 for food and door prizes for the FA Open House on October 9; approved up to \$1,450 for food and gift cards for the Adjunct Faculty Celebration on October 16; approved up to \$250 for snacks and drinks for the Soccer Family Tailgate on October 19; approved the attendance of Tamra Horton, Luisa Howell, Eric Kaljumagi, Al Kirchgraber, Joan Sholars, Ellen Straw and Antoine Thomas at the CCA Fall Conference; directed the FA President to offer surplus used office chairs to attendees of the FA Open House; nominated Joan Sholars for the 52nd Assembly District Educator of the Year Award; recommended that the FA Representative Council adopt the 2018-19 Elections Timeline

IV. Vice President’s Report – Joan Sholars

A. Governance Committee – The Governance Committee will meet after Rep Council today to set their goals for this year.

B. Communications Committee – The Communications Committee is working on a newsletter to be published later this semester.

C. AP/BPs on Ethics and Whistleblowing – Eric Kaljumagi, Martin Ramey, Chisa Uyeki and Joan are working on the AP/BPs on Ethics and Whistleblowing.

D. Grievance Report – Grievance Report: 1) There are no grievances at this point in time; 2) Last week Joan had a meeting with a faculty member and a dean concerning unprofessional behavior towards the classified staff. There was no disciplinary action taken. 3) Last week Joan had a meeting with a faculty member, the dean and the associate dean to go over a letter of reprimand that the district wants to place in the faculty member's personnel file concerning leaving class early. The meeting is being rescheduled. 4) Joan has a meeting next week with the Vice President of HR and a faculty member concerning an accommodation request. 5) Eric and Joan are working on a solution to the discrimination complaint against a faculty member by another faculty member. They are close to a resolution.

E. Calendar Committee – The Calendar Committee met to work on suggestions for the academic calendar for 2020-2021. You should see the calendar(s) at the next Rep Council for discussion and then for a vote at the December Rep Council.

F. Membership and Hospitality Committees – The Membership Committee and the Hospitality Committee will meet before the next Rep Council meeting.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – October 2, 2018 and stated that the report is current and up to date. Treasurer Lancaster reported that he contacted a representative from CTA regarding the missing dues instalment from last year. CTA was waiting for the ramifications from Janus and associated system changes before sending out the last instalment of the 2017-18 academic year. The last installment should be reflected in the next bank statement. The FA has donated \$10,000 to the "Measure GO" bond campaign and the budget reflects the \$10,451 that has been donated in support for Ruth Luevand. New categories will be created to replace "Nonchargeables" as line budget items and these new categories will be in the November 6 Treasurer's Report.

VI Director J Report – Eric Kaljumagi

Eric Kaljumagi reviewed his September 7-8, 2018 Director J Report and highlighted the following items: 1) Monterey Peninsula College has been without a contract for five years and have made little progress in negotiations. A strike in the near future seems likely; 2) College of the Canyons is now at impasse due to disagreements over their salary schedule; 3) San Bernardino Valley College's negotiations are focusing on wages, particularly since their district refuses to abide by their contractual "median of seven" standard agreed to in the contract; 3) Rio Hondo College will open negotiations this year in October, one month earlier than usual. This is partly because the president of Rio Hondo College has announced her retirement and wishes to complete a new contract prior to her departure; 4) Sierra College offered a regional "All Faculty Event" on 24 August with dinner, wine, music, dancing, and union information from CCA President Lynette Nyaggah and CTA Lobbyist Jennifer Baker. They also gave away swag that included their logo and media information. Over 250 faculty attended; 5) Multiple colleges reported little to no loss of membership this year. Faculty are supporting us! CTA reports that to date fewer than 300 out of nearly 300K teachers have dropped their membership; 6) The CTA ABC committee has authorized most of its funds for Board of Trustee races already. Mt. SAC received \$3,000; 7) NEA is promoting "Red for Ed," a multi-prong effort to improve the status of teachers, students, and schools. Greater school funding, improved salaries and working conditions for teachers, and improved recognition of the importance of education are the primary goals. "Red for Ed" events such as the wearing of red shirts are encouraged. More information is available at <http://neatoday.org/redfored/>; 8) Chancellor Oakley stated at the May Board of Governors' Meeting that the community colleges should be allowed to offer BS in Nursing programs. He also reported that a subgroup of the Board will serve as the governing board of the online community college. Oakley is hoping for "easy on and off ramps" to the existing CCCs, which was not envisioned in the authorization for the online college; 9) The CCA Board considered a resolution to work with CTA leadership to lobby legislators to require that local high school teachers teaching dual enrollment classes have college level protections, including choice of textbook, a limit to class size, and choice of pedagogy. The Board decided instead to direct the CCA President to draft guidelines on these issues; 10) The CCA President encourages unions to be involved with the implementation of Guided Pathways and stated that unions should have representatives on any steering committees making decisions on this topic; 11) CCA continues to support the unfair layoff lawsuit against the College of the Siskiyous. About \$11,000 has been spent to date; 12) The CCA Conference Committee is working to create additional family-friendly events at the CCA conferences; 13) The CCA4me.org website has been changed to <http://www.CCA4us.org>; 14) The next

CCA Conference will be held in San Jose on 12 – 14 October, but has been moved from the San Jose Marriott to the San Jose Airport Doubletree due to a labor dispute; 15) The next CCA Board Meeting will be 12 October 2018. Please let me know if you have any issues you wish me to bring to the CCA Board. Also, please keep in mind that the CCA Board encourages adjunct faculty to attend CCA conferences.

VII. SCOne/CTA State Council – No Report

VIII. Academic Senate Report – Martin Ramey

A. Full Senate Actions – The Senate met on September 20 and approved the recommendations contained in the Distance Learning Plan reviewed by the Distance Learning Committee. The objectives of that plan include: Increasing student success in online classes above baseline by 4%; Increasing equity in student success above baseline by 2%; Improving the marketing of distance learning (DL) opportunities; Increasing the number of faculty certified to teach DL classes; Increasing the number of approved DL courses by 10% over the previous year; and Increasing the number of sections of DL courses by 5% over the previous year, among other recommendations. The Senate also opened nominations to fill a vacant Director position on the Senate's Executive Board. This carries a two-year term. Candidates must be a sitting Senator. Nominations will close at the next Senate meeting, on October 4, 2018. The next Senate meeting is Thursday, October 4, 11:30 a.m. to 1 p.m., Founders Hall.

IX. Negotiations Report – Joan Sholars

A. Ratification Ballots – The FA ratification ballots are due by October 12.

B. If Contract Is Not Ratified – If the contract is not ratified, both parties could go back to the table and continue negotiating. One or both parties could state that we are at impasse. If we go to impasse, then the state would send a mediator down to try and settle the contract. They start with “fact-finding” which does not include finding any facts at all. It is just a restatement of what has occurred during negotiations. The District could give us their LBFO (Last Best Final Offer) which would most likely put us at impasse. If the contract is not ratified, we would need faculty to be prepared to do informational pickets at campus events and on the street. We could do a vote to see if faculty are ready and willing to strike if needed (Strike Authorization Vote). The FA Negotiation Team did not believe that our faculty were ready to do that at this point but Joan would love to be found wrong. One of the reasons that Citrus got a pretty good raise (In percentages, at least) is because their faculty went out to the streets with their informational pickets. Eric joined them on the front lines. Are we willing to put ourselves out there?

C. Faculty Attending the October 10 BoT Meeting – The Board of Trustees meets on Wednesday, October 10. A group of concerned faculty are planning on attending the Board meeting to protest (maybe silently) the raise that is being offered in this year's contract ratification. The Faculty Association cannot sponsor this event as the Rep Council voted to recommend approval of ratification of the contract. Individual faculty are free to let the Board know of their displeasure. The FA Negotiation Team fully supports faculty expressing their concern and frustration with only COLA being offered as a raise.

D. Negotiation Survey – This year's proposed contract changes represents negotiations over re-opener items that were mutually agreed upon and many of those items were for our adjunct faculty. Full negotiations are open this year and we are not limited to only items that the district mutually agrees to open. So please remind faculty to take the negotiation survey that is on their portal. Remember questions for the survey were solicited last spring.

E. FA Health Benefits Focus Groups – The FA held five focus groups sessions on our health benefits in September. Eric is now soliciting members for an FA Taskforce that will be working on recommendations for the FA. At the focus groups, we found that most people are happy with their medical insurance. The majority of the people who came to the focus groups were enrolled in HMO's and not PPO's, so we did not get much feedback from faculty concerning their deductibles and annual limits. The other question asked at the focus groups was about composite rates versus tiered rates. At this point in time we are paying tiered rates which means that the premium you pay is based on the number of family members covered in your plan. If we were to go to composite rates, then everyone would pay the same regardless of the number of family members covered in your plan. The

taskforce will need to make recommendations to the Executive Board and Rep. Council by the December meeting so that the Negotiation team can work on this in January.

F. One Time Moneys – The Negotiation Team will also be negotiating for some of the one-time moneys that the college will receive. This could get faculty a one-time bonus in the spring.

X. Political Action Report – Joan Sholars

A. Political Action Committee Meetings – The Political Action Committee has been meeting on Thursday mornings to discuss our plans for this election.

B. Change in our BoT – The election of Ruth Luevand to our Board of Trustees is important to us as faculty. We need a change on our Board. Look at the past 12 months –we have lost the Olympic Trials; we are still in litigation with the Citizens of Walnut; we have a bond that has had little campaigning done for it as of yet. Faculty are upset over the proposed contract. Let's get together and change our Board – we lost our one very big supported in David Hall. We need to put someone on the Board who will listen to us and try and work with us. This election could change the Board's attitude toward faculty.

C. Precinct Walking – We are doing precinct walking on October 13 and October 27. October 13 we will be walking in the Covina area and Richard Myers will take the lead on this day. October 27 we will be walking in the Covina and West Covina areas –and Richard Myers and Kelly Rivera will take the lead on this day. For the precinct walking, we are getting walking maps put together. Joan has ordered t-shirts that say "Mt. SAC faculty support Ruth Luevand for Mt. SAC Board of Trustees". Each pair of walkers will be given a map, flyers, talking points, and water. Please volunteer for this.

D. Postcard – Eric and the Political Action Committee have developed a postcard that is being printed now to go out as soon as possible. Voting by mail ballots are going out now and we want to get their attention NOW. The cost of these post cards is about \$8000 and that includes postage.

E. Faculty Association Open House – We are looking for dates to do phone banking to our fellow CTA members that live in District 2. There are about 1300 CTA members in this area. We need their support. More information will follow.

XI. Old Business – Action Items

A. Donation to CTA Disaster Relief Fund / Shasta College Employee Help Fund – CTA is collecting donations to help seven faculty members who lost their housing to the Carr fire, and one faculty member who died as a result of the fire. A motion was made, seconded and carried to donate \$500 to the CTA Disaster Relief Fund and \$500 to the Shasta College Employee Help Fund (total of \$1000).

XII. New Business – Discussion Items

A. 2018 – 2019 Elections Timeline – The FA Executive Board has recommended the proposed 2018 – 2019 Timeline. The timeline mirrors this year's Election Timeline. This will be an action item at the next Representative Council meeting on November 6th.

XIII. Announcements

A. Next Executive Board Meeting – October 9th, 11:30–1:00 in the FA Office.

B. Next Representative Council Meeting – November 6th, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – October 10th, 6:30 pm in Founders Hall.

D. Next CCA Conference – October 12th – 14th at the San Jose Doubletree.

- E. Faculty Association Open House – October 9th, 2:00 – 7:00 at the FA Office.
- F. Next SCOne Council Meeting – October 10th 4:30 – 9:00 p.m. at the San Dimas Country Club.
- G. SCOne Picnic – October 13th, 11:00 – 2:00 p.m. at the San Dimas Canyon Park.
- H. Adjunct Faculty Celebration – October 16th, 11:30 – 1:00 in Founders Hall.
- I. Soccer Family Tailgate – October 19th, 2:00 – 4:00 at the Mt. SAC Soccer Field.
- J. FA Exec Special Budget Meeting – October 23rd, 11:30 – 1:00 at the FA Office.

XIV. Adjournment

The meeting was adjourned at 12:47 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association