

**Mt. SAC Faculty Association
Executive Board Meeting
December 11, 2018**

Present: Alvarez-Galván, Chan, Heard, Horton, Kaljumagi, Lancaster, Quinn, Rubenstein, Sanetrick, Sholars, Thomas, Uyeki, Ward, Woolery. **Absent:** Ramey.

I. Call to Order and Approval of Agenda

The meeting was called to order and the Agenda was approved with the addition of the Governance Report and the addition of Luisa Howell to the CCA Spring Conference (New Business – C.) to the agenda at 11:35 a.m.

II. Approval of Minutes

The minutes of November 27, 2018 were approved as written with the substitution of Barbara Quinn's Insurance report.

III. President's Report – Eric Kaljumagi

- A. President's Advisory Council (PAC) – PAC will next meet on December 12.
- B. Board of Trustees Meeting – The BoT will next meet on December 12.
- C. Committee Vacancy – There is still a vacancy on the FA Budget committee, which meets as needed. If you are interested in serving on this committee, please contact the FA President at kaljumagi@msac-fa.org. In Spring, all members with committee terms that are ending will be notified and an open call to fill positions for 2019-22 will be sent out in March.
- D. March for Public Education with ULTA – The United Teachers Los Angeles (UTLA) may go on strike as early as January. CTA is encouraging us to join UTLA in their march for public education on Saturday, December 15 at 10:00 AM. If you are willing to participate, please contact the FA President at kaljumagi@msac-fa.org by today.
- E. SCOne School Board Dinner – On 4 December the FA President attended the SCOne School Board Dinner along with Trustee Gary Chow and Student Trustee Gabriel Alfaro. We were addressed by CTA President Eric Heins on the goals of CTA and his hopes for the near future.
- F. CCA Spring Conference – 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 at many levels, including with the State Legislature, with local boards of trustees, with our communities, and with 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. All customary expenses are paid by CCA and the FA. Due to the need for Exec. Board approval, please contact the FA President at ekaljumagi@msac-fa.org by March 8 if you would like to attend the CCA Spring Conference.

IV. Vice President's Report – Joan Sholars – No Report

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2018 – December 11, 2018 and stated that we just received the bank statement and we have received our Dues and Agency fees but it is not documented on the report. We are running at a deficit but that is normal. Treasurer Lancaster noted that there were some errors on the report that he will be correcting.

VI. Director J Report – Eric Kaljumagi – No Report

VII. SOne/CTA State Report – Joan Sholars – No Report

VIII. Academic Senate Report – Martin Ramey – No Report

IX. Insurance Committee/Health Insurance Task Force – Barbara Quinn

A. Insurance Committee – No Report as the Insurance Committee/Employee Benefits Committee has not met since the last report. The December meeting has been cancelled.

B. Health Insurance Task Force – Joan arranged a meeting with the taskforce force to meet CHECHR which was quite informative. In summary, CECHCR is a non-profit consultation group that does not sell insurance. They meet with districts and bargaining groups to help assess their situation and to understand the interests of the district and all employee groups. They provide education about health plan benefits to the district. CHECHRS conducts their own RFP process to have comprehensive information including the actuarial value of the plans. They can assist with the transition from one to plan administrator to another or assist with providing education to members about their current health care benefits and plans if districts remain with their current plan administrators. They do not offer legal consultation or advice. CHECHRS confirmed for us that the RFPS given to the task force were incomplete in that essential information such as specific health plan benefit information and actuarial values were not included for comparison. At the point of the meeting on November 16th, CECHR representatives shared that their understanding is they had been hired by the District and it would take a minimum of 4 months to complete their RFP process. When asked about making a recommendation to leave CALPERS - representatives responded that it would be premature to make a decision or recommendation about changing health benefit administrators and plans at this time. The task force submitted an interim report memo to the Executive Board. Discussion of the task force recommendations is deferred until later under the new business agenda when task force members have been invited to join the meeting.

X. Adjunct Faculty Committee – Linda Chan – No Report

XI. Governance Committee – Linda Chan

The Governance committee is working on Standing Rules in particular the structure of committees. There is concern about being too restrictive on committee composition. The committee recommends extending the Adjunct Faculty Advisory Committee another year since it is just starting this year and needs time to determine it's effectiveness.

XII. Closed Session – Grievance and Negotiations Report

The Executive Board reviewed and discussed the Grievance and Negotiations reports.

XIII. Old Business – Action Items

A. Lab Parity Committee Appointment – Eric Kaljumagi – A motion was made, seconded and carried to approve the appointment of Eric Kaljumagi to the Lab Parity Committee.

B. CCA Winter Conference Appointments – A motion was made, seconded and carried to approve the appointments of Diana Carillo, Tim Engle, Liz Hernandez, Al Kirchgraber, Briseida Ramirez-Catalan and Antoine Thomas to the CCA Winter Conference.

C. CCA Spring Conference Appointments – A motion was made, seconded and carried to approve the appointments of Tim Engle, Hugh Griffith, Serena Ott, Briseida Ramirez-Catalan, Antoine Thomas, Gary Enke, Sandra Esslinger and Vicki Greko to the CCA Spring.

D. Donation to Butte College Employee Help Fund – A motion was made, seconded and carried to make a donation in the amount of \$500 to Butte College Employees to help those faculty who have lost their homes in the Butte fires.

E. Winter Intersession Executive Board Meeting – A motion was made, seconded and carried to approve the Winter Intersession Executive Board Meeting be held at 11:30 on Friday, February 1st in the FA Office.

F. Puttin' on the Hits Budget – A motion was made, seconded and carried to approve the proposed 2019 Puttin' on the Hits budget of \$4,500.

G. Negotiation Shadow and Researcher Pay – A motion was made, seconded and carried to approve the payment of 1 LHE for the Negotiation Shadows and the teaching rate/hour up to \$1500 for Researchers.

XIV. New Business – Discussion

A. Negotiation Team Shadow Appointments – Dan Smith, Masoud Roueintan – It has been proposed that Dan Smith and Masoud Roueintan be appointed as the Negotiation Team Shadows. This will be an action item at the next Executive Board meeting on February 1st.

B. Negotiation Team Researcher Appointments – Eric Kaljumagi, Martin Ramey – It has been proposed that Eric Kaljumagi and Martin Ramey be appointed as the Negotiation Team Researchers. This will be an action item at the next Executive Board meeting on February 1st.

C. CCA Spring Conference Appointments – It has been proposed that Gary Enke, Sandra Esslinger, Vickie Greco, Enriqueta Leyva, Laura Wills and Luisa Howell be appointed to the CCA Spring Conference. This will be an action item at the next Executive Board meeting on February 1st.

D. 2019 FA W.H.O Award – Barbara Quinn – It has been proposed that the FA nominate Barbara Quinn for the 2019 FA W.H.O. Award. This will be an action item at the next Executive Board meeting on February 1st.

E. FASAF Award Applications – The FASAF Award Applications were presented for FA Executive Board to review. This will be an action item at the next Executive Board meeting on February 1st.

F. Legal Opinion Action Questions and Response – The Executive Board directed Eric to seek legal counsel regarding PEMCHA, CALPERS Resolutions and Health Benefits with the previously approved budget of \$5,000. The Board also directed Eric to clean up the language regarding Retirees being able to select any Benefit plan upon retirement. See Health Insurance Task Force Recommendations in New Business G.

G. Health Insurance Task Force Recommendations – The Health Insurance Task Force has concluded that the health insurance decision is far too complicated for union leadership to navigate without expert counsel. In their consultation with CECHCR representatives they were informed that: (a) the RFPs we received from the District were incomplete; (b) CECHCR would be entering into a contract with the District and it would take a minimum of 4 months before they have completed their assessment; (c) it is premature to make any recommendations about changing health care insurance and leaving CalPERS. Informal legal advice corroborated the prematurity of leaving CalPERS until the CBAs and resolutions relating to CalPERS are historically analyzed for compliance. Many institutions have fallen out of compliance in the last 5-10 years because they did not understand the PEMHCA laws. Mt. SAC was out of compliance between 1996 and 2005 and we must be certain they have not continued to be out of compliance. Therefore, the Task

Force recommends the following to the Faculty Association Executive Board: 1.) Participate in the CECHCR District assessment and RFP process; 2.) Retain legal counsel with expertise in PEMHCA law and CalPERS; 3.) Honor the results of Spring 2018 full-time faculty medical benefits survey by remaining in CalPERS in the interim; 4.) Empower the Health Insurance Task Force to spearhead the work with legal counsel and CECHCR. The Faculty Association Executive Board can expect a full report of the Health Insurance Task Force research and findings by the first week of winter intersession.

H. FA Meeting Schedule 2019-20 – The proposed FA 2019 – 2020 Meeting Schedule was presented and is similar to this year’s FA meeting schedule. This will be an action item at the next Executive Board meeting on February 1st.

I. Establishment of a 2nd Year Adjunct Faculty Advisory Committee – It has been proposed that the Adjunct Faculty Advisory Committee be extended for a 2nd year. This will be an action item at the next Executive Board meeting on February 1st.

XV. Announcements

A. Next Executive Board Meeting – February 26th, 11:30–1:00 in FA Office.

B. Next Representative Council Meeting – March 5th, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – December 12th, 6:30 pm in Founders Hall.

D. Next CCA Conference – February 8-10 in San Diego and April 26-28 in Irvine.

E. Next SCOne Council Meeting – January 17th, 4:30-9:00 p.m. at the San Dimas Country Club.

XVI. Adjournment

The meeting was adjourned at 1:28 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association Secretary