

Mt. SAC Faculty Association
Executive Board Meeting
May 25, 2021 via Zoom

Present: Alvarez-Galvan, Chan, Christ, Esslinger, Greenberg, Heard, Howell, Kaljumagi, Lawton, Piluso, Rivera, Thomas, Uyeki, Ward, Woolery.

I. Call to Order and Approval of Agenda

A motion to call the meeting to order and approve the amended agenda with flexibility was made (Alvarez-Galvan), seconded (Chan) and carried at 10:07 a.m.

II. Approval of Minutes

A motion was made (Chan), seconded (Howell) and carried to approve the updated minutes of May 11, 2021. Minutes were amended to correct the typo in the President's report, the number of full-time should be 420 not 907; misspelled Maya's last name. Approved by acclamation.

III. President's Report – Emily Woolery

A. FA Elections – FA Office staff, Susan Azelton and Vera Suwantararungsri, sent voting materials to all FA members (approximately 950). Voting materials explained the online voting process and informed members they may request a paper ballot. They also sent out election materials for one candidate. Phil Wolf, Elections Committee Chair, entered voting categories and voters. Voters were limited to FA members, who had shared a personal email address (approximately 750). Phil segmented voters by the following statuses: FT/PT and, if PT, by division. A few colleagues shared that elections are going well via the Simply Voting Platform. FA Elections commenced on May 18 – one day later than expected. Elections will close on May 19 at 11:59PM.

B. Commencement – Per a side letter agreement participation in 2021 Commencement celebrations is voluntary. Emily and Chisa Uyeki sent a joint email to faculty about participation. Approximately 55 professors have expressed interest in participating in the event.

C. Membership – Between May 17-24, CTA notified the FA that we have 9 new members. According to Mt. SAC Payroll, we have 928 members and 514 non-members. Full-Time Professors: 405 members and 33 non-members. Adjunct Professors: 523 members and 481 non-members. Total of 928 members (64%) and 514 non-members (36%). The CTA membership database shows 939 active members and 659 non-members.

D. CTA Opportunities – The following CTA opportunities are available: CTA Human Rights Cadre – Apply by May 26, 2021. CTA Summer Institute Home Edition! (July 26 – 29, 2021) – Contact Emily if you wish to participate.

E. Other Meetings – Emily has attended the following meetings: President's Advisory Council – May 12, Board of Trustees Meeting – May 12, Academic Senate Executive Board Meeting – May 13, SEEC Summit – May 14, HR/FA Weekly Meeting – May 14, May 20, Academic Senate/FA Monthly Meeting – May 18, FACTS prep meeting with HR – May 19, Academic Senate Full Senate Meeting – May 20, FA Organizing Committee – May 20, New Faculty Seminar – May 21, VPHR/FA Monthly Meeting – May 24, VPI/FA Monthly Meeting – May 24.

F. Grievance Report – The following are current grievances: 1.) CTA is handling arbitration for a probationary professor, whose tenure was denied. 2.) Adjunct professors expressed concerns about seniority rights with scheduling. The FA filed a Level 3 grievance. The District responded and FA is reviewing the response. The FA is addressing the following concerns: 1.) An adjunct professor requested support with a student grievance filed through Student Life. 2.) A professor requested support with filing a sexual harassment complaint against a manager. 3.) A professor expressed concerns that their department is experiencing a negative environment following the recent hiring of a manager. 4.) An adjunct professor reached out about

possible disciplinary actions taken by their manager. 5.) An adjunct professor reported concerns about harassment by a student. 6.) An adjunct professor requested support with a potential disciplinary action. 7.) A professor expressed concerns about committee assignments within their area.

IV. Vice President's Report – No Report

V. Treasurer's Report – Linda Chan

Treasurer Chan reviewed the September 1, 2020 – May 25, 2021 Treasurer's report and stated that the dues increase and proposed budget for 2021-2022 would be discussed later in the agenda. Maya Alvarez-Galvan asked where "The Simply Voting" expense was placed and was answered under the category of governance.

VI. Closed Session – Grievance and Negotiations Report

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

VII. Old Business – Action Items

A. Celebration of Adjunct Faculty – A motion was made (Maya), seconded (Rivera) and carried to send gifts to recognize adjunct, retiree and newly tenured members and to not have an event but wait until next year to celebrate. Approved by acclamation.

B. Purchase of FA iPad – After a long discussion and several amended motions, a final motion was made (Piluso), seconded (Uyeki) and carried to allow Joan to purchase the FA iPad and the officers (FA President and Treasurer) will handle the financial issues.

C. FA Student Awards – A motion was made (Alvarez-Galvan), seconded (Chan) and carried to approve the recommended FA Student Awards recipients with the following award amounts: Academic: Samantha Nunguia - \$1000, Gavin Lee - \$750, Saurav Kshteri - \$500; CTE: Peng Chen - \$1000; Extra Curricular: Eduardo Gutierrez - \$1000, Gavin Lee - \$750, Jacqyelyn Bahna - \$500.

VIII. New Business – Discussion

A. FA Member Dues – A motion to suspend the rules and make this an action item was made (Howell), seconded (Piluso) and carried. A second motion was made (Chan), seconded (Howell) and carried to recommend to Representative Council the increase of \$2.00/year to Full-Time faculty CTA dues in order to meet the CTA arbitration threshold of \$180 per year.

B. 2020 – 2021 Negotiations (Lead Negotiator Compensation, Summer 2021 Appointments) – A motion to suspend the rules was made (Rivera), seconded (Chan) and carried. A motion was then made (Chan), seconded (Greenberg) and carried to compensate Sandra Esslinger 5 LHE for serving as Spring Negotiations lead. Summer 2021 Appointments were not addressed due to time constraints and will return as New Business as the June 8, 2021 Executive Board meeting.

C. Committee Appointments – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

D. Bylaws and Standing Rules (Summer Retreat, AFAC Election, Grievance Procedures) – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

E. Organizing Report – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

F. Competency Based Education Grant – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

G. Faculty Association Contract Tips Series (FACTS) – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

H. Anti-Racist Pledge – This item was not addressed due to time constraints and will return as New Business at the June 8, 2021 Executive Board meeting.

I. FA Award to Faculty Dependent – This item has not addressed due to time constraints, but it remains of interest to the Executive Board. It will return as New Business at the June 8, 2021 Executive Board meeting.

J. Student Awards Increase – Students of Distinction – This item was removed from the May 25 and future agendas.

IX. Adjournment

The meeting was adjourned at 11:48 p.m.

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

Other Reports – Due to time restraints, the following report was provided but not reviewed:

X. Academic Senate – Chisa Uyeki

A. Appointments – The following appointments have been made: • Title V Online Equity Coordinator, Oldoos Oli Mohammadi (Communication/Speech), • Equivalency Committee, Joshua Christ (Theater), • Educational Design Committee, Barbara Mezaki (AMLA) 2021-2024, • Facilities Advisory Committee, Jennifer Hinostroza (Agriculture) 2021-2024, • Institutional Effectiveness Committee, Tiffany Kuo (Music) for Credit faculty at-large Sp 21 and 2021-2023, • Mapping & Catalog Committee, Eugene Mahmoud (PENG), spring 2021 and 2021-2024 for NSD rep.

B. Actions – The following are Senate actions as of May 20, 2021: • Open Nominations for Special Election of Senator-at-Large, 1 year term. Faculty nominated for the 2-year Senator-at-Large election (which is happening now) and are not elected to the two-year term have all agreed to be nominated for the 1 year position. • Proposed edits to AP/BP 4240 passed unanimously. • Fossil Fuel Divestment Resolution passed unanimously. • Credit ESL (AMLA) Adoption Plan passed unanimously. • Proposed Senate Meeting Calendar 2021-2022 passed unanimously.

C. Updates – Committee Openings I encourage all faculty to participate in a college committee or council. To express interest in an appointment to a committee or council please fill out the Committee Interest Form. Information on most shared governance committees and councils are available on the Committees webpage. If you have a committee term that ends in June 2021 and you are in your first or second term and are interested in continuing please send an email to Michelle Ravel mravel@ and Chisa, cuyeki@ so we can consider your interest in planning for next year's appointments.

XI. AFAC – Herschel Greenberg and Judy Lawton

A. AFAC Permanent Committee – AFAC was voted by Rep Council and became a permanent committee.

B. AFAC Workshop – Title: Equal Pay for Equal Work: Pay Parity, AB1269, and what it means for Part-Timers. Day and Time: Thursday, June 3rd at 11:30am – 12:30pm. POD Description: Join us and learn about AB 1269 and parity for adjunct! This informative workshop will focus on AB 1269's attempt to bring equal pay for equal work. Data and information will be provided by AFAC directly from the CCA Spring

Conference. Find out how to support this bill! This workshop will contain Part 1: History and Part 2: Action step. This workshop will also contain slides from the Spring CCA conference.

C. Part Time PGH – We discussed how part-time PGH now can be claimed on Smartsheet thanks to Tamra's work on this.

D. Know Your Contract Workshop – We discussed Tamra's "Know Your Contract" workshop, which is scheduled for Thursday, June 24th. There will be a training on June 21st at 9am training for those helping to run the sessions. Two workshop categories were discussed: Rehire rights and Evaluations. Tamra is working on a schedule. AFAC members volunteered to help run the two workshops.

E. Updates from Departments/Divisions – AFAC discussed office hours affecting adjunct and we discussed adjunct voting rights in departments.

F. Goals for Fall – Workshop ideas: Unemployment workshop in December; Increasing membership and advocacy

G. June Meeting – AFAC's next meeting will be on Thursday June 17th at 11:30am.