

Mt. SAC Faculty Association Executive Board Meeting Minutes

August 31, 2021

via Zoom

Present: Chisa Uyeki, Emily Woolery, Eric Kaljumägi, Herschel Greenberg, Joshua Christ, Judy Lawton, Kelly Rivera, Kristina Allende, Linda Chan, Luisa Howell, Maya Alvarez-Galván, Robert Piluso, Sandy Esslinger, Tamra Horton, Vicki Greco

I. Call to Order and Approval of Agenda

The meeting was called to order at 11:37am. Motion to approve agenda with flexibility made by Luisa, seconded by Maya. Amend agenda to include Herschel Greenberg, Maya Alvarez Galván, Joshua Christ, Tamra Horton, Emily Woolery, Sandy Esslinger, Judith Lawton, and Linda Chan on item VII.a.iii. The motion passed: 10 in favor, 2 abstentions.

II. Approval of Minutes

Motion to approve minutes of June 8, 2021 (Chan), seconded (Horton). The minutes were approved: 11 in favor, 2 abstentions.

III. Reports

A. President's Report - Emily Woolery

1. Emily welcomed all back for the Fall semester.
2. FA Office Staff: Vera Suwantararungsri returned to the FA office after a brief resignation. Susan Azelton has retired after more than 20 years of assisting the FA. Question of whether a replacement will be hired for Susan. Emily said discussion will be needed before a decision is made.
3. Many professors are sharing concerns with side letter agreements not being followed to the full extent by the district. Some faculty have reached out to share that the side letter agreements do not support their areas. FA Leadership is struggling to get current numbers of COVID cases and quarantined individuals and classes from the District. Maya proposed that the FA contact the LA County Health Dept. to inform them of the District not providing current data about the numbers of COVID cases on campus and numbers of students and employees in quarantine. Eric shared that the Math Dept. is having conversations about the confusing letters students are receiving from contact tracers notifying them about their exposures to COVID-19 and the requirements for testing, quarantining, and returning to campus. Students are being notified they are to quarantine for a class exposure but then showing up

for on campus work and attending other classes on campus. Chisa questioned to what degree the Dept of Health is able to help remedy the problems faculty are reporting, aside from providing some information. Emily asked Eric if CTA and CCA communicate with the Los Angeles Department of Public Health. Eric replied in the negative; Eric said the LAUSD teachers union, UTLA, has a strong communications relationship with LADPH. Chisa mentioned that her readings tell her there is no evidence of face shields protecting against the virus. Sandy agreed with Chisa that strategic action is needed. Sandy also commented on the intent of the side letters not being followed and the importance of FA showing the District that it has the ability to enforce the contracts that have been signed. Idea of press release about staff and students being left in the dark about the spread of COVID-19 and cases on campus as a strategy in addition to meeting with the BoT members. Emily shared some communications she has had with different board members. Comments from eboard members that the BoT members likely don't have the knowledge of the impact of current COVID-19. Other comments by eboard members included accommodation requests made in June still not having been processed by Human Resources, and a known case of an adjunct faculty member, who was described as relatively advanced in age and also has mobility issues, was denied accommodations by HR so decided to not teach this semester.

4. FA will host membership drives with support from CTA and CCA. On October 24-28, 2021, a membership drive will be held with CTA support.

B. Vice President's Report - Tamra Horton

1. Presented attendee information on workshops offered on FACT Day. Appears to be a lot of faculty interest in continuing this type of workshop series throughout the year.

C. Treasurer's Report - Linda Chan

1. Report is accurate as of today, 8/31/21. Negotiating expenses have not been paid yet. They are still being negotiated with the District. Motion made to take funds from the FA Awards and Gifts Line Item to purchase a gift for Susan's retirement (Alvarez-Galván) and seconded (Howell). Eric spoke against the motion. Motion withdrawn by Motioner. Eboard members will contribute to the purchase of a gift.

IV. Closed Session:

- A. Grievance Report:** None.

- B. **Negotiation Report:** Sandy expressed her concern about the side letters not being honored. Kelly asked about the need for spring semester side letter negotiations. Emily agrees that the FA needs to begin negotiating for spring semester. Eric advised that the FA demand to bargain based on topics. He recommended consulting with Robin Devitt about the timelines for response from the District and stated other options existed, such as filing a Cease and Desist Letter.

V. **Old Business- Action Items:** None.

VI. **New Business - Discussion Items**

- A. **Appointments-** Motion to suspend the rules to move item to Action (Howell), seconded by Eric. Motion passes: 13 in favor, 1 opposed, 1 abstention.
1. Article 18 and DEI Workgroup: Herschel Greenberg, Tiffany Kuo, Eugene Mahmoud, Emily Woolery
 2. Employee Wellness Committee: Misty Kolchakian
 3. Delegates- 2021 CCA Fall Conference (virtual): Ellen Straw, Herschel Greenberg, Maya Alvarez-Galván, Joshua Christ, Tamra Horton, Emily Woolery, Sandy Esslinger, Judith Lawton, and Linda Chan.

Judy asked why the opportunity to serve on the DEI Workgroup had not been advertised to all faculty. Eric expressed concern about compensated appointments not being advertised to all unit members. Eric motioned to separate the items, seconded. Motion passed: 12 in favor, 2 opposed, 0 abstained. Discussion ensued on VI.A.1. Eric encouraged a vote of no on the DEI Workgroup appointments.

At 1:00pm, a motion to extend the meeting by 15 meetings was made (Alvarez Galván). Seconded. Motion passed.

Judy and Vicki spoke to the more narrowly defined functions of the DEI workgroup, the reduced number of faculty appointed to the workgroup, and the reduced LHE allotted to the workgroup appointees than what had been drafted by the FANT as a proposed MOU, which also included a focus on professional development, an evaluation of the faculty evaluation procedures and tools for aspects of bias and other potential inequities that affect retention and success experiences of the faculty. The proposed MOU as written had not been agreed to by the District. Herschel said that his understanding when contacted as a potential appointee on the DEI workgroup was that the scope of the work was only about the evaluations, not other elements such as professional development and participant training. Question called: vote took place to

approve appointments to the DEI Workgroup- 1 in favor, 10 opposed, 2 abstentions.

Motion made to approve appointments to the Employee Wellness Committee and the 2021 CCA Fall Conference Delegates. Seconded. Motion passed, 13 in favor, 0 opposed, 0 abstentions.

- B. **FA Website - Update:** This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.
- C. **Puttin' on the Hits:** This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.
- D. **AP 37XX Video Conferencing (New):** This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.
- E. **Organizing Report:** This item was not addressed due to time constraints and will return as New Business at the September 14, 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 September 14, 2021 Executive Board meeting.
- G. **Anti-Racist Pledge:** This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.
- H. **FA Award to Faculty Dependent:** This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.

VII. Other Reports: This item was not addressed due to time constraints and will return as New Business at the September 14, 2021 Executive Board meeting.

VIII. Adjournment

Meeting adjourned at 1:18pm.

Respectfully Submitted,
Vicki Greco