

Mt. San Antonio College Faculty Association

Executive Board Meeting Minutes

October 12, 2021

11:30am – 1:00pm via ZOOM

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

Absent: Chisa Uyeki, Eric Kaljumägi

Guest: Arleigh Kidd (CTA Region 3 Organizer)

I. **Call to Order**

The meeting was called to order at 11:36am.

II. **Approval of Agenda with Flexibility**

A motion was made to approve the agenda with flexibility (Linda), seconded (Maya). Emily made a correction on Agenda Item VI.C., changing CTA to read NEA. The agenda was approved with the minor correction by acclamation.

III. **Approval of Minutes of September 28, 2021**

A motion was made to approve the minutes (Linda), seconded (Maya). The minutes were approved by acclamation.

IV. **Reports**

A. President - Emily Woolery

1. Return to Campus: At the October 1 Special Executive Board Meeting, ways to respond to the District's proposal to modify the Board of Trustees Resolution 21-05, *Granting Authority to Develop a Vaccination/COVID-19 Testing Program to Facilitate the Protection of Faculty, Staff, and Students Who Participate in On-Campus College Educational Activities*, was discussed. Between the October 1 meeting and the current executive board meeting, Emily communicated with the SAC. Media Editor-in-Chief about the proposed changes and whether students would make public comments at the upcoming Board of Trustees meeting. Emily, along with Tamra and Academic Senate Leaders, shared concerns with some Trustees about the impact to faculty if this resolution is modified. Emily continues to communicate with Cabinet members about the impact to faculty and the varied concerns faculty have.

Emily explained that when the question was called at the October 5 Representative Council Meeting to uphold the resolution, quorum was not met, resulting in a nonbinding vote. Guest Arleigh Kidd confirmed that because there was not a quorum, any vote conducted cannot be binding.

On October 11, Emily initiated a faculty survey regarding Board Resolution 21-05. Over 350 faculty have responded to the survey between yesterday and this morning. At the time of this report, approximately 77% of respondents support the implementation of the resolution and approximately 23% of respondents do not support it.

Kelly raised the point that the Representative Council voted to uphold the resolution at the meeting last week and said that the Representative Council should be informed if the Faculty Association is taking the position that it will not rely on that vote. Tamra offered that, because there were only 30 FA Representatives voting, that the survey, with over 350 responses, more strongly reflects the position of faculty. Robert pointed out that there is a difference between a democracy and a republic. It is his understanding that the Faculty Association operates as a republic with individuals appointed to represent the members. There were concerns expressed about the Representative Council vote not being acknowledged and reported. Emily stated that there continues to be an approximate 75/25 divide, the majority supporting a vaccine mandate. Although the resolution addresses only a mandate for students, there is District expectation that it will apply to employees and with an estimate of nearly 25% who do not support one, the FA has concerns. Emily reported that Robin Devitt has said that there are unions that are fighting employee vaccination mandates and that some unions at colleges with employee vaccine mandates are dealing with the consequences for faculty who choose not to be vaccinated. CTA recommends that unions not take a stance, let the board make the decision, and, if the board decides to implement a mandate, negotiate terms of employment conditions for faculty who are not vaccinated. Linda pointed to historical information about a bill that proposed a vaccine mandate across the State and CTA took a position of No Position. Kristina spoke in recognition of, unlike other issues where the FA would take a position based on the majority, this issue will likely directly threaten members' jobs. She also brought up that the Senate is taking a position in support and with the majority numbers of FA members reported to be in support of the resolution, it lets the BoT know where the faculty stand. Tamra stated that we can know a more accurate number of those not vaccinated by getting the number of faculty who are being tested and subtract those who have a medical exemption. Robert argued that the FA should be respecting the minority's position and be inclusionary in our practices. He went on to say that students should have the right to determine the modality to take classes regardless of vaccination status. Judy asked if, as a public institution, do we have an obligation to also participate and think about the broader public good of the whole community. Judy's position is that the FA should support the resolution and stated that the FA had much to do with the resolution being

written and passed. Sandy pointed out that not everyone has a choice about being vaccinated; there are those whose medical conditions preclude them from having protection from a vaccine and rely on those who can get vaccinated for greater protection from the virus. Herschel suggested that we consider four philosophical theories to address this issue. He reasoned that three out of the four theories would state the morally right thing to do is to mandate vaccinations. Herschel expressed the opinion that the FA should take a position. Tamra reminded the group that we need to determine what information to include in the Faculty Association's report to the Board of Trustees at the meeting this week and suggested that we report the numbers without taking a stance.

Emily reported that she and Vice President Fowler agreed to form a work group to explore solutions to disruptions to working conditions. With or without a vaccine mandate, the clearance process and quarantine may continue to occur. Any quarantining will have an especially hard impact during the compressed six-week winter intersession term.

At 1:02pm a motion was made to extend the meeting by 15 minutes (Luisa), seconded (Herschel): 8 in favor, 1 opposed, 1 abstained.

Robert pointed out that the 75% who are in favor of the mandate will not be negatively impacted by such a mandate. Joshua disagreed, pointing out that those 75% will still have extra duties associated with the testing protocol. With a vaccine mandate there will not be checking of cleared or sending students to the testing areas for clearance during class. Additionally, the theater program is impacted because per Los Angeles County requirements, stage performers need to be vaccinated and tested three times per week. Vicki brought up that faculty who have medical conditions that either create a higher risk of severe illness or prevent them from being vaccinated may also face a negative impact employment-wise with a lack of vaccination mandate.

Emily will share her report for the Board of Trustees Meeting with the Executive Board in advance for feedback.

The four remaining items of the president's written report were not addressed due to time constraints.

- B. Vice President - Tamra provided a written report. The report was not addressed due to time constraints.
- C. Treasurer - Linda provided a written report. The report was not addressed due to time constraints.

V. Closed Session

- A. Grievance Report - A written report was provided. This item was not addressed due to time constraints.
- B. Negotiation Report - This item was not addressed due to time constraints.

VI. Old Business – Action Items

- A. Puttin' on the Hits - This item was not addressed due to time constraints and will be returned as Old Business at the October 26, 2021 Executive Board meeting.
- B. AP 37XX Video Conferencing (New) - This item was not addressed due to time constraints and will be returned as Old Business at the October 26, 2021 Executive Board meeting.
- C. Anti-Racist Pledge – endorse ~~CTA~~ NEA pledge? - This item was not addressed due to time constraints and will be returned as Old Business at the October 26, 2021 Executive Board meeting.

VII. New Business – Discussion Items

- A. Competency Based Education Grant - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- B. FA Award to Faculty Dependent - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- C. FA President Discretionary - Limit This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- D. Academic Senate / Faculty Association Joint Task Force on Class Size - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- E. AP/BP 3410 - Prohibition of Discrimination - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- F. Vote of No Confidence - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- G. Manager Evaluations - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.
- H. Faculty Association Shirts - This item was not addressed due to time constraints and will be returned as New Business at the October 26, 2021 Executive Board meeting.

VIII. Other Reports

- A. Academic Senate - This item was not addressed due to time constraints.
- B. Adjunct Faculty Advisory Committee - This item was not addressed due to time constraints.
- C. CCA Director J Report - This item was not addressed due to time constraints.
- D. CTA State Council - This item was not addressed due to time constraints.
- E. CTA Service Center One Council - This item was not addressed due to time constraints.

IX. Announcements

- A. Board of Trustees Meeting: October 13 at 6:30pm
 - B. Board of Trustees Study Session: October 16
 - C. CCA Virtual Fall Conference (Virtual): October 15 – 17
 - D. FA Membership Campaign:
 - 1. October 24 at 5:00 – 7:00pm
 - 2. October 25 – 27 at 8:00am – 6:00pm
 - E. Adjunct Faculty Advisory Committee: October 19
 - F. FA Executive Board: October 26 at 11:30am – 1:00pm
- X. **Adjournment**
The meeting was adjourned at the conclusion of Agenda Item IV.A. at 1:15pm.