

Mt. San Antonio College Faculty Association

Executive Board Meeting Minutes

February 22, 2022

11:30am – 1:00pm via ZOOM

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

I. Call to Order

The meeting was called to order at 11:43am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Chisa), seconded (Luisa). A correction was made to agenda item VII.c. to reflect accuracy of the academic calendar year. The agenda, with flexibility, was approved by acclamation.

III. Approval of Minutes of December 14, 2021

A motion was made to approve the minutes (Maya), seconded (Eric). Corrections to VI.A. were made. The minutes were approved, with minor corrections, by acclamation.

IV. Reports

A. President - Emily Woolery

1. Side letter Agreements:

The FA negotiated one side letter agreement for the Winter 2022 Intersession and two side letters for the Spring 2022 Semester.

2. ADA/FMLA Interactive Processes:

With support from Robin Devitt, CTA Labor Relations Consultant, Emily supported 20-30 faculty with requests for accommodations and leaves. Interactive process meetings are held with HR to validate a need. Emily explained that once the need is validated, a meeting is held with HR and the dean(s) or other educational administrator to determine a reasonable accommodation or use of leave. The process has improved since the summer and fall; however, there are still improvements needed so that decisions are made in a more timely manner. During the winter, the FA became aware of a directive that no 100% online assignments would be allowed as an accommodation. Such a directive was concerning because an accommodation decision was being made prior to an interactive process taking place. Most requests resulted in accommodations of reduced LHE on campus and increased PPE when on campus. There were very few approved accommodations of 100% online/remote assignments.

Kelly commented that the late notice of accommodations is very challenging for departments because it creates last-minute changes in scheduling and staffing of classes. Kelly also expressed concern about 100% online assignments not being granted for faculty who medically need it, while some faculty are assigned a 100% online due to enrollment needs.

3. Joint Workgroup on DEI and Faculty Evaluation and Expectancies:
The workgroup has started meeting and is currently reviewing the proposed contract language that was drafted during last negotiations reopeners of 2020-21.

B. Vice President - Tamra Horton

1. Column Placement and Crossover Review Pilot:

Tamra has continued to meet with Lisa Romo from HR to develop and deliver the Column Placement and Crossover Review Pilot. Of the twelve (12) faculty hired during the 2020-21 academic year, six (6) were placed on column three so did not need a review. Tamra sent an email to the six (6) faculty placed on column one or two and offered to meet with them, individually, and with Lisa Romo from Human Resources to review their column placement and crossover potential during the week of 1/24/22-1/28/22. Of the six faculty, four of them scheduled meetings, and three faculty showed up to their meetings. Lisa provided the three faculty a complete review of the minimum qualifications they met, the education and prior employment they submitted and that was verified, and how this resulted in their initial column and step placement (Tamra distributed an example). In addition, Lisa explained what steps would be required for them to cross columns. Each faculty member received an Initial Salary Placement and Column Crossover form documenting this information.

2. Tamra provided detailed information about recent events and meetings she has attended.
3. CCA Elections Committee:
Tamra has been asked to serve on the CCA Election Committee. She attended training on 2/16/22 and is scheduled for another training on 2/24/22.
4. FACTS: Generation Debt--Student Loan Forgiveness:
Tamra coordinated a Faculty Association Contract Tips Series (FACTS) workshop on Student Loan Forgiveness scheduled for 3/2/22, 5-6:30 p.m. A flier was distributed.

C. Treasurer- No report

V. **Closed Session**

- A. Grievance Report:
The Executive Board reviewed and discussed the written report.
- B. Negotiation Report:

1. Sandy reported on the progress made to date in Reopener Negotiations for 2021-22. The negotiations team's intention is to provide an informative written negotiations update for the unit members shortly after the conclusion of each bargaining session.
2. The most recent Side Letter for Spring 2022 was signed on February 15, 2022.

In relation to the side letter's pilot study agreement pertaining to remote work conditions for faculty with non-classroom online assignments, Vicki asked if the faculty who are not selected to participate in the pilot study will be allowed to work remotely if they are given online non-classroom assignments. Emily will make a demand to bargain for spring semester remote work conditions for the faculty who are not selected for the pilot study.

VI. **Old Business – Action Items:** None

VII. **New Business – Discussion Items**

A. Treasurer Appointment – Spring 2022 – Maya Alvarez-Galván

A motion was made to suspend the rules to take action on the item (Eric), seconded (Robert). No objections. The motion passed by acclamation. A motion was made to approve the appointment of Treasurer (Robert), seconded (Luisa). The motion passed to appoint Maya Alvarez-Galván as Treasurer for the Spring 2022 semester: 11 in favor, 0 opposed, 2 abstentions.

B. Organizing Chair

1. Compensation – Spring 2022 – Maya Alvarez-Galván

Maya, on behalf of the Faculty Association, applied for a grant through CCA and was awarded \$7,000 to compensate for 3 LHE of reassigned time for the spring semester. Tamra made a motion to suspend the rules, and Luisa seconded. No objections to suspending the rules. The motion passed by acclamation. A motion was made to accept the grant award and allocate 3 LHE to the Organizing Chair (Tamra), seconded (Luisa). Discussion ensued.

At 1:07pm, Maya made a motion to extend the meeting, and Robert seconded. No objections. The motion passed to extend the meeting until 1:25pm.

The motion to accept the grant award and to allocate 3 LHE to the Organizing Chair passed: 10 in favor, 2 opposed.

2. Organizing Chair Report- A written report was provided.

C. Academic Calendar 2022-2023

A motion was made to suspend the rules to take action on the item on behalf of the Representative Council in order for the item to be placed on the March 9th Board of Trustees Meeting (Kelly), seconded (Robert). Discussion occurred. The motion failed: 3 in

favor, 8 opposed. Emily will electronically send the proposed calendar options to all faculty for review in advance of the next Representative Council Meeting.

- D. Committee Appointments: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- E. Region 3 Spring Membership Campaign: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- F. Process for Side Letter Agreement and Memorandum of Understanding – Discussion: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- G. 2022 CCA Chapter WHO Award Nomination: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- H. Manager Evaluations: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- I. FA Negotiations Team – Successor Negotiations 2022-2025 Contract: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.
- J. FA Bylaws: This item was not addressed due to time constraints and will be returned as New Business at the March 8, 2022 Executive Board meeting.

VIII. Other Reports

- A. Academic Senate: None
- B. Adjunct Faculty Advisory Committee: None
- C. CCA Director J Report: A written report was provided.
- D. CTA Service Center One Council: None

IX. Announcements

- A. Board of Trustees Meeting: February 23 at 6:30pm
- B. FA Representative Council: March 1 at 11:30am – 1:00pm
- C. FACTS: Generation Debt—Student Loan Forgiveness: March 2 at 5:00 – 6:30pm (register via POD Connect Calendar)
- D. FA Executive Board: March 8 at 11:30am – 1:00pm
- E. Adjunct Faculty Advisory Committee: March 15 at 11:30am – 1:00pm
- F. CCA 2022 Spring Conference and WHO Awards: April 29–May 1

X. Adjournment

The meeting was adjourned at 1:27pm.