

**Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes**

April 12, 2022

11:30am – 1:00pm via Zoom

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

**Absent:** Luisa Howell

I. Call to Order

The meeting was called to order at 11:39am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda, seconded, and carried.

III. Approval of Minutes – March 29

A motion was made to approve the minutes from the March 29, 2022 meeting, seconded, and carried.

IV. Reports

a. President

i. Member Unity Day and Membership Campaign

The FA's Member Unity Day event was a success. Fifty-five FA t-shirts were distributed and one new member was recruited. Emily reported that CTA staff remarked that Mt. SAC faculty are receptive to visits and read the FA's emails. Emily expressed thanks to Maya Alvarez-Galván, Sandra Esslinger, Tamra Horton, and Vera Suwantararungsi for supporting this event. Emily's report also thanked CTA staff, Robin Devitt and Arleigh Kidd, for helping to organize the event, as well as Aisha Blanchard-Young, Jacquelyn Heard, Kelly Iwamoto, Angel Maldonado, and Andrew Staiano, for making one-on-one visits to faculty across campus. To increase our efforts toward the membership campaign, Emily requests that all FA Executive Board members make phone calls to 10 prospective members by the end of the semester. Emily will work with Vera to provide lists of names and phone numbers and will develop a form to log this communication. Emily asked the board what other support is needed; no other support was identified.

Some of the faculty identified on the list of non-members were found to actually be current members upon application processing. Tamra asked Eric about the apparent inaccuracies of membership records. Eric stated he has been working on cleaning up membership records since being in the presidency position of CCA but that the task is difficult. He recommended using the physical membership forms to help keep track of the current membership.

ii. Employee Relations

Emily has supported professors with a Family Medical Leave Act (FMLA) request, representation for an unlawful discrimination complaint, and potential discipline related to office hours. Faculty have reached out about how to conduct department chair elections and how to request absences from commencement. Joshua inquired about faculty being able to use the Juneteenth floating holiday for their absence at this year's Commencement. Joshua's Division Dean informed him that faculty have the Juneteenth holiday as floating due to it falling on a Sunday. Emily is not aware of Juneteenth being a floating holiday for faculty.

iii. FA Elections

The FA Bylaws approved October 2016 violate CTA Election Procedures in terms of eligibility for nomination:

- FA Bylaws: “All officers of the Association must have a minimum of one (1) year of membership on the Representative Council or the Executive Board within the preceding three (3) years.” (FA Bylaws, Section VIII. Officers)

- CTA Election Procedures: “The only qualification for office is membership in the unit.” (CTA Election Procedures, Section VI. Nominations)

Emily will work with the FA Elections Chair, Phil Wolf, to ensure we announce and follow the CTA Election Procedures.

A supporter of a candidate used Mt. SAC email to campaign on their behalf. The Elections Chair informed the candidate and supporter that this action violates CTA Election Procedures.

iv. Board of Trustees Meeting

The Board of Trustees is holding meetings on April 13 and May 11. On April 13, the agenda includes the approval of the Associate Vice President, Human Resources, as well as six new and amended management positions. I request all FA Executive Board members attend the May 11 meeting to support the FA Negotiations Team and to demand a fair settlement. More details are forthcoming about this FA activity.

v. President’s Advisory Council

The Expanded President’s Advisory Committee (PAC) will meet on April 27 and PAC will meet on May 11.

vi. Upcoming Events

- The Force Awakens III: May 14 at 10am-4pm, San Bernardino Valley College
  - o One-day social justice conference for CCA members
- CTA Presidents Conference: July 14-17, location TBD
  - o Appropriate for newly elected Vice President
- CTA Summer Institute: July 24-28 at UCLA
  - o Appropriate if interested in joining FA negotiations team
- CTA Region 3 Leadership Conference: August 26-28, Westin Bonaventure, Los Angeles
  - o Appropriate for all FA members!

b. Vice President

i. FACTS

1. FACTS: Adjuncts in Action

Herschel Greenberg and Judy Lawton delivered a FACTS workshop on Monday, April 11th, 5-6 p.m. promoting ways adjunct can participate in the Faculty Association and potentially earn income. In particular they encouraged adjuncts to run for positions on the Adjunct Faculty Advisory Committee (AFAC).

2. FACTS: State of the Union

The two State of the Union FACTS workshops had to be rescheduled due to time constraints. They will now be offered Monday, April 25th, 3:30 – 4:30 and Wednesday, April 27th, 6-7. Topics will include organizing (Maya Alvarez-Galván), the updated website (Vicki Greco), the negotiations process (Sandra Esslinger), COLA and the budget (Emily Woolery), the results of the survey (Tamra Horton).

3. FACTS: Reduced Workload Program with Full Retirement Credit

Alexis Carter and Rich Lee will deliver an overview of the Reduced Workload Program for full-time faculty on Wednesday, April 20, 3 - 4 p.m.

4. FACTS: What to Expect When You're Faculty Retiring from Mt. SAC

Alexis Carter and Rich Lee will deliver an overview of the Mt. SAC retirement process for faculty on Monday, May 16, 2 - 3 p.m.

ii. Tamra provided a report of attendance at the following meetings:

1. 4/4: Reduced Workload AP/BP—Attended a meeting of a task force developing AP/BP language for the Reduced Workload program added to the contract in

the last negotiations cycle. Meeting to finalize the language will be 4/20.

2. 4/5: Trustee Contact Program—Attended a training by Arleigh Kidd on developing a group to foster relationships with the Board of Trustees.
3. 4/7: Budget Review—All three unions attended a presentation by Morris Rodrigue covering the budget. Sokha Song, and Bill Scroggins were in attendance as well. The Faculty Association was represented by
4. myself, Robin Devitt, and Debbie Rivers. A meeting was set for Monday, May 23rd, 2-4 as a follow-up to the May Revise.
5. Ongoing: Appendix E—Attending meetings to review Appendix E for negotiations.

c. Treasurer

- i. Maya presented the FA Budget Report for 2022 and identified the two main problems as being the expenses for Negotiations and Grievance/Arbitrations, with the former nearly quadrupling the amount budgeted and the latter more than double the amount budgeted.

V. Closed Session

- a. Negotiations Report: The Executive Board reviewed and discussed the written report.
- b. Grievance Report: A written report was provided.

VI. Old Business – Action Items

- a. Administrative Assistant – Salary Increase

A motion was made to increase Vera Suwantarungsi's hourly rate to \$22.00 (10% increase) per hour and seconded. The motion passed: 10 in favor, 0 opposed.

VII. New Business – Discussion Items

- a. CCA 2022 Spring Conference – Delegate Appointments
  - i. Teresa Landeros, AFAC and Child Development
  - ii. Tony Rivas, Counseling (EOPS)
  - iii. Kenneth Lambright, Mathematics and Computer Sciences

A motion was made to group items a. and b. of New Business (Herschel) and seconded (Maya). The motion passed: 8 in favor, 0 opposed, 1 abstained. A motion was made to suspend the rules (Maya) and seconded (Herschel). The motion passed: 10 in favor, 0 opposed, 1 abstained. A motion was made to approve the appointments of New Business items a. and b. and seconded. The motion passed: 11 in favor, 0 opposed.

Tamra made a motion to approve Eric as Mt. SAC's Delegate at the NEA Representative Assembly. The motion was seconded (Herschel) and passed by acclamation.

- b. CTA Future Leader Workshop – Appointments

- i. Maya Alvarez-Galván
- ii. Luis Echeverria-Newberry

c. Treasurer

- i. Increase compensation: The item was not addressed.
- ii. 2022-2023 Proposed Budget  
Maya distributed the proposed budget for recommendation of adoption by the Representative Council.
- iii. Create new categories - Temporary Negotiations Expenses, Fees, Fines, Penalties  
The Budget Committee (M. Alvarez-Galván, A. Kirchgraber, M. Nava, S. Lancaster) met and is recommending amendments to the budget of the renaming of some budget line categories.

- iv. Approve expense for Accounting Fees: The item was introduced.
- v. Increase budget for Auditing Expenses: The item was introduced.
  
- d. Teacher Appreciation Luncheon: The item was introduced.
- e. COVID 19  
A motion was made to extend the meeting by 15 minutes (Tamra) and seconded (Herschel). The motion passed by acclamation. Emily received an email from a member with concerns about a future vaccine mandate. Emily will clarify with the faculty member the specifics of their concern. Members of the executive board briefly discussed and expressed differing viewpoints.
- f. Manager Evaluations: The item was not addressed due to time constraints.
- g. FA Negotiations Team – Successor Negotiations 2022-2025: The item was not addressed due to time constraints.
- h. FA Position on SB 1173 Public Retirement Systems: Fossil Fuels: Divestment: The item was not addressed due to time constraints.
- i. FA Bylaws: The item was not addressed due to time constraints.

VIII. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA Director J Report: No report.
- d. CTA State Council Report: No report.
- e. Organizing Report: No report.
- f. Service Center One Council Report: No report.

IX. Announcements

- a. Board of Trustees Meeting: April 13 at 6:30pm
- b. AFAC Meeting: April 19 at 11:30am – 1:00pm
- c. FA Executive Board Meeting: April 26 at 11:30am – 1:00pm
- d. CCA 2022 Spring Conference: April 29 – May 1
- e. FA Representative Council: May 3 at 11:30am – 1:00pm

X. Adjournment

The meeting adjourned at 1:17pm.

Respectfully submitted:

Vicki Greco