

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
August 13, 2024 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Esslinger, Greco, Kaljumägi, Lancaster, Lawton, Madrid, McLaughlin, Mrofka, Nguyen, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:34am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Alvarez-Galván) and seconded (Nguyen). A CTA grant proposal for organizing activities was added under New Business. The amended agenda was approved.

III. Approval of Minutes – June 25

A motion was made to approve the meeting minutes from the June 25, 2024 (Nguyen) and seconded (Alvarez-Galván). The minutes were approved.

IV. Reports

a. President – Emily Woolery

- i. On October 15, the Office of Instruction and the FA Executive Board will meet for lunch from 11:30-1:00pm. The location has not yet been determined.
- ii. In coordination with FACCC, the FA is hosting a Legislative Round Table with Assemblymember Fong on Friday, Sep 6 at 11:00am-1:00pm in Founders Hall. The maximum attendance is 60, and 20 people are currently registered. Emily sent an announcement this morning.
- iii. Andrew Aleman and Wendy Brill-Wynkoop have requested to be invited to a fall Executive Board Meeting to provide information about becoming a FACCC Contract Member as an Association. After some discussion, it was agreed to invite them to either the first or second meeting of the fall semester for a 10-minute time frame.

b. Vice President – Joshua Christ

Vice President Joshua Christ presented and distributed a written report, which included the following information.

i. Work Groups, Task Forces, Committees & Events:

1. NEA Representative Assembly – Joshua Christ, Anna McKennon, Ellen Straw, Maya Alvarez-Galván, and Eric Kaljumägi traveled to Philadelphia for the National Educators Association Representative Assembly. The assembly was scheduled to meet and conduct business from July 4th – July 7th, but was cut short because of an unfair labor practices strike by the National Educators Association Staff Organization (NEASO). This strike was not wholly unexpected, as labor tensions have been building since the RA in July of 2023, and an email was sent to delegates ahead of time warning that some action may occur during the assembly. Joshua expressed his personal feelings of being troubled about the NEASO being locked out of their offices on Monday, July 8th, which still continues (as of 8/13/24). You can find resources about the dispute

here: [NEASO Side](#) and [NEA Side](#) (NEA is not currently, actively publishing resources about the lockout or strike).

2. CTA Presidents Conference: This conference experience in Anaheim (Garden Grove) was a great introductory experience as Vice President. It helped to understand some of the “on the job” nuance that has to be learned firsthand and cannot really be explained or trained before assuming the position. Joshua appreciated CCA’s support of Vice President attendance at the event.
 3. CTA Summer Institute: Joshua Christ attended with Emily Woolery, Benjamin Vu, Maya Alvarez-Galván, and Jenny Gernhart to get more in-depth information about a wide variety of topics. Joshua attended the Bargaining Strand, which will be impactful for the current and future negotiations. Others attended the Messaging and Organizing Strands, which will help build our strength and unity as a union.
 4. Salary and Leaves Committee pauses over the summer recess, but Joshua has continued to meet with Alexis Carter in HR to ensure that column crossover applications are processed in a timely manner. We will also begin looking at PGH applications weekly to ensure their processing on a regular basis.
 5. The Mt. SAC FA Political Action Committee met on 8/12/2024 and made the following determinations for the 2024 election cycle:
 - a. Mt. SAC FA will host a Candidate Forum for all Mt. SAC Board of Trustees (BoT) Candidates on 08/30/24 from 9am – 11am.
 - b. Prior to the Candidate Forum, questions for the forum will be solicited from Mt. SAC Faculty and Classified employees, screened, and organized in a way that each candidate receives questions pertinent to their potential service on the BoT in relation to employees.
 - c. The PAC will also prepare a questionnaire for each candidate wishing to be endorsed by the Mt. SAC FA to fill out and return with signature. The questionnaire will be developed based on current issues facing Mt. SAC faculty, students, and other employee groups. Results of the questionnaire will be held in the FA Office through the 2028 election cycle (the full elected term these candidates are running for).
 6. As the semester begins, more committee appointments will resume. Members seeking a committee appointment should reach out to Joshua directly at Joshua.m.christ@gmail.com.
- ii. Upcoming Events:
1. Part-time New Faculty Orientation: Tuesday 8/20/24 at 9:00am and 4:00pm
 2. Mt. SAC FA Committee Training Day: Thursday 8/22/24, 1:00pm – 3:00pm
 3. FLEX Day: Friday 8/23/24
 4. Summit Center Mt. SAC Board of Trustees Candidate Forum: 08/30/24, Virtual Event; 9:00am-11:00am
- c. Treasurer: No report.

V. Closed Session

a. Negotiations Report – Sandra Esslinger

The Executive Board discussed the current negotiations and provided direction to the Faculty Association Negotiations Team (FANT).

b. Organizing: No report.

c. Grievance Report – Joshua Christ

Vice President Joshua Christ updated the Executive Board on the current status of grievances during the Vice President’s Report.

VI. Old Business – Action Items

a. Class Size Task Force Recommendations: The item was previously postponed.

VII. New Business – Discussion Items

a. Negotiation Team Appointments

President Emily Woolery presented a proposal of negotiation team appointments and their respective LHE for the 2024-25 academic year, effective August 26, 2024. The appointees will conclude 2023-24 reopener negotiations, if needed, and begin 2024-25 reopener negotiations. The proposal also allows for additional compensation if consultations with former FANT Members Sandra Esslinger and Dave Mrofka are needed to conclude the 2023-24 negotiations. The additional compensation shall not exceed 20 hours of consultation without prior approval by the FA Executive Board.

A motion was made to suspend the rules and take action on the item today (Mrofka) and seconded (Nguyen). The motion passed.

A motion was made to approve the negotiations team appointments (Greco) and seconded (Nguyen). Discussion occurred about the recruitment and selection process, the appointment of co-Leads and potential conflict that may need mitigation, the necessity that Leads have formal bargaining training, be present at critical organizing and Board of Trustees Meetings, and have engagement with the overall membership. The motion passed. The following appointments and respective LHE were approved:

Co-Lead Negotiators:

- Herschel Greenberg
 - Total LHE: 16
 - Fall 2024: 5 LHE
 - Winter 2025: 3 LHE
 - Spring 2025: 5 LHE
 - Summer 2025: 3 LHE
- Joshua Christ
 - Total LHE: 0
 - Joshua will use 20% each term of his 12-month 100% reassignment to fulfill this role.

Team Members:

- Benjamin Vu
 - Total LHE: 10 LHE
 - Fall 2024: 3 LHE
 - Winter 2025: 2 LHE
 - Spring 2025: 3 LHE
 - Summer 2025: 2 LHE
- Emily Woolery

- Total LHE: 0 LHE
 - Emily will fulfill duties completed within her reassignment to the FA President role.
- Robin Devitt
 - Total LHE: 0 LHE
 - Robin joins negotiations in a support role as our CTA Primary Contact Staff.

Note:

Per Article 23, the FA lead negotiator has 5 LHE per primary term and 3 LHE for intersessions, with an annual 16 LHE.

Per Article 23, the FA has 12 LHE per primary term and 8 LHE for intersessions for team members, with an annual 40 LHE for team members. We typically provide reassignment of 3 LHE per team member in the semesters and 2 LHE per team member in the intersessions.

b. Organizing Lead Appointment

President Emily Woolery presented a proposal to appoint Maya Alvarez-Galván to the position of Lead Organizer and to allocate the following LHE: 7 LHE in Fall 2024 Semester; 1 LHE in the Winter 2025 Intersession; 15 LHE in the Spring 2025 Semester; 1 LHE in the Summer 2025 Intersession. The proposed LHE for terms beyond the Fall 2024 is contingent on the FA receiving grant funds for the goals and activities listed in the grant proposal. A motion was made to suspend the rules and take action on the item today (Kaljumägi) and seconded (Mrofka). A motion was made to approve the appointment and proposed LHE, with contingency of grant funds being awarded, (Kaljumägi) and seconded (Christ). A question was asked about the cost amount for the proposed 7 LHE in the fall semester. President Woolery responded that the estimated cost is \$15,000. It was clarified that the compensation would come from the 2024-2025 fiscal budget. The motion passed.

c. Committee Appointments

President Emily Woolery presented the following recommended committee appointments as a first reading:

Campus Equity and Diversity Committee

- Tony Rivas, EOPS Counselor
 - Term: 2024-27
- La Quirshia Fennell, SCE - Consortium Transition Counselor (Adjunct)
 - Term: 2024-27

Educational and Facilities Comprehensive Plan Taskforce

- Kelly Coreas, Respiratory Therapy
 - Term: 2024-25

Health and Safety Committee

- Tim Engle, Access Counselor
 - Term: 2024-27

Political Action Committee

- Jenny Gernhart, Biological Sciences
 - Term: 2024-27

Salary and Leaves Committee

- John Pellitteri, Psychology
 - Term: 2024-25 (1-year term concludes Tamra Horton's term)

d. CTA Organizing Grant: 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 District M Director: No report.
- d. CTA State Council: No report.
- e. Organizing: Maya Alvarez-Galván is in the process of completing a grant application for organizing funds.

IX. Announcements

- a. SUMMER VACAY WITH THE FA: 6/15 – 8/22. Send a photo of yourself in your FA gear at your summer destinations and be entered into a \$100 restaurant gift certificate raffle to be drawn on Fall Flex Day. Send your photos to v.greco.fa@gmail.com.
- b. Orientation for FA Appointments on Committees: August 22 @ 1:00-3:00pm, Location TBD
- c. FA Post-Flex Day Open House: August 23 @ 3:00-5:00pm, Location TBD
- d. Executive Board Regular Meeting: Aug. 27 @ 11:30am-1:00pm
- e. FA Representative Council Meeting: Sept. 3 @ 11:30am-1:00pm via Zoom
- f. Legislative Roundtable with Assemblymember Mike Fong: Friday, September 6 @ 11:00am-1:00pm in Founders Hall
- g. CCA Fall Conference: Oct. 25-27 at the Westin Hotel, SF
- h. FA General Membership Meeting: Sept. 17 @ 11:30am-1:00pm, Location TBD
- i. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

X. Adjournment

Two motions to extend the meeting were made and passed. The meeting adjourned at 1:18pm.

Respectfully submitted,

Vicki Greco