

**MSAC Faculty Association  
Representative Council Meeting  
March 5, 2019**

**Present:** Barrios, Birca, Blyzka, Calzada, Chan, Cummings, Daland, Enke, Engisch, Esslinger, Flisik, Greco, Greenberg, Heard, E. Hernandez, Horton, Howell, Impara, James-Perez, Jones, Kaljumagi, Kirchgraber, Knapp, Lackey, Lancaster, Leyva, McIntosh, McLeod, Meyer, Nakamura, Necke, Nejad, Norvell, Olds, Ott, Pham, Piluso, Quinn, Rubenstein, Sanetrick, Scott, Sholars, Simon, Straw, Thomas, Uyeki, Velasquez, Vo, Ward, Wolf, Woolery.  
**Absent:** Alvarez-Galvan, Brentingham, Burman, Chen, Crichlow, Cridland, Coreas, Ezzell, Foisia, Frickert, Garrett, Hamby, Hernandez-Magallon, Hughey, Jollivet, Luther, Nixon, Pula, Richardson, Rojas, Romero, Smith, Stringfellow, Toloui, Uranga, Willis.

**I. Call to Order and Approval of the Agenda**

President Eric Kaljumagi called the meeting to order and the Agenda was approved at 11:35 a.m.

**II. Approval of Minutes**

The minutes of December 4, 2018 were approved as written.

**III. President's Report – Eric Kaljumagi**

A. President's Advisory Council (PAC) – PAC met on December 12 and heard reports from three groups. Barbard McNeice-Stallard presented the outcomes of the goal mapping exercise done at the Expanded PAC meeting in November. The Campus Equity and Diversity Committee noted that they are continuing their work on the Equal Employment Opportunity (EEO) plan for Mt. SAC with a goal of bringing recommendations to PAC by April. Finally, the Police and Campus Safety Advisory Committee will be sending out surveys in the spring. This committee will also create focus groups, review the Facilities Master Plan, and consider approaches to mental illness calls. The Mt. SAC Police Department expects to be POST certified by March. After these reports, PAC approved BP and AP 3050 (Institutional Code of Ethics) with the promise to return these documents to PAC for reevaluation next year. PAC also worked on BP/AP 7700 (Whistleblower Protection) and BP/AP 3565 (Smoking on Campus). The Council also met on 9 January whereupon BP/AP 7700 was approved. BP/AP 3565 underwent additional revision by the Council, and BP 5050 (Student Success) received its first reading by the Council. These latter two items were approved at a very brief PAC meeting on January 23. The meetings scheduled for February 13 and 27 were both cancelled. The PAC will next meet on March 13.

B. Board of Trustees Meeting – The BoT met on December 12 and elected Trustee Hidalgo as President of the Board, replacing Trustee Baca. The Board recognized the dominating performance of the Mt. SAC Men's Cross Country Team and was informed that Dr. Ginny Burley is returning to Mt. SAC as interim VP of Instruction. After hearing a report from the college's auditor, the BoT accepted the audit reports and approved their contract with CSEA 651. This contract calls for a 2.71% salary increase plus an additional 1.29% increase in return for their commitment to select a mutually agreed upon third-party healthcare administrator for the 2020 calendar year. On January 9 the BoT heard from our financial advisors and learned that our bond rating is strong (Aa1/AA). Among the various consent items approved was an agreement for comprehensive interior design services for Founders Hall. The Board also nominated Trustee Gary Chow to run for the CCC Trustees Board of Directors and "sunshined" articles for negotiation with all three Mt. SAC unions. In addition, the BoT voted to authorize the sale of \$312M of bonds under Measure GO. This sale is nearly as large as the entire Measure RR authorization of \$327M and will allow completion of the Kinesiology complex, two parking structures, and much infrastructure work. The BoT also discussed community workforce agreements, whereupon union wages are guaranteed in exchange for certain safeguards and training provisions. Union officials from the AFL-CIO addressed the BoT and noted that since Mt. SAC already uses over 90% union contractors, going to such an agreement would be simple. A representative from the Coalition for Fair Employment spoke against the agreements. On February 27 the BoT held an unusually long closed session that resulted in a legal settlement agreement, the rejection of proposed tentative agreements by the Faculty Association, an unsuccessful appeal of an unlawful discrimination complaint made by a professor, and a successful appeal of a tenure decision by a professor. Following this, the BoT jumped to its last

discussion item and spent well over an hour on the topic of community workforce agreements. Dr. Scroggins is of the opinion that such agreements will increase costs by 3.2%, but Trustee Chow questioned this since “prevailing wage” is paid at all times. This topic will continue at a future BoT meeting. Planned reports on the State budget and dual enrollment were skipped, but the Board did hear a report on pending legislation from our lobby group, Nossaman LLP. There are ten “hot topics” in Sacramento right now, and there is enough work that Nossaman has proposed an increase to their fee. The only action items were on the consent agenda and included the granting of nineteen second-year contracts, sixteen third-year contracts, and twenty tenures! Also on the consent agenda were unpaid leaves for professors Liesel Reinhart and Dan Smith and sabbatical leaves for professors Maya Alvarez-Galvan, Iraj Nejad, Betsy McCormick, and Cristina Hernandez. The BoT will next meet in a special study session on March 9, followed by their regular meeting on March 13.

C. 2019 – 20 Committee Vacancy – Incumbent committee members with expiring terms have been notified and invited to apply for another term. A general call to members for committee work will go out in about two weeks. A list of available positions was attached to the President’s report.

D. Task Force Members Needed – Faculty are needed to serve on two joint task forces with the Academic Senate. The Class Size Task Force will review the appropriate role of the Academic Senate in determining class size, and the Number of Flex Days Task Force will consider the needs of faculty to meet for large blocks of time. If you are interested in serving on either of these task forces, please contact the FA President at [kaljumagi@msac-fa.org](mailto:kaljumagi@msac-fa.org).

E. CCA Spring Conference – The CCA Spring Conference / W.H.O. Awards will be held April 26 – 28 in Irvine, CA. At this time, a full complement of twenty Mt. SAC faculty are scheduled to attend as delegates. Prof. Barbara Quinn will be recognized as our W.H.O. award winner for service to the Faculty Association.

F. FA Elections – Faculty Association Elections will open today and close on April 2. Available offices are president, vice-president, secretary, four directors (three two-year and one one-year), and one part-time director. We will also elect three representatives to the CTA Service Center One, adjunct division representatives, and up to six delegates to the 2020 NEA convention, which will be held fourth of July week in Atlanta, GA.

G. FA Events – A number of social events have been planned for the Spring semester:  
**Coffee with the FA** – March 5 from 10:30 – 11:30 in Founders Hall and from 1:30 – 2:30 at Common Grounds. Come have a cup of coffee and some conversation before the Rep. Council meeting! If you can’t make it beforehand, we will have an encore after the meeting at the Common Grounds coffee shop. **Faculty Association Open House** – March 6 from 10:00 – 4:00 at the FA Office, Building 23, Room 5100. Come visit our office and get your questions answered! We will have lunch available and a few door prizes. **Pizza and Beer with the FA** – March 8 from 12:00 – 2:00 at New York Pizzeria, 360 N. Lemon Avenue, Walnut. If you made it through the first two weeks of the semester we’ll be happy to buy your lunch, and we’ll toss in a beer (singular) too! **Coffee with the FA** – April 2 from 10:30 – 11:30 in Founders Hall and from 1:30 – 2:30 at Common Grounds. Come have a cup of coffee and some conversation before the Rep. Council meeting! If you can’t make it beforehand, we will have an encore after the meeting at the Common Grounds coffee shop.

H. Puttin’ On The Hits (POTH) 2019 – POTH tickets are now available online at <http://www.4tix.org>. A single show will be offered this year on Friday, March 22 at 7:30 PM. Please purchase tickets for this important (and fun) fundraiser. Proceeds fund the FA Student Achievement Fund, which has offered cash awards to Mt. SAC students for over twenty years!

I. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: 1) confirmed the appointment of Eric Kaljumagi to the Lab Parity Committee; 2) confirmed the appointment of Gary Enke to the FA Budget Committee; 3) confirmed the appointments of Dan Smith and Masoud Roueintan as negotiations shadows; 4) confirmed the appointments of Vicki Greco, Eric Kaljumagi, Serena Ott, Barbara Quinn, and Martin Ramey as negotiations researchers; 5) approved the attendance of Diana Carrillo, Tim Engle, Liz Hernandez, Luisa Howell, Al Kirchgraber, Briseida Ramirez-Catalan, and Antoine Thomas to the CCA Winter Conference; 6) approved the attendance of Kristina Allende, Tim Engle, Gary Enke, Sandra Esslinger, Vicki Greco, Hugh Griffith, Luisa Howell, Enriqueta Leyva, Serena Ott, Briseida Ramirez-Catalan, Antoine Thomas, and Laura Wills to the CCA Spring Conference; 7) approved the 2019 FASAF Award Applications; 8) approved up to

\$650 for the spring adjunct faculty orientation meetings; 9) approved up to \$300 for the spring coffee events; 10) approved up to \$600 for the FA Open House; 11) approved up to \$750 for the "Pizza and Beer" event; 12) approved up to \$1,550 for the Retirement/Tenure Tea, including awards; 13) approved up to \$5,000 for the May Faculty Appreciation Week events; 14) approved up to \$2,500 for supplies and signage; 15) approved up to \$4,500 for Puttin' on the Hits to be paid from the Student Achievement Fund; 16) approved eight \$250 scholarships for Students of Distinction, to be paid from the general fund; 17) approved 1 LHE for Spring Semester work for the negotiations shadows, and up to \$1,500 for each negotiations researcher; 18) determined to hold an additional Executive Board meeting on 1 February in the FA Office; 19) determined to award Barbara Quinn with the 2019 Faculty Association W.H.O. award; 20) directed the FA President to assist in the establishment of a local chapter of CTA-Retired; 21) recommended that the FA Representative Council approve \$500 as a donation to the Butte College Employee Help Fund; 22) recommended that the FA Representative Council approve the Health Insurance Task Force Recommendations, as amended; 23) recommended that the FA Representative Council adopt the 2019-20 FA meeting schedule; 24) recommended that the FA Representative Council establish a second-year pilot for the Adjunct Faculty Advisory Committee.

#### **IV. Vice President's Report – Joan Sholars**

A. New Adjunct Faculty Orientation – The FA in conjunction with the District held the New Adjunct Faculty Orientation on Thursday, February 21. There were three sessions: 8 – 11, 12 – 3, and 4 – 7. Around 70 new adjunct attended the orientation and we received 28 new membership applications.

B. BoT Meeting – Joan attended the Board of Trustee meeting on Wednesday, February 27. Much of the discussion concerned a possible PLA agreement. No decision was made and this item will again be on the agenda for discussion at the March 13 Board of Trustee meeting. Tenure was given to Alana Bachor, Shiloh Blacksher, Brian Bouskill, Jared Burton, Christine Cummings, Shelley Doonan, Sheila Espy, Christopher Hallsted, Fred Kobzoff, Irving Lai, Giovanni Lanaro, Eugene Mahmoud, Edgar Muniz, Stacie Nakamatsu, Chara Powell, Karla Rivas, Bernard Somers, Emily Versace, and Allen Wang. Congratulations!

C. Governance Committee – The Governance Committee will be meeting March 3 after Rep Council to continue their work on revising our Bylaws and Standing Rules. The Rep Council should be asked to approve these before the end of the year.

D. Grievance Committee – Joan has asked the Grievance Committee to give her dates for a meeting that will include grievance training.

E. Political Action Committee – Joan has asked the Political Action Committee to give her dates for a meeting that will debrief our November election.

F. Hospitality Committee – The Hospitality Committee has been meeting during the Winter to plan our Faculty Appreciation Events for this year. Reports should be coming soon.

G. Communication Committee – The Communication Committee has been meeting during fall and winter to put together our newsletter. The newsletters went out in campus mail and hopefully you have received yours.

H. Survey Committee – The Survey Committee will be meeting this Spring to collect questions for our upcoming survey. The survey this year will start as a blank slate.

I. Adjunct Advisory Committee – The Adjunct Advisory Committee did not meet over winter. Their first meeting this spring is scheduled for Tuesday, March 19.

J. Grievance Report – Joan presented the following Grievance Report: a) Both of the faculty who had been placed on Special Evaluation have accepted a settlement agreement with the district. Both faculty are still employees of the college. The Special Evaluations have been dismissed; b) The faculty member who held class the extra day due to many absences will be getting paid for those 4 hours of work on that day; c) One faculty member has filed a Level 2 grievance since the grievance was not settled at Level 1. Eric has sent an email out to

our faculty who have been trained as mediators asking who might be available as a mediator for this grievance; d) One faculty member is also going to Step 2 of the Dispute process as they were not satisfied with the outcome offered at Step One; e) Eric and Joan met with Dr. Scroggins to work on the last Level 3 Association grievance and came up with resolution that will pay the professor for work done out of their assignment; f) At the Board of Trustee meeting on Wednesday, February 27, during the open session before closed session, a faculty member appealed the HR decision concerning a discrimination/harassment complaint. The BoT rejected the appeal; g) Joan represented another faculty member during closed session at the Board of Trustee meeting on February 27. Eric was there representing another group of faculty. Closed session concerned a faculty member not being offered tenure. The faculty member appealed the committee's decision to the BoT. The BoT gave tenure to the faculty member; h) Eric has been handling a couple of grievances through the winter session: 1) There were two faculty who were accused of racial discrimination by students; 2) One faculty member received a "4" on their H8 and/or classroom evaluation; i) At the Board of Trustee meeting on Wednesday, March 13, another faculty member will be appealing the HR decision on their discrimination/retaliation/harassment complaint; j) On Friday, March 8, Joan is meeting with a dean, an associate dean, the President and Vice President of the academic senate and the Curriculum liaison concerning a complaint about management working on curriculum; k) On Monday, March 4, Joan met with a faculty member and the dean concerning another Special Evaluation. The Special Evaluation alleges that the faculty member is not meeting their Faculty Expectancies as stated in the contract.

#### **V. Treasurer's Report – Steve Lancaster**

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – February 26, 2019 and stated that his computer has been down and there are some errors on the report. \$1971.01 spent on flash drives for professional swag should have been placed in Social Activities. Only \$30 has been spent on Swag. We are only \$14 away from our budget limit for Miscellaneous and we will be most likely asking for an increase in the Miscellaneous budget. There is still some indecision as to where to place some items in the budget but the Budget Committee will be meeting to decipher these placements and to propose next year's budget.

#### **VI Director J Report – Eric Kaljumagi**

Eric Kaljumagi reviewed his February 8, 2019 Director J Report and highlighted the following items: 1) Imperial Valley College FT is still in negotiations. Their contract expired in July. 2) 13% of faculty at Butte College lost their homes in the recent fires. They also had a professional development activity which was titled "Why We Need Labor Unions." 3) Merced College ratified their 2018-21 contract with a 4% increase for full-time faculty and 8% for part-time faculty. Sierra College held their "All Faculty Event" in February with a potluck, 4) meeting, band, and dancing. 5) College of the Canyons is still at impasse and is holding informational pickets. 6) Rio Hondo College settled their 2019-21 contract with a deal that includes "COLA +1%" for each of the two years. 7) Victor Valley College also settled their contract with 3% for 2018-19 and "2% or COLA" for 2019-20. 8) North Orange CCD faculty are still being asked to agree to a 50-year vesting requirement for retiree medical. Negotiations continue at a slow pace. 9) Chaffey College is concerned about their poor full-time to part-time ratio. Their college president has agreed to hire a consulting firm to study the problem. 10) Riverside CCD is considering increasing class size limits. There are many concerned faculty. 11) Napa and San Joaquin Delta Colleges are both attempting to negotiate part-time faculty office hours. 12) Governor Newsom's first budget proposal appears to be largely favorable to community colleges, with some relief from the STRS/PERS increases and an above average COLA of 3.46%. However, as Newsom just took office, much of this budget was created prior to his arrival and thus the May revise version could be significantly revised. 13) The Chancellor's Office is working on Title 5 Regulations to align with AB 705. The State Academic Senate has some concerns. 14) The CCA Board authorized a renewal of its professional liability insurance. 15) The CCA Board adopted a standing rule revision to clarify that the CCA president and vice-president may (and in fact should) attend CTA Board meetings, CTA State Councils, Board of Governors' meetings, and Chancellor Consultation Council meetings as they advocate for community college faculty. 16) CCA continues to gain members, and recently passed the 11,000 mark. Mt. SAC accounts for almost exactly 1/12 of the total. 17) CCA regional membership workshops will be developed for next year. 18) The CCA Legislation and Policy committees did not meet during the fall semester. Much work is planned to address the State bills that have been introduced by the Legislature. 19) As a reminder, the CCA4me.org website has been changed to <http://www.CCA4us.org>. 20) The next CCA Conference will be held in Irvine on April 24 – 26. 21) The next CCA Board Meeting will be March 15 – 16, 2019. Please let Eric know if you have any issues you wish him to bring to the CCA Board. Also, please keep in mind that the CCA Board encourages adjunct faculty to attend CCA conferences.

## **VII. SOne/CTA State Council – Joan Sholars**

SOne will be meeting next week on March 6, 2019. The Mt. SAC Faculty Association will be nominating John Cordova for the Service Center One COAT Award that honors local community service. John Cordova has been directing Puttin' on the Hits for many years. CTA State Council will meet March 29 – 31, 2019 at the Los Angeles Westin Bonaventure Hotel.

## **VIII. Adjunct Faculty Advisory Committee – Linda Chan**

Linda Chan announced that the Adjunct Faculty Advisory Committee has not met since December. Their next scheduled meeting is Tuesday, March 19<sup>th</sup>.

## **IX. Academic Senate Report – Chisa Uyeki**

A. Senate Leadership – There has been a change in Academic Senate leadership during winter intersession. Martin Jones-Ramey stepped down as Senate President and relocated to North Carolina. Following the Senate Constitution, Chisa Uyeki moved from Co-Vice President into the President position. Lina Soto, will continue as Co-VP, and Serena Ott, was appointed by the President to the Co-VP position during winter intersession (per the Constitution). An election will be held for the Secretary position in March. Professor Ott was serving as Senate Secretary leaving a vacancy for Senate Secretary. Additionally, Liesel Reinhart took a Dean position at PCC, leaving a Director-at-Large position and the Faculty Professional Development Coordinator position open. An appointment to FPD Coordinator has been made, and is pending approval by the Senate. Nominations for Executive Board positions will open Thursday, March 7<sup>th</sup>, and remain open until March 21<sup>st</sup> when the election will be held. Senator-at-Large: Nominations are made by the Senate and will open Thursday, March 7<sup>th</sup>. Secretary: Must be a current Senator.

B. Full Senate – Full Senate has not yet met this semester. The first meeting is Thursday, March 7, 2019. Please be sure that your department is represented by an Academic Senator. AB 705 and the implementation of multiple measures across campus was a topic of discussion at AMAC as well as an Outcomes Summit in January, and a meeting called by the President this week. Over Winter, Marty, Lina, and Chisa engaged in conversations and met with faculty and administrators, including attending the Student Success and Support Program Advisory Committee (SSSPAC) meeting to work to clarify the role of Senate committees and faculty in making recommendations on AB 705 implementation and to support the outstanding work of faculty in these matters. Hiring committees were approved for all faculty hiring committees. Thank you to all of you who are serving; it is a big time commitment, but a great service to ensuring the continued excellence in teaching at Mt. SAC. Faculty are needed for two management hiring committees: Manager, Financial Aid & Special Programs and Director, Accounting. Academic Senate appoints two faculty to each manager hiring committee to ensure faculty involvement in decision making. Department equivalencies approved by the committee include Theater, Physics and Engineering for engineering and Psychology. On Thursday, March 21, 2019, Mt. SAC will be hosting ASCCC meeting, *AB705 Data Revision Project Recoding Regional Meeting*, for Area C, from 9am-3pm. This meeting will cover correcting course coding for accurate accountability and funding. The purpose of the meeting is "to identify the new MIS data collection needs and possibilities for the fall 2019 and spring 2020 AB 705 implementation" (ASCCC website). When the invitation for registration goes out, Chisa will share it with faculty and RIE. The President's Office is supporting this event and providing lunch. Chisa is looking for a faculty member who is going to attend the entire meeting to act as host. Committee and Council Openings for Spring 2019 were listed.

## **X. Negotiations Report – Joan Sholars**

A. Winter Negotiations – In the fall, the FA Negotiation Team reported to faculty that there were 2 items left unresolved at the end of negotiations but that both the faculty and the district negotiation teams agreed to work on those items starting in January 2019. The district and the FA met three times in January to work out two tentative agreements – one concerning a vote on whether or not to change 3<sup>rd</sup> party administrators for our health plans and the other on distribution of one-time moneys through a one-time bonus for both adjunct and full-time faculty. The district stated that before we take the TA's to the faculty for a vote, the Board of Trustees wanted to review the proposed TA's. At the Board of Trustee meeting on Wednesday, February 27, the Board of Trustees

rejected the proposed TA's stating that they would not give faculty money for a vote on whether or not to change third party administrators. The implication being they would only give us money if we change third party administrators. The FA Negotiation team does not believe that the faculty will accept being extorted to change from CalPERS to a different third party health care administrator nor do we believe that we should have to. At the Board of Trustee meeting, Dr. Scroggins made a point to say that because of the district's lobbying efforts in Sacramento, the college went from a possible \$12M loss with the new funding formula to a \$4M increase in funding, but it seems that the district is not willing to share any of that money with the faculty. Without faculty efforts and work to increase enrollment, this extra money in our budget would not be possible. Yet the district does not want to give us our fair share of the money. The FA is consulting with CTA to determine if there was bad faith bargaining (according to CTA --- no) or if and when we could go to impasse on these items. We are still waiting to hear on this. The FA is requesting that faculty go to the Board of Trustee meeting on Wednesday, March 13. The FA will buy T-shirts and have signs and buttons ready for people. We need to let the administration and the Board know that faculty are not pleased with these events and will not be extorted or held hostage to the district's desire to change from CalPERS to a different third party administrator. The FA Negotiation team also wants to discuss what other activities that faculty can do to let the district know how unhappy we are. This could include just doing the bare minimum that we are required to do as faculty – no more, no less. We put in our 6 hours of supplemental time for a week and then wait until the next week to finish our duties if they run more than the 6 hours of time. This includes answering email.

B. Spring Negotiations – The FA started spring negotiations with a meeting on February 11 to set the ground rules and dates for negotiations. We have set Friday, March 15 for Interest Based Bargaining training for both teams. After this training, a date will be set up for IBB training for the FA Executive Board, the Board of Trustees, and any interested faculty. Both the district and the FA met on Friday, March 1 to start negotiations. The meeting was spent discussing how to prioritize the items opened for negotiations. It was mentioned more than once that it was an impossible task. Impossible task or not – all items that were opened will be addressed in this negotiation term. The FA stated that if the district had mutually agreed to open some of these items last year, we would not be in this mess this year. Your spring negotiation team is Joan Sholars (lead), Linda Chan, Emily Woolery, Sandra Esslinger and Lance Heard. Masoud Roueintan is a shadow. The district's team is Karelyn Hoover (lead), Rosa Royce, Abe Ali, Francisco Durame and Tami Pearson. Michelle Sampat is a shadow.

## **XI. Old Business – Action Items**

A. Open Nominations for 2019-20 – A motion was made, seconded and carried to open FA nominations for the 2019 – 2020 year. The following nominations were made: President – Joan Sholars; Vice President – Emily Woolery, Linda Chan; Secretary – Liz Ward; FT Directors – Barbara Quinn, Lance Heard, Sandy Esslinger, Masoud Roueintan; 1 Year Term (for Susie Rubenstein – retiring) – no nomination; Adjunct Director – Herschel Greenberg; Division Adjunct Representatives – Ellen Straw, Enriqueta Leyva, Samantha James-Perez.

B. Political Action Funding Letter – A motion was made, seconded and carried to approve the Political Action Funding Letter that proposes \$15 from faculty yearly dues be placed in our Political Action account (PAC - founded in 2000) to fund our local Board of Trustees' election campaign.

C. 2018-19 Budget Amendments – A motion was made, seconded and carried to approve the Executive Board's recommendation to reduce the budget line items of the "officer stipends" from \$27,000 to \$20,000 and of "conference/training" from \$25,000 to \$21,000.

## **XII. New Business – Discussion Items**

A. Donation to Butte College Employee Help Fund – The FA Executive Board has recommended to Representative Council that we to make a donation in the amount of \$500 to Butte College Employees to help those faculty who have lost their homes in the Butte fires. This will be an action item at the next Representative Council meeting on April 2<sup>nd</sup>.

B. FA Meeting Schedule 2019-20 – The 2019-20 FA Meeting Schedule was presented to the Representative Council and mirrors this year's schedule. This will be an action item at the next Representative Council meeting on April 2<sup>nd</sup>.

C. Establishment of a Second Year Pilot for the Adjunct Faculty Advisory Committee – It has been proposed that the Adjunct Faculty Advisory Committee be extended for a 2<sup>nd</sup> year. This will be an action item at the next Representative Council meeting on April 2<sup>nd</sup>.

D. Health Insurance Task Force Recommendations – The Health Insurance Task Force proposed the following Recommendations: **1)** Any mutually agreed upon criteria for selecting a third party administrator (including CalPERS) must align with the identified interests of the faculty. **2)** In addition to PEMHCA-expertise legal advisement, it is recommended that the negotiation team and its advising body (executive board) review Santa Monica College's Faculty Collective Bargaining Agreement (Article 10 Benefits) as a reference for our Benefits language. **3)** Seek legal experts in PEMHCA law for thorough analysis of all of the College's contracts with CalPERS for the provision of health benefits for its employees to determine any and all past and present PEMHCA issues of noncompliance, and to advise on the resulting consequences to faculty and former faculty who are retired. **4)** Separate the issue of increasing the health and welfare benefits employer contribution amount from changing hospital and medical plan administrators. a.) The employer contribution toward hospital and medical plan premiums for faculty employees should be increased to cover the cost of employee and dependent(s). From 2008 to present, the employer contribution for medical, dental, vision, and basic life insurance benefits has increased by only \$ 159.00 (1.325%). b.) Consider negotiating the employer contribution toward dental, vision, basic life insurance benefits for faculty employees as a separate item as other districts have done (e.g., Kern CCD, SOCCCD, Santa Monica CCD, and others). **5)** To obtain the services of a lawyer/law firm with expertise in Public Employees Retirement System Health Plan PEMHCA Program to recommend PEMHCA-compliant contract language pertaining to Health and Welfare Benefits for the new Faculty Agreement/Collective Bargaining Agreement (CBA) should the faculty decide to stay 10 with CalPERS. **6)** To seek a recommendation from the legal experts in PEMHCA laws to strengthen the benefits language in our faculty contract and protect retirement benefits against changes in the resolutions which are unilaterally decided should the faculty decide to stay with CalPERS. **7)** The faculty negotiations team and its advising body rely on this report as one of its sources of information and advisement during collective bargaining. This will be an action item at the next Representative Council meeting on April 2<sup>nd</sup>.

### **XIII. Announcements**

- A. Next Executive Board Meeting – March 12<sup>th</sup>, 11:30–1:00 in the FA Office.
- B. Next Representative Council Meeting – April 2<sup>nd</sup>, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – March 13<sup>th</sup>, 6:30 pm in Founders Hall.
- D. Next CCA Conference – April 26<sup>th</sup> – 28<sup>th</sup> at the Hilton Irvine/Orange County Airport.
- E. Next SCSOne Council Meeting – March 6<sup>th</sup>, 4:30 – 9:00 p.m. at the San Dimas Country Club.
- F. Nominations for 2018-19 Executive Board Positions – Executive Board positions will close at the April 2<sup>nd</sup> meeting.

### **XIV. Adjournment**

The meeting was adjourned at 1:03 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association