

**MSAC Faculty Association  
Representative Council Meeting  
May 7, 2019**

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

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

President Eric Kaljumagi called the meeting to order and the Agenda was approved at 11:38 a.m.

**II. Approval of Minutes**

The minutes of April 2, 2019 were approved as written.

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

A. President's Advisory Council (PAC) – PAC met on April 10 in its expanded form to discuss the Strategic Plan, major decisions and initiatives, and subject matter plans, with Information Technology highlighted. As Eric was attending the ASCCC plenary that day, Vice-President Sholars will be reporting on this meeting. The council also was scheduled to meet on April 24, but it failed to obtain a quorum. PAC will next meet on May 8. The agenda includes a presentation on KPI alignment data, a report from the Information Technology Advisory Committee, and a first draft of AP 5200 (Student Health Services).

B. Board of Trustees Meeting – The BoT met on April 10 to find well over 100 faculty protesting the District's inaction on one-time monies and their insistence on changing healthcare vendors. As Eric was attending the ASCCC plenary that day, Vice-President Sholars will be reporting on this meeting. The BoT will next meet on May 8 at 6:30 p.m.. Faculty are needed to continue the protest. We are making progress! There will be an information and planning meeting prior to the Board meeting in room 6-160 starting at 4:00 p.m..

C. CalPERS Resolutions – On February 14 a written letter demanding information relating to the CalPERS Resolutions was sent to the College using a format recommended by CTA's legal department. Our HR department has provided several hundred emails either from or to CalPERS that were reviewed by members of the FA Executive Board on April 23.

D. Political Advocacy – Political advocacy on the FA's behalf is in full swing. Eric met with staff from Sen. Ben Allen's office yesterday and will meet with staff from Assm. Holden's office tomorrow, and staff from Sen. Portantino's office on Friday. CTA also has a Presidents' Legislative Advocacy Day in May.

E. CCA Spring Conference – The CCA Spring Conference / W.H.O. awards was held from April 26 – 28 at the Hilton Irvine/Orange County Airport, and twenty Mt. SAC faculty were in attendance. The sessions attended included bullying and harassment prevention training, equity, social media, retirement, advocacy skills, the Family and Medical Leave Act, and LGBTQ+ supportive programming. We also hooted our appreciation for this year's W.H.O. recipient, Barbara Quinn, and participated in CCA governance at the CCA Council. Congratulations to Randa Wahbe from Cypress College for being elected as CCA Vice-President and to Eric for being elected as CCA President.

F. 2019 – 2020 Committee Vacancies – There are still vacancies on a number of committees. Those interested in a committee seat should contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org). A list of the available seats was provided. Eric was asked to provide a list of times and days that the committees meet.

G. FA Elections – Elections for most positions for 2019-20 have been completed and no run-off elections are necessary: President – Joan Sholars; VP – Emily Woolery; PT Director – Herschel Greenberg. The remaining positions will be determined after the 22 uncounted ballots are tallied. The FA is continuing a pilot of our adjunct representational structure by which representatives will be selected by the adjunct FA members in that division. Ballots should be sent out this week.

H. Faculty Appreciation Lunch – National Teacher Appreciation Day will be celebrated at Mt. SAC today from 11:00 – 3:00 on the patio at Founders Hall. The FA will have a tasty taco lunch available for faculty during that time, and there will be snacks in the Printing Services area. Attendees will also receive a raffle ticket for a gift card drawing and a complementary FA protest sunshade for your car. If you have a FA shirt, wear it for an extra raffle ticket! Come have lunch on us and feel appreciated! No RSVP is required.

I. Negotiation survey Items – The FA Survey Committee will create the annual negotiations survey this semester (Spring 2019) so that it is ready to send out early in the Fall 2019 semester. Faculty are encouraged to submit items for this survey, the results of which will guide the FA Exec. Board as they direct the 2020 faculty negotiations team. To submit items, please email the text you would like to see on the survey to Eric Kaljumagi at [ekaljumagi@mtsac.edu](mailto:ekaljumagi@mtsac.edu) or [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org) by May 14. We will not be carrying over items from previous years, so please submit your idea even if you have done so in the past. Also, please note that submitted items may be combined or otherwise edited for clarity.

J. Retirement/Tenure Tea – The annual Tenure/Retirement Tea will be in Founders Hall on May 21 from 11:30 – 1:00 in Founders Hall. Newly tenured faculty and those faculty who are retiring will be honored. If you are retiring or know someone who is, please contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org) so that we may invite them to the tea.

K. FA Awards Reception – The deadline to apply for the FA Student Achievement Awards has passed, and the Awards Committee has begun the process of determining which students are the most worthy. Our awards reception will be held on June 8 from 2:00 – 4:00 in Founders Hall. All faculty are invited to this event.

L. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: 1) confirmed the appointment of Sandra Weatherilt to the Employee Wellness Committee; 2) confirmed the appointment Emily Woolery to the Exceptional Service Committee; 3) confirmed the appointment of Mark Cooper to the Lab Parity Committee; 4) confirmed the appointment of Linda Chan to the FA Budget Committee; 5) confirmed the appointment of Maria Davis to the FA Survey Committee; 6) determined that the Faculty Association should have an appointee to the Flex Day Planning Committee; 7) determined to hold the 11 June Executive Board meeting in the FA Office; 8) approved up to \$2,500 for signs and sunshades related to protests; 9) approved up to \$1,000 for swag for new faculty events in 2019-20; 10) recommended that the FA Representative Council amend its budget for printing, copying, and office supplies.

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

A. Board of Trustees Meeting – April 10 – Around 100 – 125 faculty attended the Board meeting in support of the FA negotiation team. Before the Board meeting, the faculty marched around Founders Hall making our voices heard across the Board meeting. At the Board meeting, Joan made a statement on behalf of the FA stating our frustration with the negotiations process and that WE WILL NOT GIVE UP. Following Joan were a group of faculty stating their insistence that we do not want to lose the protections of CalPERS. While the Board could not comment on our statements, when the Board did their comments at least one Board member stated that he is ready to ask questions about where we are now. Also at the Board meeting, an MOU between Mt. SAC and West Covina School District concerning dual enrollment was presented to the Board for discussion. Action will take place at the May 8 meeting. Joan asked Dr. Scroggins to make several changes to the MOU before giving it to the Board and she is happy to report that all of her changes were accepted. This MOU also states that all the faculty teaching these dual enrollment classes will be Mt. SAC employees. The Board also approved the Meet and Confer agreements between the District and the Managers and between the District and the Confidential Employees. If interested in what these agreements have to say, please look at the Board agenda for April 10.

B. Extended PAC April 10 – Joan attended the Expanded PAC meeting on April 10. We again went over the Strategic Plan but she did not see any conclusions or progress made. The information that was collected will go back to Institutional Effectiveness Committee (IEC) to continue the work. At this rate, the Strategic Plan might be done in a few years.

C. CCA Spring Conference and WHO Awards – Please go the Mt. SAC Faculty Association Facebook page to look at photos from this fantastic conference. We were very happy to honor our own Barbara Quinn as our WHO (We Honor Ours) winner. Congratulations, Barbara. It is a well-deserved honor. You are a Star in my book. Eric Kaljumagi was elected as incoming CCA President and Randa Wahbe was elected as incoming CCA Vice President. Congratulations and we look forward to the new leadership and can't wait to see what lies ahead in our future. Joan has provided the CCA Legislative Packet with the positions taken by the CCA Council. There was much discussion concerning the Medina bill AB 897 concerning raising the limit for our adjunct faculty from 67% to 80-85%. The Legislative and Advocacy Committee recommended a WATCH position on this bill. A WATCH position allows our advocates to work with the author to get changes. A substitute motion was made to change the position from WATCH to SUPPORT. After much debate and discussion, the substitute motion failed and the WATCH position stood. After working with Medina the Leg Committee will meet again and reassess the bill and hopefully change the position to SUPPORT. CTA is the only union that is not supporting the bill at this point. More information will be provided as it becomes known. The CCA Policy Committee also presented some new policy for the council to approve. The policies now go to the CTA President to be included in the CTA Policy Handbook.

D. Grievance Report – Joan presented the following Grievance Report: 1.) Joan has been communicating with an adjunct professor who is not being offered classes for Spring 2020 and trying to find out if there was a problem with the evaluation that might be something we could grieve. This faculty member does not have rehire rights. 2.) Joan had a meeting on Tuesday, April 30 with a full-time faculty member concerning their evaluation. Again we cannot grieve an evaluation unless there is something factually wrong in it. Most of an evaluation is subjective and dependent on the day that the class was visited. Joan is looking over the evaluation for any that we might be able to grieve and believes that this might turn into a dispute between two faculty members who have a disagreement. 3.) Board of Trustee appeals: Joan is trying to set up meetings with the faculty, the administrators and HR. These meetings are to try and see what can be done to start working on these relationships. Faculty have the right to walk out of these meetings at any time. The Board of Trustees has directed the District to work with the faculty and the FA to work on a solution; Both meetings have been set up. 4.) After meeting with a group of faculty from a department that is considering not having a department chair, the faculty developed a list of concerns that might address their issues. These issues have been presented to HR and the division dean has been notified as well. 5.) Joan is working with another faculty member concerning a dispute (grievance) against their dean and associate dean. Joan has requested information from the District (IT) concerning the sending of an email from one of the parties. The faculty member believes that the email was never sent but the division is saying they sent the email. 6.) Eric and Joan met with Abe Ali last week (a regular monthly meeting) and asked the question regarding the length of time that the District has to get your evaluation documents into your personnel file in HR. Joan has come upon a case where an evaluation dated May 2018 is not yet in a faculty member's personnel file. We were told there is no time limit. This seems unfair since there is a time limit on the amount of time a faculty member has to grieve such a document and how long a faculty member has to add comments to the evaluation. This might be another topic for negotiations. 7.) There is another faculty member who is being disciplined for leaving class early. We really need to get the information out to our faculty that this is not a good idea. If the administration is looking for something that can be used against you at some time, this is just too easy. Help get this information out.

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

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – May 7, 2019 and stated that since we are already at \$9,858.20 of a \$10,000 budget for Negotiations, we will need to increase our Negotiations budget by \$10,000 due to possible expenses incurred through the summer months. Treasurer Lancaster noted that our ending balance is at a deficit of \$29, 893 but we most likely have received our next installment of CTA Dues. We do not document this transaction until we have received our bank statement and we have not received it as of yet. Treasurer Lancaster reviewed the Treasurer's Special Report and noted that the FA has four CDs all with individual dates of maturation. Due to an unusual year of one-time expenses such as Measure GO (\$10,000) and the Northern California disaster relief (\$1500) as well as the possible need of additional

funds for upcoming negotiations, it is recommended that we transfer one of the CDs to checking to have additional money ready for emergency expenditures.

#### **VI Director J Report – Eric Kaljumagi – No Report**

#### **VII. SOne/CTA State Council – Joan Sholars – No Report**

The next CTA State Council meeting will be held May 31<sup>st</sup> – June 2<sup>nd</sup> at the Westin Bonaventure in Los Angeles. SOne will next meet on May 22, 2019.

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

The Adjunct Faculty Advisory Committee (AFAC) met on April 16<sup>th</sup> and discussed membership outreach and how it is progressing. Also discussed was one-on-one promotional conversations, parity pay and how to replace members of the committee. The committee will be mapping adjunct issues both by department as well as collegewide. The AFAC will have a new email through the FA's email system to allow for adjunct faculty communication. The AFAC continued working on marketing strategies and on finalizing the adjunct faculty promotional brochure. The next AFAC meeting is Tuesday, May 23, 2019.

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

A. Senate Business – Nominations and Elections: Officers were elected for terms beginning in June 2019: Co-VP (Lina Soto), Directors (Phil Wolf, Melinda McCrea, & Bernie Somers), and Secretary (Kelly Rivera). Senator-at-Large election is open until tomorrow at 5pm. Please vote in your portal if you have not already.

B. Senate Appointments – The following Senate appointments have been made: 1) Elections Task Force appointments – Vicki Greco (Chair), Sierra Vane (Member); 2) Manger, Financial Aid & Special Programs (Inreach & Outreach) Search Committee – Jimmy Tamayo (Mathematics) appointed to replace previously appointed faculty who stepped down; 3) Commencement Name Readers: Michelle Shear (Dance), Tony Macaraeg,(Nursing), Beta Meyer (Biology), Tony Rivas (Counseling EOPS), Luisa Howell (Spanish), and Bruce Nixon (PsychTech); 4) Scholarship Committee: Estela Mejia-Gonzalez (Child Development); 5) Joint AS/FA Task Force on Flex Days: Tania Anders (ESA), Rocio Avila (ENGL), Sun Ezzell (LERN); 6) Joint AS/FA Task Force on Class Size: Kim-Leiloni Nguyen (BIOL), Mica Stewart-Thomas (SOC), Kristina Allende (ENGL); 7) Diversity Requirement Task Force: John Norvell (BIOL), Marlene Gallarde (SOC), Karla Hernandez-Magallon (SOC), Lina Soto (COUN), Mica Stewart-Thomas (SOC), Shiloh A. Blacksher (PSYC), Gina DePaola (JOUR), Laura Jacob (ESL), Solène Alghannam (WLAN), Doug Mullane (ENGL) and Laura Jacob (ESL); 8) Funding Formula Task Force Appointments: Jimmy Tamayo (MATH); L. E. Foisia, (ABE); Sun Ezzell (READ); Keiko Tsurumi (WLAN); Bernie Somers (COUN).

C. Senate Actions – Recommendations from Textbook Task Force were accepted with amendments by the full Senate on April 11, 2019. SSSPAC Recommendations from 3/4/10, and 4/15/19 were accepted by full Senate on 4/25/19. Discipline equivalencies from Chemistry, Psychology, Engineering, and Theater Arts were approved by the full Senate on April 25, 2019. Mt. SAC Tech Equity Pilot, recommended by (SP&S), was approved by full Senate on 4/25/19. Equivalency Committee: Departmental equivalencies for Chemistry, Psychology, Engineering, and Theater Arts were approved by the Senate on 4/25/19. Resolution in Support for Actions to Ensure the Implementation of the Climate Action Plan was passed by the full Senate on April 25, 2019. Resolves included: \* Resolved, that the Academic Senate advocates for the Administration of the College to move forward with the implementation of the Climate Action Plan following agreed upon standards set out in the plan; and, \*Resolved, that the Academic Senate recommends to the Faculty Association that reassigned time for a Sustainability Coordinator to implement academic and professional components of the Climate Action Plan be negotiated, and asks the Administration to move forward on hiring a Sustainability Director to oversee the implementation of other components of the Climate Action Plan.

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

A. Negotiations Update – The District and the Faculty Association Negotiation Teams have a pre-mediation meeting set for Thursday, May 9 to discuss an offer being made by the District. The District has agreed to

this meeting because of the faculty's hard work and proactive demonstrations at the Board of Trustee meetings and their willingness to demonstrate at the April 30 Joint Board Dinner. The collateral and power of a union rests in this type of support to back negotiations. This has made us stronger and more able to strike better deals for the faculty! This is why it is so important to have a forceful turnout of faculty at the May 8 Board of Trustee meeting. The District will be represented by Dr. Bill Scroggins, Abe Ali and Jennifer Galbraith. The FA will be represented by Joan Sholars, Eric Kaljumagi, Linda Chan and Robin Devitt (our CCA/CTA staff person). What happens after the offer is received by the Faculty Association Negotiation Team (FANT)? The team may try to improve the terms of the district offer, then the offer will go to the FA Executive Board for a recommendation. If the FA Executive Board recommends sending the offer to a vote, then the membership will be informed of the offer and will vote on whether to accept the District's offer. The FA will not accept any offer that eliminates CalPERS as our primary insurance carrier. Depending on whether the pre-mediation meeting is successful, the District and the FA may have a mediation meeting on May 30 to attempt to resolve outstanding issues. The FA and the District will split the cost of the mediator.

B. Issues We Are Fighting For – We are fighting against being leveraged (bullied) out of CalPERS health care, which ostensibly offers the plans and protections that best serve faculty. We are fighting against tethering money to our plans (which carrier and how much we have in benefits allowance are separate and distinct issues). We are being strong-armed! Our faculty are worried about the possibility of losing their lifetime health benefits. Lifetime benefits are different from retiree benefits, because they cover one's entire life, not just until one is Medicare eligible. Even though these benefits are in by our contract, if we change from CalPERS to another third party vendor for our medical benefits provider, we lose the PEMCHA guarantees that CalPERS offers. That does not immediately mean that faculty would lose their lifetime health benefits but it does mean that keeping our lifetime health benefits depends entirely on your future negotiation teams and the faculty who vote to ratify the contracts. The FA is keenly aware that the districts which left CalPERS health care have lost all or part of their lifetime health benefits. CalPERS protects our faculty's lifetime benefits. Also, CalPERS medical plans are the top-rated plans. Some faculty do not want to leave CalPERS due to the quality of their plans. CalPERS does not offer the high deductible plans that cost you less each month, but have the potential to cause great financial harm to the insured if there is a major medical emergency. The District's contribution to our health insurance has not kept pace with the cost of living or our comparative community colleges. By staying with CalPERS, the District could try to bully us into another third party provider by refusing to increase their contribution to our health insurance over the long term thus starving us out of our plan. Your FANT will fight hard to keep this from happening. We need a substantial increase in the amount of money that the District contributes to our health insurance. This is especially important for our faculty with families.

C. Faculty Action May 8<sup>th</sup> Board of Trustees Meeting – We will be meeting in 6-160 from 4:00 – 6:00 to get information and talking points, to ask questions, to get your pickets, posters, banners, buttons, shirts, pizza dinner, and more for the BoT meeting. From 6:00 – 7:00 we will attend the Board of Trustees meeting in Founders Hall to show support for FANT and make public comment. Wear your FA shirt! WE ARE STRONGER TOGETHER THAN AS INDIVIDUALS! THE FACULTY HAVE SPOKEN AND THE UNION IS LISTENING! LET'S MAKE THE DISTRICT HEAR US AT THE BOARD OF TRUSTEE MEETING TOMORROW!

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

A. 2019 – 2020 FA Dues – A motion was made, seconded and carried to approve the Budget Committee's proposal of a local dues increase of \$8 for full-time faculty and a \$4 increase for adjunct faculty for next year.

B. 2019 – 2020 FA Budget – This item has been postponed until the next Representative Council meeting on June 4<sup>th</sup>.

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

A. 2018 – 2019 Budget Amendments – It has been recommended by the Budget Committee that we increase our Negotiations Budget by \$10,000 to a total of \$20,000 since we are already close to the \$10,000 budget and we expect further expenses in the months ahead. This will be an action item at the next Representative Council meeting on June 4<sup>th</sup>.

### **XIII. Announcements**

- A. Next Executive Board Meeting – May 14<sup>th</sup>, 11:30–1:00 in the FA Office.
- B. Next Representative Council Meeting – June 4<sup>th</sup>, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – May 8<sup>th</sup>, 6:30 pm in Founders Hall.
- D. Next CCA Conference – October 11<sup>th</sup> – 13<sup>th</sup> at the Hilton San Jose.
- E. Next SCOne Council Meeting – May 22<sup>nd</sup>, 4:30-9:00 p.m. at the San Dimas Country Club.
- F. Retirement/Tenure Tea – May 21<sup>st</sup>, 11:30 - 1:00 p.m. in Founders Hall.
- G. FA Student Achievement Awards Tea – June 8<sup>th</sup>, 2:00 - 4:00 p.m. in Founders Hall.

### **XIV. Adjournment**

The meeting was adjourned at 12:50 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association