

Mt. San Antonio College Faculty Association (Unapproved)

Representative Council Meeting Minutes

October 5, 2021

Present: Alvarez-Galván, Anders, Burman, Caldwell, Chan, Christ, Crichlow, Cridland, Daland, DePaola, EcheverriaNewberry, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Greco, Greenberg, Heredia, Horton, Jones, Kaljumägi, Knapp, Komrosky, Kunkler, Lackey, Landeros, Lawton, Leader, Lopez (Alixandria), Martinez, McLaughlin, Meyer, Miho, Nakamatsu, Nakamura, Nejad, Nixon, Padilla, Pascoe, Pellitteri, Ponce, Quinn, Rivera, Rojas, Roueintan, Solodjagin, Springfield, Staylor, Summers, Uyeki, Wasson, Wolf, Wood, Woolery

Guests: Arleigh Kidd (CTA Region 3 Organizer), Robin Devitt (CTA Liaison)

I. Call to Order

The meet was called to order at 11:35am.

Agenda Item IV. was addressed out of order due to guests in attendance.

II. Approval of Agenda with Flexibility

Motion to approve the agenda with flexibility (Chan), seconded (Rivera). Emily asked for the agenda to be approved by acclamation. One objection so proceeded with The agenda was approved with flexibility: 39 in favor, 1 opposed, 1 abstained.

III. Approval of Minutes of September 7

Motion to approve the minutes (Chan), seconded (Alvarez-Galván). The minutes were approved with corrections: 42 in favor, 0 opposed, 3 abstained.

IV. FA Membership Campaign - Guest Arleigh Kidd, CTA Region 3 Organizer

Arleigh Kidd presented information about the upcoming membership campaign that CTA is organizing on October 24-27. The Charter Oak CTA Office is secured for a volunteer training session on Sunday, 9/24/21, at 5:00pm-7:00pm, where members will learn techniques on talking with non-members about becoming a member. Virtual attendance for training will be possible. On Monday through Wednesday, 9/25-9/27, from 8:00am-6:00pm a big pop-up tent will be set up on campus where CTA Staff and FA members can talk one-on-one with Mt. SAC faculty who are non-members. There will also be a need for FA members to make contact with non-members by phone. The goals of these activities are to build membership and to build actions to support bargaining by talking to non-members about the wins in recent bargaining, the goals for bargaining in the near future, and how their non-membership status impacts the union's bargaining position. One-on-one contact is crucial in campaigning. The FA needs to

recruit volunteers from the membership to be present on campus at the tent and to make phone calls to the non-members whose assignments are off campus.

V. Reports

A. President - Emily Woolery

1. **Return to Campus:** On September 23, 2021 the FA sent President Scroggins a demand to bargain related to Winter 2022 and Spring 2022, including a statement to pause scheduling until we bargain. President Scroggins acknowledged receipt of the demand to bargain. Recent concerns related to Fall 2021 include conducting student office hours on-campus, COVID clearance activities are disruptive to class exams, campus visitor policy creating confusion and inequity in the Library, requests from faculty and staff for the District to provide saliva-based COVID tests. A concern related to the return to campus was brought to the FA's attention at a recent weekly meeting with Academic Senate, Cabinet and other college leaders and will be addressed under New Business today.
2. **Faculty Support:** Emily and Tamra have supported individual faculty in these contract areas: Performance expectancies; Evaluation process; Column placement; Professional Growth Increment (PGI) / Column crossover. Some of Tamra's work in PGI has resulted in questions and concerns about salary placement on columns and column cross-over. Tamra will address this in the Vice President's report.
3. **Other Meetings:** Emily and Tamra attend regular meetings with campus executive management to discuss and problem solve issues related to contract enforcement and member concerns. Past meetings:
 - FA/School of Continuing Education Monthly Meeting – September 1
 - FA/HR Weekly Meeting – September 2, 16
 - Academic Senate – September 2, 16, 30
 - New Faculty Seminar – September 3
 - FA/President Monthly Meeting – September 7
 - Constituent [Board of Trustees] Agenda Review – September 7
 - President's Advisory Council – September 8, 22
 - Board of Trustees Meeting – September 8
 - Academic Senate Executive Board – September 9, 23
 - Senate and FA Joint Meeting with Instruction Office – September 17, 24
 - Adjunct Faculty Rehire Rights Task Force – September 27
4. **Upcoming Activities:**
 - CTA/NEA Member Benefits Presentation – October 7 at 4:00 –

5:30pm b. FA Executive Board –
October 12 at 11:30am – 1:00pm

- Board of Trustees
- Meeting – October 13 at 6:30pm
- Study Session – October 16
- CCA Fall Conference (virtual) – October 15 – 17
- FACTS: How to Read Your Pay Stub
 - (1) October 20 at 3:00 – 4:00pm
 - (2) October 22 at 9:00 – 10:00am
 - (3) FA Membership Campaign (on-campus and virtual) –
October 24 – 28

B. Vice President - Tamra

1. **Membership** (as of August 2021):

- **Active in CTA:**
Full-Time: 410
Part-Time: 511
Total in CTA: 921

 - **Non-Members:**
Full-Time: 25
Part-Time: 499
- Total Non-Members: 524**
Total on Payroll: 1,445

2. **Column Placement and Crossover Review Pilot:** Human Resources and Faculty Association are going to pilot a column placement and crossover review. HR will develop a form that explains column placement and status towards column crossover and complete it for each of the eleven 2020-21 hires. Each will receive an individualized form that demonstrates how they were placed and what it will take for them to cross columns. The FA and HR will jointly offer a workshop to review column crossover in winter for those 11 hires. We will get feedback on the pilot from those participants. The plan is to schedule regular workshops in winter for the hires from the previous academic year. HR and FA will pilot a review of column placement and crossover. The FA recommends that after one semester new faculty should review their placement to see if they are eligible for column crossover.

3. **Faculty Association Contract Tips Series (FACTS):** The first 2021-22 workshop has been scheduled. Please contact Tamra Horton

(t.horton.fa@gmail.com) if you have ideas for future workshops.

October's workshop:

- **FACTS: How to Read Your Pay Stub:** The Faculty Association is proud to welcome Mt. SAC Payroll Director Richard Lee as a guest speaker in our 2021-22 Faculty Association Contract Tips Series (FACTS). Rich will explain how to read your pay stub. Visit the portal, print your paystub, and join Rich on Wednesday, October 20th from 3 - 4 p.m. or Friday, October 22nd from 9 - 10 a.m. as he provides an explanation of line items that appear on full- and part-time faculty pay stubs. A Q. and A. session will follow.

4. **Academic Senate Watch Items:**

- A Diversity, Equity, Inclusion, Social Justice, and Anti-racism (DEISA) Coordinator position was proposed by Senate as per the Racial Justice Task Force Recommendations. AMAC Administrators would not agree to fund the position. The Faculty Association is watching this item because the joint FA-HR DEI Pilot Study Group will begin its work soon.
- The Academic Senate Resolution 2021-02 Faculty Primacy on Teaching Modality, which states the faculty position that modality of course offerings fall under the 10+1 in Title 5, § 53200 and Mt. San Antonio College Board Policy 3255 and is under faculty purview to determine, was not accepted at AMAC. Instead there was an agreement to form a working group to explore this issue further.

5. **Salary and Leaves Committee:** Emily and Tamra met with VPI Kelly Fowler on 09.24.21. The agenda included unnecessary barriers being placed between faculty and their attainment of the Professional Growth Increment (PGI) and Column Crossover. The FA will continue to monitor this situation.

6. **SAC.Media:** Joshua Sanchez (jsanchez523@student.mtsac.edu, writeraspiring@gmail.com), the SAC.Media Editor-In-Chief, is looking for faculty voices for an article on the return to campus experience. The Faculty Association encourages those interested in sharing their experience to contact Josh.

C. Treasurer - Linda Chan

The Faculty Association Budget Report covering September 1 through October 5,

2021 was presented and distributed. The report included expenses paid for the

categories of Accounting & Auditing, FA Officer Stipends, Payroll (Office Staff Salary), Office Equipment, Printing, Office Supplies, and Grievance/Arbitration.

VI. Negotiation Report

- A. Demand to Bargain: Emily sent a demand to bargain letter to Dr. Scroggins.
- B. Negotiations Survey: A negotiations survey will be conducted soon.

Questions from the Representative Council:

- Will there be additional compensation for working face-to-face on campus? Response: For Fall semester, additional compensation for face-to-face was not negotiated.
- When might the faculty expect a side letter negotiated for Winter? Response: There has been no response from the District except an acknowledgement of receipt of the demand letter.

VII. Old Business - Action Items - None

VIII. New Business - Discussion Items

- A. FA Statement in Support of Remote Assignments- Tamra presented the item and read it out loud.

The letter supports CSEA employees in addition to faculty having the ability to work their assignments or part of their assignments remotely. A motion was made to suspend the rules and take action on the item (Chan), seconded (Alvarez-Galván): 45 in favor, 1 opposed, 1 abstained. A motion was made to approve the statement and provide it to the Board of Trustees (Chan), seconded (Alvarez-Galván). Discussion: There was a comment about some individuals experiencing difficulties when having to work remotely. Assurance was made that, outside of a local, State, or Federal mandate, remote work would be voluntary. A request was made that some science disciplines be excluded because the faculty and students need on campus support from the lab technicians. Tamra stated that this is intended to support CSEA members' rights to work remotely but not to determine which positions/job functions can be done remotely without impacting teaching, learning, and other operations. Tamra also stated that the BoT asked at the last meeting that a campus report of positions in which their work can be done remotely be provided to them. Luis EcheverriaNewberry expressed that students benefit from the online aspects of some of the classified staffs' functions in Student Services, including special programs. Motion to call for the question (Chan), seconded (Alvarez-Galván). A motion was made to close debate: 33 in favor, 8 opposed, 5 abstained. The vote

took place on the original motion: 42 in favor, 2 opposed, 3 abstained.

B. Return to Campus - Winter Intersession 2022 and Spring Semester 2022

During their weekly meeting with Academic Senate leaders and select executive administrators on Friday of last week (October 2, 2021), Emily and Tamra learned that Cabinet is considering removing the vaccine mandate provision of Board Resolution 21-05 that was passed on August 13, 2021 (Emily share screened the resolution on Zoom) due to the current decrease in enrollment. Emily reported that Kelly Fowler (VPI), Madelyn Arbello (SCE Provost), Meghan Chen (Associate VPI), and Morris Rodrigue (VP of Administrative Services) expressed that they have heard from students that the testing process is working well and they fear the vaccine mandate will further harm enrollment. It is unknown how many students have been in contact with executive level administrators; FA and Academic Senate leaders recall one student being mentioned by Kelly Fowler. Emily informed the Council that the Faculty Association Executive Board held an emergency meeting regarding this news on Friday evening. An informal poll was conducted to assess whether or not the FA Representative Council supported the FA in taking action to resist a proposal that would rescind the vaccine mandate for winter and spring academic terms that was instituted by the Board of Trustees per Resolution 21-05. The informal poll yielded 76% in favor of and 24% in opposition of the FA taking action to resist Cabinet's idea to propose rescinding the vaccine mandate for winter and spring terms that was instituted by the BoT per res 21-05. Beta Meyer asked whether the College is considering the legislation currently being proposed that would mandate vaccines and expressed that she is tired of last minute decisions being made by the Board of Trustees. Ema Burman followed by asking why would the College consider rescinding the mandate if legislation may soon dictate it and asked the percentage of vaccinated students. The response was that of 21,650 credit students, 14,920 have submitted proof of vaccination. A little over 18,000 of these are credit students and over 17,000 of them are compliant with the vaccination/testing program. Jennifer Leader spoke in support of keeping the vaccine mandate by stating it would seem the College is moving backwards by removing the mandate. Leader's class recently went into quarantine and said there seems to be a lot of room for miscommunication and error with students with the current contact tracing system in place. Meeting attendees also commented that students wanted to have online class availability during registration and that the enrollment concern may be due to a lack of online offerings. Emily shared that the district is conducting a student survey that closes this Friday, which is asking for their preferred modality for taking classes during winter and spring. Neither the

Faculty Association nor the Academic Senate were consulted about the survey prior to it being administered. Meyer spoke of logistical problems with the double ticket science classes that have exposures, in that both sections are not being informed of the need for quarantining, so it results in a lot of confusion and further delayed notifications. Meyer stated that the College has a lot of exposure on campus that is creating classes needing to quarantine, and stated that it is not sustainable to do what we are doing by spending time during class checking for vaccination/testing compliance and asking students who are not in compliance to leave class. Alvarez-Galván suggested surveying the faculty at large. Meyer requested that, if a faculty survey is conducted, their current teaching modality is asked. Rivera made a motion to uphold the Board Resolution 21-05 as written, Alvarez-Galván seconded: 28 in favor, 2 opposed, 0 abstained.

IX. Other Reports

- A. Academic Senate - written report provided.
- B. Adjunct Faculty Advisory - written report provided.
- C. CCA Director J Report - written report provided.

X. Announcements

- A. FA Executive Board: October 12 at 11:30am-1:00pm
- B. Board of Trustees Meeting: October 13 at 6:30pm
- C. Board of Trustees Study Session: October 16 at TBA
- D. CCA Virtual Fall Conference (Virtual): October 15-17
- E. AFAC Meeting: October 19 at 11:30am-1:00pm
- F. FA Membership Campaign: October 24 - 28, time TBD
- G. FA Executive Board: October 26 at 11:30am-1:00pm
- H. FA Representative Council: November 2 at 11:30am-1:00pm

XI. Adjournment

The meeting was adjourned at 1:01pm.

Respectfully submitted,

Vicki Greco