

Mt. San Antonio College Faculty Association

Representative Council Meeting Minutes

November 2, 2021 via Zoom

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

Guests: Mindy Bartlett (CTA Staff), Delores Gonzales (Employee Counseling Center), Sandra Valdovinos-Heredia (Employee Counseling Center)

I. Call to Order

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

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Chan), seconded (Wolf). The agenda was approved with flexibility by acclamation.

III. Approval of Minutes of October 5

A motion was made to approve the minutes (Wolf), seconded (Chan). The minutes were approved by acclamation.

IV. **Guests:** Mt. SAC Employee Counseling Center- Delores Gonzales, Sandra Valdovinos-Heredia
The Employee Counseling Center is a new program and still in development. Three licensed mental health professionals are staffed to provide short-term mental health therapy sessions (up to five sessions), consultation services, workshops, and community referrals for full-time and part-time employees. The services are no cost, confidential, and are not part of the employee record. Some of the reasons to seek their services include pandemic-related stressors, burn out, grief and loss, and work-related stressors. Employees can schedule in-person and virtual appointments. To a question asked about letters related to the need for work-related accommodations, the response was that providing recommendations for accommodations or leaves of absence are out of the scope of their practice at the College and would make referrals to other health providers for such requests.

V. **Reports**

A. President - Emily Woolery

1. **Return to Campus:** At the October 5, 2021 Representative Council meeting, Kelly Rivera made a motion to uphold the Board of Trustees (BOT) Resolution 21-05 as written and Maya Alvarez-Galván seconded the motion. A vote on the motion occurred at the close of the meeting. The vote was 28 in favor, 2 opposed, 0

abstained. The motion was reported as passed at that time. However, due to the fact that 1) there was no longer a quorum (quorum for a Representative Council meeting is 46 attendees) and 2) representatives reported that Kahoot closed prior to their being able to vote, it has been determined that the report of the motion passing was an error.

As a result, the Faculty Association (FA) did not express a position on Resolution 21-05 at the October 13 BOT meeting. Instead, results of the survey conducted by the FA were reported to the BOT as follows: "Hearing the district administration was considering whether vaccine mandates are necessary per the Board of Trustees Resolution 21-05, the FA has recently surveyed faculty. Close to 400 faculty responded, and faculty respondents are from all campus divisions. From this group of respondents, approximately 75% of respondents support a vaccine mandate for students."

At the October 16 BOT meeting, the trustees upheld BOT Resolution 21-05. This resolution requires employees to submit vaccination records OR do weekly testing. Some faculty are not in compliance. The district will soon offer saliva-based testing in addition to the nasal swab, so hopefully the number of faculty out of compliance will decrease. Emily and Tamra have a plan to reach out to them.

The FA Executive Board approved the following appointments to a classroom disruptions workgroup: Edwin Estes, Ann Lee Grimstad, Michael Hood, and Beta Meyer. We are awaiting more information from the district.

The District responded to our demand for side letter negotiations for Winter and Spring 2022. We will meet on November 4.

Some questions posed by the Representatives in attendance:

- Question: Is the classroom disruptions workgroup related to the return to campus? Response: The workgroup's charge is related to how such things as quarantine policies and Cleared4 verification procedures are impacting teaching and other faculty provided services on campus, and to come up with potential solutions so that disruptions to the classroom and other faculty work with students are minimized.
- Question: How were the issues identified by the FA Executive Board for side letter negotiations? Response: They were identified based on current issues members have brought to the FA Leadership.
- Question: Is there a turnaround time difference between saliva and nasal swab test results? Response: The saliva test results are said to be available within one day. A Representative in attendance commented that they have heard from colleagues that the present COVID test results are not provided in a timely or in a consistent manner. For example, sometimes it is a 2-day turnaround and other times it takes 4 days to

receive the results.

- Question: Can faculty who are teaching online remain online, or do they have to get another accommodation/exemption? Response: Emily stated that faculty need to check with HR on the duration of their accommodations approval. Additionally, the District's opinion that the student vaccine mandate serves as another layer of safety, which may be used by the District in their determination of granting continued accommodations for winter and spring terms.
 - Question: Is the side letter negotiations meeting on the November 4th based on the September 22nd letter? Response: The items to negotiate are also based on the list approved at the Oct 26th Faculty Association Executive Board Meeting.
2. **Membership Drive:** During the Membership Drive on October 25-28, there were 150 one-on-one conversations, 25 completed applications, and 48 commitments to join. We will meet with CTA staff in two weeks to discuss our next steps. We were supported in this effort by 16 CTA colleagues, including staff and board members.
 3. **CTA Scholarships:** CTA offers many awards and scholarships. Follow these links for information about the 2021-2022 deadlines and requirements.
 - a) [CTA Scholarships](#) – up to \$5,000
 - b) [MLK Memorial Scholarship](#) – up to \$6,000
 - c) [Cesar E. Chavez and Dolores Huerta Education Award Program](#) – up to \$550
 - d) [LGBTQ+ Safety in Schools Grant and Scholarship Program in Honor of Guy DeRosa](#) – up to \$2,500
 4. **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. The following list of meetings were provided in a written report:
 - a) FA/School of Continuing Education Monthly Meeting – October 6
 - b) Academic Senate Executive Board – October 7, 21
 - c) Senate and FA Joint Meeting with Cabinet – October 8, 14, 22
 - d) Constituent Agenda Review – October 11
 - e) President's Advisory Council – October 13, 27
 - f) FA/HR Weekly Meeting – October 14, 21
 - g) FA/President Monthly Meeting – October 12, November 1
 - h) Board of Trustees Meeting – October 13 (regular) and October 16 (study session)
 - i) Senate/FA Monthly Meeting – October 19
 - j) Adjunct Faculty Rehire Rights Workgroup – October 19
 - k) Accreditation Kickoff Launch – October 22

B. Vice President - Tamra Horton

1. **FACTS:** How to Read Your Pay Stub Workshop was well attended. The workshops are not recorded because attendees tend to share personal information in the sessions.
2. Tamra read aloud the Faculty Association's letter in support of remote work for CSEA employees that was presented at the Board of Trustees Meeting. Tamra reported that CSEA 262 members expressed their appreciation of the Faculty Association's support.

C. Treasurer - Linda Chan

1. **Faculty Association Budget Report:** The negotiation bill, arbitration expenses, and some staff salaries were paid. The budget may need to be adjusted to accommodate the much larger negotiation expenses. Eric requested a breakdown of the negotiation expenses for the December Representative Council Meeting.

Emily pointed out that there are funds budgeted for conference attendance related to union interests. Two such conferences scheduled in winter 2022 are the Region 3 Leadership Conference, which is being held in Downtown Los Angeles, and the CTA Issues Conference, located in Las Vegas, NV. The Issues Conference often includes workshops on women's issues, LBGTQ+ issues, among others. Members who have interest in attending a union-related conference should contact Emily.

VI. Negotiation Report

A. Emily shared the following Sunshine Articles for Reopeners.

1. Article 7: Salaries
2. Article 8: Contract Employee Benefits
3. FA Reopeners:
 - a) Article 10: Workload
 - b) Second reopener: FA reserves the right to sunshine at a later date
4. Existing Annual Review
 - a) Article 9: Calendar
 - b) Appendix E: Reassigned Time for Special Assignments

VII. Old Business - Action Items - None

VIII. New Business - Discussion Items

A. Anti-Racist Pledge - Adoption of NEA Pledge

Emily introduced the NEA Pledge to Grow the Movement of Racial Justice in Education and asked that Representatives take it back to their departments. The pledge is being presented for adoption after a member proposed that the union adopt a formal position statement supporting anti-racism. Tamra clarified that the statement applies to the whole institution from the macro to the micro level. Emily responded to questions of clarification. Discussion of concerns began; Tamra called a point of order, reminding the

council that the item is not up for debate as a discussion item.

IX. Other Reports

- A. Academic Senate - A written report was provided.
- B. Adjunct Faculty Advisory Committee - A written report was provided.
 - 1. Canvas page provides a means for a discussion forum. The purpose is to create open dialogue.
- C. CCA Director J Report - A written report was provided.
- D. CTA State Council Report - None
- E. Service Center One Council Report - None

X. Announcements

- A. FA Executive Board: November 9 at 11:30am – 1:00pm
- B. Board of Trustees Meeting: November 10 at 6:30pm
- C. AFAC Meeting: November 16 at 11:30am – 1:00pm
- D. FA Executive Board: November 24 at 11:30am – 1:00pm
- E. FA Representative Council: December 7 at 11:30am – 1:00pm
- F. 2022 Issues Conference: January 21 – 23, Las Vegas, NV
All attendees, staff, presenters, exhibitors, and invited guests will be required to show proof of vaccination or a negative COVID-19 test taken within 72 hours upon check-in at the CTA Registration Desk.
- G. 2022 Region 3 Leadership Conference: February 4 – 6, Westin Bonaventure Hotel, Los Angeles
All attendees, staff, presenters, exhibitors, and invited guests will be required to show proof of vaccination or a negative COVID-19 test taken within 72 hours upon check-in at the CTA Registration Desk.
- H. 2022 CCA Winter Conference: February 11 – 13, Doubletree by Hilton, San Diego Mission Valley

XI. Adjournment

The meeting was adjourned at 1:04pm.

Respectfully submitted,

Vicki Greco