

**Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes**

April 5, 2022

11:30am – 1:00pm via Zoom

Present: Allende, Alvarez-Galván, Anders, Benoe, Birca, Blacksher, Burman, Cannon, Coreas, Crichlow, Daland, DePaola, EcheverriaNewberry, Engisch, Espy, Esslinger, Ezzell, Foisia, Greco, Greenberg, Grimstad, Heredia, Hernandez, Horton, Howell, Kaljumägi, Komrosky, Kunkler, Lancaster, Lawton, Leader, Lopez (Audra), Martinez, McLaughlin, Miho, Mullane, Nakamatsu, Nakamura, Ngo, Nixon, Parker, Pascoe, Pellitteri, Ponce, Pulido, Quinn, Roueintan, Solodjagin, Springfield, Staylor, Straw, Summers, Thay, Wasson, Wolf, Wood, Woolery

I. Call to Order

The meeting was called to order at 11:37am.

II. Approval of Agenda with Flexibility

A motion to approve the agenda with flexibility was made and seconded. The motion carried.

III. Approval of Minutes

A. March 1, 2022

A motion to approve the March 1, 2022 meeting minutes was made and seconded. The motion carried.

B. March 15, 2022

A motion to approve the March 15, 2022 special meeting minutes was made and seconded. The motion carried.

IV. Reports

A. President

1. FA Executive Board

Robert Piluso has resigned from his Director position on the executive board. Emily expressed her appreciation of Robert's voice on the Board and Council. The FA Executive Board is down two directors due to Robert's resignation and Maya Alvarez-Galván's transition to Treasurer. Their terms end this semester. To fill their unexpired terms would require a special election. The FA will not hold a special election because we are opening annual elections today.

2. Employee Relations

Professors have requested support with a Family Medical Leave Act (FMLA) request and representation for a discrimination complaint.

3. Board of Trustees

At the [March 9 meeting](#), the trustees approved the 2022-23 Academic Calendar. They received an update about the Campus Vaccination and Testing Program. The resolution for the mandated student vaccine expires at the end of spring semester. A trustee asked questions about adjunct parity based on the Quarterly Financial Status Report.

At the [March 12 special meeting](#), trustees received presentations on OPEB Actuarial Report, Budget Challenges and Opportunities, Return and Recovery, Measure GO Expanded Quarterly Update, Accreditation Training, and Board Self-Evaluation and Priority Setting for 2022-23.

4. President's Advisory Council

At the [March 9 meeting](#), the President's Advisory Council (PAC) received updates from the Accreditation Steering Committee, Climate Commitment and Environment Justice Committee (CCEJC), Information Technology Advisory Committee (ITAC), and Professional Development Council (PDC). A workgroup is forming to review and revise the college mission, vision statement, and core values. Emily is not serving on the workgroup.

At the [March 23 meeting](#), PAC received updates from the Accreditation Steering Committee, Mission, Vision Statement and Core Values Workgroup, and Smoke/Tobacco-Free Campus Policy Workgroup. PAC is also reviewing a purpose and function statement for a proposed council, DEISA Purpose and Function Statement, which is attached with this report.

5. Community College Association Spring Conference and WHO Awards

Please consider serving as a delegate at the CCA Spring Conference. It is scheduled at the Hilton, Irvine Orange County Airport on April 29 – May 1, 2022. This conference will focus on membership and membership engagement. The FA and CTA reimburse delegates for attending this conference. Serving as a delegate requires approval of the Executive Board. Please contact Emily at ewoolery@mtsac.edu to submit your interest.

Delegates approved as of April 5:

- Emily Woolery, President and Library
- Marina Mclaughlin, AFAC and English as a Second Language
- Ellen Straw, AFAC and English, Literature, and Creative Writing
- Victor Garcia, World Languages
- Joshua Christ, CTA State Council Delegate and Theater
- Kristina Allende, Director and English, Literature, and Creative Writing
- Tamra Horton, Vice President and English, Literature, and Creative Writing
- Michelle Nava, English, Literature, and Creative Writing

Delegates pending approval on April 12:

- Teresa Landeros, AFAC and Child Development
- Antonio (Tony) Rivas, Counseling (EOPS)
- Kenneth Lambright, Mathematics and Computer Sciences

6. CTA Future Leaders Workshop

Maya Alvarez-Galvan and Luis EcheverriaNewberry will be attending the CTA Future Leaders Workshop on April 29 – May 1.

7. Committee Appointments

The following faculty accepted appointments to FA committees:

- FA Survey Committee

- Eric Kaljumagi, Mathematics and Computer Science and CCA President
- Tim Revell, Biology
- Louis Vayo, II, Business
- FA Elections Committee
 - Shari Wasson, Fine Arts
 - Phillip Wolf, Engineering and Physics
- PGI Task Force (for negotiations)
 - Tamra Horton, FA Vice President and English, Literature, and Creative Writing
 - John Pellitteri, Psychology

8. Upcoming Events

- The Force Awakens III on May 14 at 10am-4pm at San Bernardino Valley College, is a one-day social justice conference for CCA members.
- CTA Presidents Conference on July 14-17 (location TBD) is intended for newly elected Vice Presidents.
- CTA Summer Institute on July 24-28 at UCLA is intended for members interested in being part of the FA negotiations team.
- CTA Region 3 Leadership Conference on August 28-28 at the Westin Bonaventure in Los Angeles is appropriate for all FA members.

B. Vice President

1. Faculty Association Contract Tips Series (FACTS)

a) FACTS: Generation Debt--Student Loan Forgiveness

Tamra reported that the Faculty Association Contract Tips Series (FACTS) workshop on Student Loan Forgiveness scheduled for 3/2/22, 5-6:30 p.m. proved to be our most popular FACTS workshop to date. Over 30 Mt. SAC faculty and almost 30 outside community college faculty attended the workshop led by Sean L. Mabey, NEA Affiliate Relations Specialist to California & Utah. Visit the [Mt. SAC Library](#) to read a recent New York Times article regarding the changing landscape of student debt relief under the Biden administration. Those who missed the workshop can search for "Generation Debt: Student Loan Forgiveness" on <https://www.eventbrite.com> to sign up for a future virtual workshop offered by Sean. The document titled "NEA Student Debt Navigator (Savi)" in the folder for today's meeting is to learn how to access this NEA system that assists faculty with the federal student loan forgiveness procedure.

b) FACTS: Adjunct in Action!

Scheduled for Monday, April 11th 5-6 p.m. via Zoom, this FACTS workshop will promote ways adjunct faculty can participate in campus leadership opportunities and potentially earn income that does not

count against the 67% load limit. A flier was posted in today's meeting folder.

c) FACTS: State of the Union

Two State of the Union FACTS workshops will be offered later in April, dates TBD. Topics will include FA organizing, our updated website, the negotiations process, COLA, and the results of the negotiations survey, among other topics. Please watch for an upcoming announcement of the dates of this workshop.

d) FACTS: Reduced Workload Program with Full Retirement Credit (19B.)

This workshop will provide an overview of the Reduced Workload Program with Full Retirement Credit program that was just added to the year 2 of 3 of the 2019-2022 contract. The workshop will be offered prior to the May 1st application deadline for fall 2022 participation. Please watch for an upcoming announcement of the date of this workshop.

e) FACTS: Preparing for Retirement

This workshop will provide an overview of the steps one takes in preparation for retiring from Mt. SAC. It is in the planning stages and is expected to be offered in May.

2. CCA Election Committee

Tamra attended training on 2/24/22 and 3/17/22 and will be assisting with the election to be held at the CCA Spring Conference scheduled for 4/29/22-5/1/22.

3. Tamra provided a list of numerous college and union-related meetings, professional development, and other events she has recently attended.

C. Treasurer

Maya provided an update on the FA's financial situation, which included information that the FA's taxes had not been filed by the January deadline for 2021, the FA's Workers' Comp insurance has been inactivated due to the June 1 2021 payment not being made, there are two uncashed checks one of which will be reauthorized to the Student Achievement Fund. Maya is working to gain back the Workers' Comp insurance and has submitted a workman's comp report from 2020 that had not been done. She does not yet have authorization to sign checks. Maya is working to have a financial statement prepared for the May Representative Council Meeting.

V. Negotiations Report

A. Update No. 4 – March 18, 2022 was distributed.

B. Update No. 5 – April 1, 2022 was distributed.

Lead Negotiator Sandra Esslinger provided a report and responded to some questions. The Math Department acknowledged the FA's hard work in negotiations, but expressed concern that salary and benefits are not yet being addressed and that there is

not a more frequent schedule of negotiation sessions. Their comments also included Riverside Community College District and College of the Desert having automatic COLA negotiated in their contracts. Sandra encouraged attendance at the FA's State of the Union event this month during which there will be more time to address questions and concerns.

Emily announced that appointments to the regular contract negotiations team will occur later in the semester.

VI. Old Business – Action Items

A. Anti-Racist Pledge - Adoption of NEA Pledge

A motion was made to adopt the NEA Pledge (Allende) and seconded (Howell). Emily provided the background that a request was made by a member to adopt an antiracist pledge several months ago. The FA Executive Board recommends adoption of the NEA Pledge to Grow the Movement of Racial Justice in Education. Allende spoke in support of the motion and stated that when those in positions of power and privilege fear that they'll lose something when making structural changes so as to dismantle those structures that support and maintain racism, the conditions of racism continue. No further discussion. The motion passed: 38 in favor, 6 opposed, 5 abstained.

VII. New Business – Discussion Items

A. FA Elections

A motion to open nominations was made, seconded, and carried. The motion passed: 47 in favor, 1 opposed, 3 abstained. Elections Chair Phil Wolf presented the slate: Vice President, Secretary, Treasurer, Full-time Director (3), Part-time Director, AFAC Representatives. The following nominations were made from the floor:

- Vice President
 - Ed Estes
 - Tamra Horton
- Secretary
 - Vicki Greco
- Treasurer
 - Maya Alvarez-Galván
- Full-time Director (3)
 - John Pellitteri
 - Tony Rivas
- Part-time Director
- AFAC Representatives (Arts, LLR/SS, Natural Sciences, KAD, Tech & Health)
 - Hideki Fukusumi (LLR/SS Division)

Phil will confirm with all nominees who were not in attendance at today's meeting their acceptance of the nomination. Nominations remain open until closed at the next Rep Council meeting on May 3, 2022.

B. FA Membership Drive

On April 11th, the FA is hosting Unity Day on campus to promote union membership. CTA Staff Members will be in attendance and there will be t-shirts and other give-away items. While the goal is to reach non-members, all members are invited to attend. There will be coffee and donuts in the morning and afternoon refreshments. Maya Alvarez-Galván reported that FA shirts with a new design and union posters will be available at the Unity Day event.

VIII. Other Reports

- A. Academic Senate: A written report was distributed.
- B. Adjunct Faculty Advisory Committee: A written report was distributed.
- C. CCA Director J Report: A written report was distributed. Luisa Howell announced that her District J Director term is ending and encouraged members to consider running for the position. The position is a 2-year term, which includes a small monetary stipend and requires attendance at 3 or 4 meetings during the year and serving as a member on one of the statewide committees.
- D. CTA State Council Report: No report.
- E. Service Center One Council Report: No report.

IX. Announcements

- A. Member Unity Day: April 11 at BCT Lower Patio
- B. FA Executive Board Meeting: April 12 at 11:30am – 1:00pm
- C. Board of Trustees Meeting: April 13 at 6:30pm
- D. AFAC Meeting: April 19 at 11:30am – 1:00pm
- E. FA Executive Board Meeting: April 26 at 11:30am – 1:00pm
- F. CCA 2022 Spring Conference and WHO Awards: April 29 – May 1 (location TBA)

A representative asked that a dedicated email be sent to the faculty about when and how to attend the State of the Union event.

X. Adjournment

The meeting was adjourned at 1:00pm.

Respectfully submitted:

Vicki Greco