

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
September 3, 2024 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ash, Barry, Basilio, Benoe, Birca, Bray-Ali, Burman, Cannon, Christ, Clements, Coreas, Crichlow, Curva, Degtyareva, Doonan, Duong, Echeverria-Newberry, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Garcia, Gethers, Greco, Guo, Hernandez-Magallon, Hoffman, Kaljumägi, Katoch, Lackey, Lancaster, Landeros, Lawton, Loera-Ramirez, Lopez, Madrid, McFarlin-Stagg, McKee, McKennon, McLaughlin, Meyer, Miho, Mrofka, Nava, Nguyen, Ott, Perea, Perez, Perez-Garcia, Ponce, Razo, Reyes, Rojas, Romero, Rowley, Shear, Stone, Wasson, Williams, Wood, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:36am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McFarlin-Stagg) and seconded (Cannon). The agenda was approved: 41 in favor; 0 opposed.

III. Approval of Minutes – June 4 (Second Session)

A motion was made to approve the June 4, 2024 meeting minutes for the second session (Wood) and seconded (Meyer). The minutes were approved: 44 in favor; 0 opposed.

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented and distributed a [written report](#).

b. Vice President – Joshua Christ

Vice President Joshua Christ presented and distributed a [written report](#).

c. Treasurer – Michelle Nava

i. Treasurer Michelle Nava presented and distributed the year-to-date [financial statement](#).

ii. Treasurer Nava presented the 2024-25 budget and will be taking it to the FA Budget Committee for review to determine if any line items have been over- or under-budgeted.

iii. A motion was made and seconded to increase the 2023-24 budget line item of Negotiation Expenses from \$12,000 to \$17,500 to cover unanticipated expenses that came in during the summer. Clarification was made that costs for reassigned LHE for Lead Organizer were appropriately charged to the Negotiation Expenses budget. The motion passed: 36 in favor; 0 opposed.

d. Negotiations – Joshua Christ

Vice President and Co-Lead Negotiator Joshua Christ presented and distributed a written negotiations summary to date. The next negotiations meeting with the District is scheduled for this afternoon. FANT believes it is close to reaching agreement on closing the reopener negotiations for 2023-24.

Below is a summary of information presented. The document distributed at the meeting contains greater detail.

- Tentative Agreement #1 – Article 8 – Health Benefits
 - Language included that clarifies eligibility criteria for Medicare Part B upon retirement. No substantive changes were made regarding contribution amounts or benefits provided in retirement.

- Tentative Agreement #2 – Article 21 – Dispute Process
 - The Tentative Agreement removes the “Dispute Resolution” process from the faculty contract. The process for addressing interpersonal conflict between members is covered in Administrative Procedure (AP) 3050, which is the process that should be used. Other clarifying revisions were made to contract language, including the involvement of Human Resources as appropriate.
- Memorandum of Understanding (MOU) - Article 16.H. - Leaves of Absences
 - A change in law resulted in negotiations of Article 16. New contract language provides for an increase in days of bereavement leave.
 - Contract language (16.H.3) was added that allows Human Resources to require documentation verifying a need for bereavement leave within 30 days following the first day of leave.
- MOU - Article 16.I. - Leaves of Absence Reproductive Loss
 - New legislation guarantees employees unpaid leave for reproductive loss events.
 - A professor is entitled to take up to 5 days of unpaid leave for each reproductive loss event, with a maximum of 20 days of reproductive loss leave within a 12-month period. The leave can be taken on nonconsecutive days.
 - Per law, reproductive loss includes, but is not limited to, failed adoption, failed surrogacy, loss of pregnancy, miscarriage, stillbirth, or unsuccessful assisted reproduction.
- Article 13 – Distance Learning
 - Most of the changes involve the inclusion of RSI. Distance Learning Assignments remain voluntary for all professors. Scheduling deviations from 5 LHE on campus load for FTF now must be mutually agreed to by only the department chair and division dean. The Vice President of Instruction and Faculty Association shall be informed about exceptions; they will not be involved with decision-making. Information on the changes to this Article were sent to all faculty before the conclusion of Spring 2024 Semester.
- Adjunct Office Hours
 - Adjunct faculty shall be paid for one office hour per week for all weeks in which students are meeting, including dual enrollment classes for which the start- and end-dates differ from Mt.SAC’s Academic Calendar.
 - The office hour pay rate will increase from \$40.00 per hour to \$45.00 per hour in the 2025-26 school year if the following condition is met:
 - Mt.SAC receives more than 70% of the funding for office hours as reimbursement from the CCCCCO in the 2024-25 school year.
 - The office hour rate will increase \$5.00 per hour in the 2026-27 school year if the following condition is met:
 - Mt.SAC receives more than 70% of the funding for office hours

as reimbursement from the CCCCCO in the 2025-26 school year.

- Dept. Chair Voting
 - There is a new process for department chair voting outlined in 10.M.
 - Faculty have the exclusive right to decide who runs and manages the chair elections.
 - All full-time and part-time faculty shall have the right to vote in chair elections, so long as they have a teaching assignment within the current academic year, or had requested a schedule to teach, but were not offered any classes.
- Article 8 – Health Benefits
 - The District did not agree to the formula asked for on Health Benefits, which would have tied the reimbursement rate for 2-party and family plans to the cost of Kaiser Permanente + Delta Dental + VSP.
 - The district did agree to the following contract language: **The faculty health insurance shall be provided by CalPERS. The annual District contribution for each eligible full-time professor shall be equal to the premium cost of the SISC Kaiser \$15 (office visit) \$5-\$20 (prescription) health plan, dental HMO plan, VSP, and MetLife basic life insurance for single-party, two-party or family, as follows:**

<u>Single Party Tier</u>	<u>\$12,608*</u>
<u>Two Party Tier</u>	<u>\$20,776.44</u>
<u>Family Party Tier</u>	<u>\$26,740.44</u>

- Article 7.C.- Salaries
 - The following language was added, regarding required annual trainings:
 - 7.C.2. All professors are required to complete two (2) hours of mandatory training on sexual discrimination, including sex-based harassment prevention, every other year. Professors will be compensated for two (2) hours at the non-instructional rate.
 - 7.C.3. All professors are required to complete one (1) hour of mandatory training on workplace violence prevention every year. Professors will be compensated for one (1) hour at the non-instructional rate.
 - These trainings were required by updates to Federal and State regulations.
- Appendix A.5 - Service Increments
 - The District has agreed to a 15-year service increment for full time faculty, but the increment will remain a dollar amount stipend, rather than a % on top of base salary.
 - FANT continues to negotiate a part-time faculty 15-year service increment, with direction from Executive Board to not leave the table without it. FANT is confident in achieving this goal within the

instructions from the Executive Board.

- Appendix A.6.b - Adjunct PGH
 - New language has been agreed to, which increases the potential maximum hours of paid on-campus professional growth workshops per fiscal year.
 - A.6.b.2. Rates: The non-teaching hourly rate shall be paid to adjunct professors completing approved on-campus professional growth workshops up to a limit of six (6) hours per fiscal year. **An additional three (3) hours per fiscal year shall be made available through funds allocated annually in the amount of \$35,000. An adjunct professor shall not be paid for more than a total of nine (9) hours per fiscal year. When the account funds for the additional three (3) hours for the year have been expended, the District shall notify the FA that the funds have been expended. When the FA has received this notice, they will inform all adjunct professors that the fund has expired for the year, and any PGH that has yet to be submitted will not be reimbursed.**

- e. NEA Representative Assembly - Maya Alvarez-Galván, Joshua Christ, Eric Kaljumägi, Anna McKennon, Ellen Straw
Maya Alvarez-Galván, Joshua Christ, Eric Kaljumägi, Anna McKennon, and Ellen Straw attended the 2024 NEA Conference in Philadelphia, PA in early July. They shared a written report with the Rep Council members detailing the events at the NEA Conference.

V. Old Business – Action Items: None

VI. New Business – Discussion Items

- a. FA Support for BoT Candidate(s)

A motion was made to suspend the rules to act on the item today (Alvarez-Galván) and seconded (McFarlin-Stagg). The motion passed. A motion was made for the Faculty Association to support Area 5 Candidate Jay Chen by providing financial support of \$5,000, the opportunity to be including on CTA's election mailer, and an in-kind donation to obtain voting data for his campaign. The Council engaged in discussion. The motion passed: 39 in favor; 1 opposed; 13 abstained.

VII. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.
- e. Organizing: No report.

VIII. Announcements

- a. Cup of Coffee with the FA: 9/3 – 9/5
- b. Legislative Roundtable with Assemblymember Mike Fong: Friday, September 6 @ 11:00am-1:00pm in Founders Hall
- c. Executive Board Regular Meeting: Sept. 10 @ 11:30am-1:00pm

- d. Board of Trustees Meetings: Sept. 11, Time TBA
- e. FA General Membership Meeting: Sept. 17 @ 11:30am-1:00pm, Location TBD
- f. FA Representative Council Meeting: Oct. 1 @ 11:30am-1:00pm via Zoom
- g. [CCA Fall Conference](#): Oct. 25-27 at the Westin Hotel, SF
- h. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

IX. Adjournment

The meeting was adjourned at 1:00pm.

Respectfully submitted,

Vicki Greco