

P.O. Box 4800, Mission Viejo, CA 92690

**MEETING MINUTES  
Representative Council Meeting  
Saddleback College, AGB Conference Room, 3:00-5:00pm**

**December 3, 2018**

1. Call to Order: 3:14 pm, Kurt M.

Officers Present:

Kurt Meyer, Irvine Valley College

Lewis Long, Irvine Valley College

Mark Blethen, Saddleback College

Frank Gonzalez, Saddleback College

~~Parisa Soltani, Irvine Valley College~~

Jenny Langrell, Saddleback College

~~Beth Clary, Saddleback College~~

Grievance Chairs Present:

Kathy Schmiedler, Irvine Valley College

Representatives from Irvine Valley College present:

John Russo, BS

Daniel Vernazza, HUM

Melanie Haeri, LLR

Kathy Schmiedler, LST

Carlo Chan, MCSE

Ray Chandos , IDEA

Representatives from Saddleback College present:

Blake Stephens, ATAS (NEW Rep)

Josh Pryor, LA

Don Bowman, BS

Bill McGuire, FA

Jennifer Higginson, KNES

Jenny Langrell, OELR

Christina Ghanbarpour, SBS

Part-time Representatives present:

Ari Grayson (SC)

Susan Bliss (SC)

Evangeline Matthews (IVC)

1. Introduction of Guests (3 minutes)
2. Blake Stephens, new division rep for ATAS
3. Adoption of Agenda (3 minutes)
   1. Motion made by Melanie H, 2nd by Christina G
   2. Approved Unanimously ( Adopted )
   3. Tabling items (8 down to 14), as Frank G and a few others might be running behind
   4. Approval of item 4, corrected to 11/5
4. Approval of Minutes –November 5th, 2018 (5 minutes)
   1. Motion made by: Kathy S, 2nd by Bill M
   2. Approved Unanimously: Mark abstains, (approved)
5. Part-Time Committee Report – Beth Clary (5 minutes)
6. Beth C couldn’t make it today. Susan Bliss reporting that the Unemployment workshop is this Friday from 12-2pm, 12/7 at SVEA
7. Communications Committee Report – Parisa Soltani (5 minutes)
8. Parisa Soltani is unable to make it, Kurt M: Thank you to everyone that has contributed to the Newsletter (Sharing the testimonials, etc.) Be on the lookout for this and please take the time to read the newsletter. Also keep in mind that there is plenty of room for upcoming conferences/delegates
9. Membership Report – Jenny Langrell (5 minutes)
10. Jenny L- after our discussion last meeting, I looked at and made a list of members/non-members in each division. Members: 361 full-time, with 28 nonmembers; over 1,600 active part-time members who are a “moving target.” I will have an update by the first meeting of the next semester.

(Discussed and touched based on how to best make part-timers understand (more user friendly). Lots of moving parts for PT members being in different districts (etc.). There is a section in the newsletter highlighting this, as well.)

1. Walked around and passed out the membership list of non-active faculty to each division rep
2. Susan Bliss- noted the difference between fee payers and members; please update this to reflect different language on the website
3. Bill M- clarified the total number of members throughout the district
4. Lewis L- commented on how the website should be updated to reflect different language, as well
5. Kurt M- if you see a colleague on the list and are comfortable in engaging in conversation about membership, remind them of the protection and privileges that are afforded by being a member.
6. Jenny L- Some of the divisions aren’t represented today; is there someone that could pass these along?
7. Kurt M-noted, in regards to membership, that many of the faculty teach at different districts and it is more complicated than we initially thought. (Please pass along suggestions to CTA in order to make it easier to navigate)
8. Treasurer’s Report – Frank Gonzalez (5 minutes)
9. Frank G- passed out the treasurer’s report; there isn’t anything new other than money being spent and money coming in. Income is down because we have less members (PAC Contribution and general membership). There is a PAC Contribution (10% off all income that comes in can be transferred over to the PAC). We were at 15%, to spend more on the election, now back down to 10% after the election. (Faculty Contribution is the $20 that is removed from your paycheck each time.)If we want more money for the next election, which will be an important one, we should bring up the PAC percentage; we can always go back. Frank would like to present it in the near future to explain further (discussion and vote to follow)
10. Kurt M- In 2 years, the next election will happen; January 2019 we should further discuss candidates and why it’s in our best interest to have a robust PAC Fund
11. Lewis L- We should add a PAC Report to the agenda so we can further discuss
12. Kurt M- This will now be a standing item from here forward. Add as a permanent item to the agenda, please.
13. Lewis L- It’s likely that we will have 2 open seats; we should think of people to recruit (2 seats will be Irvine and possibly Jim Wright’s area)
14. Ari G- does the rep have to be from the area?
15. Discussion of who might be retiring
16. Kathy S- what’s the chatter on being able to only vote in your area, Mark- closer to making it a reality now, Kathy- what’s the timeline for this? Mark- as soon as January. Doesn’t have to be voted on by the district at large (this is something we are in favor of). Mark- we typically spend 85-100k in an election, could spend twice the amount to fully fund (even if we spend 1/6 of the budget, we can target a specific population of voters) Kathy discussed representation in each area where candidates are running
17. Melanie H- 1.How do we make that happen 2. Is there pushback; Mark- for an incumbent, they might push back and not want it. But there are a few plus sides (voter might have a way to put someone in without spending a lot of money)
18. Kurt M- discusses push for area elections, PAC Contributions and candidates
19. Frank G- CTA Escrow/refunds; we had to refund about $7,500 of collected dues because when the JANUS decision happened, there were still 66 days left… we had to refund all the fee payers that paid into this (date until 8/31) That’s why there’s a negative in that category
20. Organizing Committee Report – Lewis Long (5 minutes)
21. Lewis L- if we are able to finish all of the issues on Friday, then we won’t need to organize until the next round of negotiations. If the contract is ratified by the faculty and goes to the board, we’d like to go to chilis for pre-meeting before the board meeting in support of the adopted new contract (tentative announcement of tentative meeting) 2/25/2019
22. Kurt M- at the faculty luncheon, the contract will be presented at Saddleback College (in-service FLEX Week)
23. Kurt M- gave thanks to the Negotiations Team for all that they do
24. Lewis L– comments on this being the best negotiating team we’ve ever had; thanks everyone, everyone serves the interests of the ‘whole’ and it’s extremely encouraging to work with these people
25. Negotiations Report – Lewis Long (10 minutes)
26. Meeting this Friday 12/7/19; Rewriting the proposal to what will meet ‘our needs.’ Proposed a health benefit for PT faculty. (gave history of our insurance carrier). Now proposing PT health benefits— (meaningful PT benefits for people who are not getting insurance any other way). Those people will receive $500 a month for their health care. It turns out to be cost neutral to the district. In our last round of negotiations they turned it down because it’s ‘too much work.’ (We will be going back to them asking for this.) Hoping to resolve on Friday. (explained the process of ratifying the contract) could be a 10 month retroactive check..
27. Frank and Lewis discuss the coverage
28. Melanie H- Is it more work to process? Lewis L- they need a list of people who will qualify for it. In the past they had to total it based on person- to-person. In this case, it’s $500 a month and you either qualify or you don’t. ($500 will be given to fewer people)
29. Quals: longevity and time of appointment factor into this
30. Jennifer H- questions the protection of PT’s getting cut (Lewis explains that it would be about $800k for this which is ‘budget dust’.. dean wouldn’t know who and who doesn’t get benefits)
31. Kathy S. clarifies that there are protections and who might be eligible (rely on the contractual language)
32. Mark B. and Lewis L. clarify assignment/rehire rights
33. CCA Board of Directors Report – Evangeline Matthews (10 minutes)
34. Evangeline M. gives presentation including: election process, responsibilities (meetings both local and statewide) and has had a very pleasant experience so far. Explained CCA Goals Implementation (timelines, activities, and persons responsible) Membership community outreach, political advocacy, etc. (also notating that the key speaker, Rhanda, gave positive feedback)
35. Discussed and shared what we do in each chapter ( workshops, rallies, events, etc.) and the PT involvement with different committees and compensation; the focus was membership engagement and involvement
36. Discussed ‘Redistricting’ (good news and not-so-good news); reviewing the numbers and presenting once again; official numbers will not be published until spring 2020.
37. We have to have more members if we want to keep a single member status, right now we are at 10% of the total membership (which is below); auditing of membership by 8/31
38. Kurt M- CCA is trying to make their offerings more relevant to our members and why individuals might attend these conferences
39. Rep’s’ Reports (15 minutes)
40. Susan B- reminding us that from the beginning of the previous contract, PT faculty were incorrectly paid (back-pay only). To date, PT have not been correctly paid (back-pay only). She does not want this issue to be missed. (This dates back to spring 2015. Susan has spoken out about the figures and its been confirmed that they are incorrect.)
41. Melanie H- can we file a labor law violation?
42. Jenny L- elaborates that she, as well, has been paid incorrectly throughout her career here
43. Mark B- Cindy has acknowledged that PT has been paid incorrectly since the beginning. Both Cindy and Ann-Marie need to be on the same page with this moving forward
44. Discussion about PT incorrectly paid and if they are accurately reporting income to STERs (Susan attests that STERs has been updated)
45. Rep Council and PAC Elections (5 minutes):
46. Kurt M- We have filled most seats, but several divisions and schools have not had any representation. We are not functioning at 100%; we will be sending out an email announcement identifying which divisions and schools are without a Rep or PAC member. Please be on the lookout over the next couple of days about open nomination and election. We want this to be in conjunction with our contract and we want representation at the beginning of next year.
47. Frank G- moving forward, if you are unable to represent for the next year and a half, please notify us so that we can add a name to the ballot
48. Kurt M- if there are fewer nominees running for seats, (Ex: ONE) then they can be elected to that position by acclamation; if there are multiple, then that would go to an election. It’s helpful to have conversations if people are interested or not on who would like to run or be an alternate
49. Discussed adding at-large PT reps to this nomination, as well.
50. Frank G. emphasizes the importance of quorum and why we need it for voting purposes, representation, etc.

Note: Divisions/Schools with no representation:

* Division of Health Sciences and Human Services (SC)
* School of the Arts (IVC)

Note: Divisions/Schools with only Alternates:

* Division of Advanced Technology & Applied Sciences (SC)
* Division of Math, Science, Engineering
* School of Social & Behavioral Sciences

1. Ongoing Issues Update (10 minutes)
   1. General Safety Concerns: Kurt explains that sometimes your tenure is defined by safety and concerns; working with the VC of HR on conducting threat assessments involving more support services. Kurt is working with campus police at both colleges regarding safety and discusses the incidents (assaults) on campus and has yet to hear commentary back from the Chief of Police and those high-up. When should faculty/staff/students be made aware of these students? Concerns with: student complaints, title 9 and a lack of follow-up for both. (forensic examination of how everything is handled) and IDEA. Also, Kurt will be meeting with a colleague about mold on the campus. Blake S. from ATAS is beta testing a safety lock; and recommends having it at every college.

(Public Safety > Public image)

* 1. Sick Leave Deductions: Kurt M- the announcements at the last rep council meeting were correct. We are still working on that intervening day… but will maintain online contact with our students. A document was sent out by payroll. Lewis, Claire and Kurt brought to the VC’s attention that the daily load assignment (being corrected), inaccurately stated “that missing commencement” or personal necessity must be reported to the dean of their department. A rep council member saw a communication by an admin to a faculty member and brought this fourth to our attention. This document is now getting corrected. Kurt will be meeting with the VC on Tuesday to go over this. (Blake S. notates that in Fine Arts at Saddleback this has been an issue. Are they going to retroactively correct this? Lewis suggests looking in Workday and seeing that they are correctly charged)

1. Announcements (5 minutes):

CCA Winter Conference “Collective Bargaining Hints, Tricks, and Tips” –Feb. 8-10, 2019, Doubletree by Hilton, San Diego Mission Valley.

1. Other (5 minutes)

a.)Kathy S- can you check and see if there is an EEO training report in workday or any other certification for that matter?

1. **Next Representative Council Meeting**

**Monday, February 4, 2018, 3-5:00pm, Irvine Valley College, LSB 104**

**Happy Holidays! See You in 2019!**

Meeting adjourned at 5:08 p.m.