



<https://ivc-edu.zoom.us/j/97040297758> Meeting ID: 970 4029 7758

Officers Present:

Lewis Long, Irvine Valley College
Melanie Haeri, Irvine Valley College
Kurt Meyer, Irvine Valley College
Frank Gonzalez, Saddleback College
Marianne Wolfe, Irvine Valley College
Jenny Langrell, Saddleback College
Claire Cesareo, Saddleback College
Susan Bliss, Saddleback College

Grievance Chairs Present:

Bill Etter, Irvine Valley College
Kathy Schmeidler, Irvine Valley College
Bill McGuire, Saddleback College

Representatives from Irvine Valley College present:

Daniel Vernazza, HUM
Parisa Soltani, GS
Amy Stinson, PST
Kelicia Galvan, LLR
Massimo Mitolo, IDEA
Carlo Chan, MCSE
Carolina Kussoy, BS
Jennifer La Curan, Arts
Kathy Schmeidler, LST
Ted Weatherford, KHS

Representatives from Saddleback College present:

Janine O'Buchon, HSHS
Christina Ghanbarpour, SBS
Donald Bowman, EWD and BS
Michael Hoggatt, SESP
Mike Long, GC
Sam Abbas, MSE
Jennifer Rohles, KNES
Jenny Langrell, OELR
Kathleen Lunetto, ATAS
Pamme Turner, EL
Bill McGuire, FAMT

Part-time Representatives present:

Nancy Allah (SC)

Guest:

Jane Medling, EWDBS (SC)
Liz Jennison
Robert Melendez
Emalee
Silvie

- 1) Call to Order (3:03pm)
- 2) Meeting Items
 - a) Introduction of Guests
 - b) Adoption of Agenda
 - i) Motion to adopt: Don B, Second: Kathy S.
 - ii) No discussion, vote to approve: **Agenda is adopted**
 - c) Approval of Minutes:
 - i) February 7, 2022 (attachment A)
 - ii) Moves to adopt Minutes: Kathy S, Second: Melanie H.
 - iii) No discussion or amendment, vote to approve: **Minutes are adopted**
- 3) Officer and Committee Reports
 - a) Secretary's Report—Marianne Wolfe
 - i) Delegates for Spring
 - Melanie H will volunteer
 - ii) Communications Advisory Committee
 - Spring Newsletter will be out early M
 - b) Organizing Committee Report—Melanie Haeri
 - i) PAC will be meeting later today; organizing efforts will be updated
 - c) Part-time Committee Report—Susan Bliss
 - i) Looking for more PT representation – in terms of membership.
 - ii) Friday, 3/11/22 from 10am-noon: workshop hosted by Daniel V. – How to apply for a full-time position
 - d) Treasurer's Report—Frank Gonzalez
 - i) Budget Advisory Committee
 - Frank put budget in chat.
 - ii) Scholarships coming up – Parisa and Claire will review the applicants.
 - iii) Gala for IVC coming up – supposed to be in-person. Still looking for attendees: Anyone from IVC interested needs to let Frank know through email.
 - e) Negotiations Report—Claire Cesareo
 - i) Update is they have drafted a form now; currently discussing and determining a timeframe for the student evaluations to be sent out. There is also a change where using the amount of students that participate in the evaluations to possibly add on another semester to be considered for student evals.
 - ii) Part time evals and PRE – you can earn PRE in multiple divisions in multiple departments. So evaluations have been opened up for PTs to be able to be evaluated in multiple areas to earn PRE in multiple disciplines.
 - f) Membership Report—Jenny Langrell
 - i) Membership Advisory Committee
 - Membership numbers – Jenny will send out an updated list during the meeting. Susan and Jenny will meet to get more part timers to become members.
 - Right now CCA/CTA is going through membership drive – because the FT membership is about 93%, the PT membership is the aim for our FA membership drive (there's about 30% PT membership)
- 4) Discussion Items (3:15pm)
 - a) SOCCCD District Mask Mandate

- i) Mask mandates across the state and county are being removed within the next week or so. The position of the FA is that we want the masks to be worn even with the removal of mask mandates. We have asked the District to wait until after the spring break spike to implement any removal of mask mandates if possible.
- ii) Q: If the mask mandate is lifted, is there any language that faculty can still ask the students in their courses to wear a mask in their classrooms?
- iii) A: Lewis will check and ask to consider that.
- iv) Q: Now we are putting health care decisions at the faculty level if we ask that. Can that be an issue?
- v) A: They will ask if you have been anywhere else and cannot pinpoint it to the classroom only.
- vi) A: It wasn't to imply that FA should make health decisions. But, we should have a stance on making protections for the faculty. My context was simple to extend that to all classrooms – more protection aspect not the health care aspect – though they are connected closely.
- vii) Q: People came back and the mask mandate was still in play, removing the mandate can lead to more people dropping out. People (faculty and students) agreed to come back with one belief and if we are switching then that could cause and outrage, uproar
- viii) A: We have communicated that and there is 1 person in the District who has been pushing to have it follow the CDC guidelines. We hope they will listen and push it out a few weeks for implementation.
- ix) Q: FA continued to uphold the mandate? Did we vote on this for the FA to hold this stance? I am in support of getting rid of the mandate.
- x) A: We did have a vote in support of a vaccine mandate, but we didn't have any specific action on the mask mandate. We based it on a common assumption but we can bring it up as a vote. The assumption was that at the time we heard of the change, we were concerned about the change of status quo. We asked them to slow down on the change and open up a discussion.
- xi) Q: We have followed CDC until now. Why are we not following these CDC recommendations now?
- xii) A: The situation is that we are not concerned to not follow CDC, but more that our situations may not exactly align with the CDC intended structures/areas. We are in smaller classrooms, large numbers of students, etc. To function as an instructor, we have to maintain a level of comfort and security and we want to make sure that we provide that time for faculty to become comfortable or be able to phase the decision in rather than just dropping it one a random specific date.
- xiii) Discussion: We are doing more than what the CDC is asking us already by having everyone wear masks. The health care decision makers are saying we don't have to.
- xiv) The CDC recommendations are a floor suggestion, not a ceiling. Our District can opt to implement a more stringent requirement. What happens when the requirements are different from one class to another?
- xv) Motion from Jennifer R: I would like to make a motion to take a vote to have the FA support the District in following the CDC implementation of following the local health organization recommendations for education in regard to the mask mandate, Second: Sam A
- xvi) Discussion:
- Do we know what the local agencies recommendations are with regard to mask mandates?
 - They are following CDC guidelines. If these new guidelines are following (SVUSD and CUSD are dropping their mask mandate as of March 11), The whole time we have been having the mask mandate, there has not been a mask mandate for higher education. K-12 schools will be dropping their mask mandate in schools. From local colleges and universities, some are dropping, some are keeping, some are dropping end of term. There is a lot of variety.
 - If we hold this mandate, there are a lot of negative things that the District can uphold that are not following any requirements or policies. If we don't follow the CDC or some governing body, then the District may also make other decisions that are inconsistent with anything.
 - Decisions haven't followed their own rules, I understand now that it was the executive decision then.
 - Amendment to the motion: change wording to not “support District” → express to the District
 - I would like to make a motion to take a vote to have the FA recommend that the District follow the CDC guidelines as implemented by local health organizations regarding the mask

mandate.

- One thread is that the Association recommend that the district follow the Cdc guidelines and the other possible thread is was that the Association not try to change what so if the district, let's say, wants to be more conservative than the Cdc guidelines The floor. Do we want the association to urge them to moves, to remove the restrictions sooner? Or do we simply not want to work the district to remove them later. And the reason I'm saying this is originally where the discussion started was, maybe the district is going to remove the restrictions soon, and the Association wants to have them remove the restrictions later, and that's What engendered this whole discussion. So my question is, are we acting the motion to support removing the restrictions as early as the district is willing to do it? Or is it simply not to refrain from urging the district to slow down?
- Clarification Q: Are we asking the FA to ask for the mandate to be ended earlier, ended later, or not to do anything about the mask mandate?
 - Clarification: MY biggest concern was that the FA was in support of the mask mandate. I wanted to see if everyone else was lifting it. Wanting to follow local health rather than following what District may randomly decide. I am in support of silence about it but not to push the mask mandate and not follow random decisions.
 - It is appropriate to ask for the vote because we did not hear from the body about the way the FA rep council stands.
 - You don't support a stricter than CDC or laxed mandate. You ask that it be driven by the recommendations of science. The FA should ask that there is not a stricter policy adopted than what the CDC holds.
- If we think 1-step ahead of the District – if we ask the District to follow one suit and then if things change, we should think about what the District may implement then. We should be more cautious if we ask them to do what they think is best rather than point to science.
- I cannot make any comments on the pros/cons of the motion. I just wanted clarification of the motion. We do not present to the district that our position is that we slow down on the mask mandate. I just wanted clarification on the motion. It sounds like we are asking for the FA to
- The intent of the motion is to base the District decision to relieve the mask mandate on the CDC recommendations as implemented by local health organizations.
- I seconded the motion because things are very confusing for the faculty, the stance of administration is changing all the time. If we are following the CDC guidelines, then why are we going to deviate from what they suggest.
- Should the FA support be deviating from the mask mandate? The motion is that we should not deviate from the CDC guidelines
- Are we obligated by the FA to support, not support, comment on, etc of what the District says or does? If we don't say anything, can we challenge it in the future? If we support or not, do we have to say anything.
- We originally said we wanted them to slow down the mask mandate lift. The motion to discuss this is valid because we want to hear from the other faculty of what their stances are. The District doesn't need to listen to us about what we decide/stance we take on the matter, but we want to make sure we are reflecting how the Rep Council does feel.
- The FA is always meeting with the District to discuss many things that are not voted on/talked through in the Rep Council and voted on. We need to be loud/talk about things with the District - especially with things related to work conditions and safety. The vote should be done to know how the Rep Council feels about this mandate.
- Jennifer withdrew the motion to vote. Jennifer reinstated her motion, seconded: Sam A.

xvii) MOTION: The intent of the motion is to urge the District to base the decision to relieve the mask mandate on the CDC recommendations as implemented by local health organizations.

xviii) Vote: 29 AYE, 1 abstention, 10 NAY – Motion passes.

5) Action Items

- a) Faculty Association Officer and Representative Election & Election Committee appointment (attachment B)

(4:11pm)

- i) Last week of April 25th – 29th for the vote. We need an Election Committee. We need at least 3 members and not people from the current exec, PAC, or running for the next term.
- The reality of this is that you work with Maddie Hernandez (FA admin support), Frank G, and the Election Runner to make sure there are other party members available to oversee the vote and make sure everything is above board.
 - Experience on the Election Committee – you mainly email people. It is straight forward, a limited commitment, and you get support from everyone. It is very basic stuff. Christina G said if you are interested, she can answer questions.
 - Rep Council is a 2-year elected time. The Rep Council member is minimized because if there is no one else running against you, then we don't need to include them on there.
 - Everyone on the Rep Council is on their 2 years timeframe. If they are not re-nominated, they won't be on the Rep Council. Everyone on the Rep Council needs to make sure they are nominated/nominate themselves if they want to stay the rep council member.
 - All positions except the FA president are being voted for. Not all positions appear on ballot – but we need a write in option included.
 - Nominations come after the email is sent. If you plan to stay on the committee then you cannot be on the elections committee.
 - Time commitment is very minimal – Maddie normally handles a lot of it. Maddie handles the nominees; Frank handles the vote. It mainly consists of monitoring the emails that nothing shady happens.
- ii) *Jennifer Rholes (SC KNES) and Kelicia Galvin (IVC LLR) will serve on Elections Committee. Lewis will reach out to a 3rd member.*
- iii) Reviewed timeline that was part of agenda (attachment B)
- b) Benefits change: Skilled Nursing and Rehabilitation Care (attachment C, at meeting)
- i) Originally, 100 days of SNF and unlimited days in acute rehab. Instead we can do 150 days of SNF – but it also includes the rehab days in that 150 – we lose the unlimited for rehab. According to the data, more members use SNF than rehab. If we choose, we can opt to keep the original and the District will pay \$1 more for the plan to stay the original. What does the Rep Council prefer?
- Q: Can you give us an example of what the SNF versus rehab is?
 - A: SNF is in the facility – not needing hospital but a facility that you are discharged to. A rehab is more outpatient where you are not staying in the facility.
 - Majority people are directed to medicare side of SNF – it is an active unit. To get into acute rehab, there is very stringent criteria. There is a lot of people who don't qualify. Everyone can do the medicare units in SNF, not everyone can do the acute rehab. They have to be very aggressive with rehabilitation to do the rehab one. There isn't less care in SNF but it is less intense. Acute rehab – broke neck skiing, SNF – break hip skiing. More people use the SNF because of that. Many people use SNF. If you are not staying permanently then you will most likely be covered by either plan.
 - Q: Is the 150 days total, for the year, or for each admission? Does it reset? Can you use it more than once a year? Is it a lifetime amount? What is the number referring to? The acute rehab is way harder to get into.
 - A: Melanie will seek clarification.
 - Q: What happens to the in-patient acute rehab if we take away the unlimited amount?
 - A: 100 days seems long enough for the SNF but the question goes then to is the 50 days enough for more? The people who go to acute rehab is normally 6 months of more needing that care.
 - A: Unlimited option of something is better to have an option there. 50 days more is great but at what cost?
 - A: The 100 days for the SNF is a couple weeks. Normally 2-3 weeks is their stay. I don't think it's worth the difference.

- A: Why should we give up something perpetual for something that is a smaller amount of growth.
- A: I can't see giving up what we already have.
- A: Other things can lead to using the SNF – and can take up to 2 years to alleviate. Stay with what we have.
- Motion: to stay with the current clause in benefits that keeps the same amount and not to change benefits to reduce the numbers of days for the rehab by Don B., Second Bill M.
- **Vote: majority is Aye, 1 abstention. Motion passes.**

ii) Starting in October you can order 3 months of prescriptions – mail in and pharmacy.

iii) Surplus in Delta Dental amounts due to not spending.

iv) Vision benefits are staying the same.

v) COVID tests can be reimbursed through insurance.

c) CCA WHO (We Honor Ours) nominations (deadline for submission, March 31)

i) Will be awarded at the CCA Spring Conference.

ii) Declare nominations open

- Kathy S – nominated Karyn Bower; second: Melanie H.
- No discussion; **motion passed**
- Lewis will forward her name on to the committee

d) SOCCCD Faculty Association local dues increase

i) Motion to increase the FT membership dues amount by \$5/month starting 2022-2023 academic year by Don B, seconded by Ted W.

ii) No discussion; vote for motion to be approved: 2 abstentions, majority is Aye: **Motion is approved**

e) Search Committees needing FA representatives

i) Faculty volunteers to represent the FA at the IEPI PRT program information meeting

- Email Lewis if you are interested in being part of this group
- *Kathy S volunteered to be a representative*

ii) IVC VPI Hiring Committee

- *Kathy S. and Jennifer La Curan are interested in being the FA rep. Lewis will reach out to them*

iii) IVC Title IX Investigator hiring committee

- Email Lewis if you are interested

6) Information

a) Part-time long-term sick and family leave and teaching assignments

i) PT also get family and illness leave – to take leave they simply stop teaching. This not how it should be handled. Don't decline the assignment. Request an assignment as normal. Request the assignment from the Dean as normal – and then let them know that you are taking leave. They will need to hire someone to sub your course. You don't have access to your sick leave if you don't take the assignment. If you need to take an extended leave, still request assignment and leave.

b) SOCCDFA PAC Meeting, Monday, March 7, 5-6 PM (after Rep Council)

i) Meeting ID is: 934 3437 1233

c) Upcoming Conferences

i) CCA Spring Conference, April 29-May 1, location TBD

- If you want to be a delegate, let Lewis or Marianne know.

ii) ~~NEA Higher Ed conference, March 18-20, 2022, Baltimore Marriott Waterfront, registration deadline February 11~~

• ~~Past deadline.~~

iii) NEA Representative Assembly, July 2-6, 2022, Dallas (5 delegates)

- If you want to be a delegate, let Lewis or Marianne know. A delegate gets all expenses paid for the trip.

7) Next meeting: April 4, 2022

8) Meeting adjourned: 5:08pm