



Minutes  
Representative Council Meeting  
3-5 pm, February 7, 2022

<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  
Karyn Bower, Saddleback College  
Susan Bliss, Saddleback College

**Grievance Chairs Present:**

Bill Etter, Irvine Valley College  
Kathy Schmeidler, Irvine Valley 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  
Ted Weatherford, KHS  
Rick Boon, BS  
Kathy Schmeidler, LST

**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  
Josh Pryor, LA  
Jennifer Rohles, KNES  
Jenny Langrell, OELR

**Part-time Representatives present:**

Nancy Allah (SC)

**Guest:**

Jane Medling, EWDBS (SC)  
Kristen Tomlinson, AESL (SC)  
Claudine Dumais, HD (IVC)

- 1) Call to Order – 3:08pm
- 2) Meeting Items
  - a) Introduction of Guests
    - i) Jane Medling
  - b) Adoption of Agenda
    - i) Motion: Don B., Second: Melanie H.
    - ii) Motion approved, agenda is adopted.
  - c) Approval of Minutes:
    - i) December 6, 2021 (attachment A)
    - ii) Motion: Claire C. Second: Don B.
    - iii) Abstentions: 1 (not in attendance); Motion approved, minutes are adopted
- 3) Officer and Committee Reports (3:14pm)
  - a) Secretary's Report—Marianne Wolfe
    - i) Communications Advisory Committee
      - CCA Conferences, looking for delegates for Winter and Spring
      - Spring Newsletter will be coming out, let Marianne know if you have anything you would like to contribute
  - b) Organizing Committee Report—Melanie Haeri
    - Election and PAC information will be coming soon as we prepare for 2022 elections. 3 seats are up for reelection.
  - c) Part-time Committee Report—Karyn Bower
    - January 28<sup>th</sup>: How to Apply for Medical Health Allowances – 30 attendees; Deadline is February 10<sup>th</sup> at 5pm.
    - Upcoming workshops:
      - How to Apply for a FT Position – Daniel V. will coordinate this. Date TBD
      - How to Apply for Unemployment Benefits – Friday, May 6<sup>th</sup> 10am-noon
  - d) Treasurer's Report—Frank Gonzalez
    - i) Budget Advisory Committee
      - No updates from budget at this time. Nothing has been spent since December meeting.
      - Elissa Oransky – IVC Gala is coming up and IVC Foundation wanted to confirm a table sponsorship. IVC's gala will be in-person as of now. Exec will be discussing the seats soon.
  - e) Negotiations Report—Claire Cesareo (3:23pm)
    - i) Faculty Performance Review/student evaluations, update
      - Nothing really has changed. There are drafted survey instruments to be used and a software has been identified (that can be embedded in Canvas) and is going through the purchasing process. More formal negotiations are taking place now for how it will be written in the contract. Negotiations will meet with Cindy soon to report more within the coming months.
    - ii) Governor's budget increase COLA for the upcoming years. It was previously 2.48% and has been increased to 5.33%. Negotiations will be opening on wages to determine how to adjust our wages with the increase of COLA.
  - f) Membership Report—Jenny Langrell
    - i) Membership Advisory Committee
      - Sent updated membership list to us in chat. Changes in membership due to FT leaving and new

hires, etc.

#### 4) Discussion Items

##### a) Representative Council members' duties (attachment B)

- i) Review duties of Rep Council members (located on page 8 of SOCCCD FA Bylaws and are attached to agenda)
  - Make sure to refer faculty to the Grievance Chairs at each campus instead of trying to handle things on your own as a Rep Council member. When there are questions about the contract, feel free to reach out to Lewis, Claire, and/or the grievance chairs.
  - Q: When there are issues that are not related to the contract and not something that is dealing with the union, can we take actions?
  - A: Yes, you can handle the inner department issues. But, if it is related to working conditions, then you would want to hand it over to the Grievance Chairs. How you intervene and at which point you intervene can have an impact on the situation. But, yes, there are situations when you can intervene as a faculty member of the department but also make sure to refer when it may become a grievance.
  - A: As a Rep Council member, I didn't understand what the role of the Rep Council member was and what the Grievance Chair does. There is also some hesitation in reaching out to a Grievance Chair because there is an impression that whatever you talk to them about is reported. Some colleagues may be more comfortable reaching out to their Rep Council reps but that we hope you are connecting and communicating with the Grievance Chairs.
  - A: Yes, whenever anyone brings up an issue, if we need to bring it forward, we always ask permission first. We never say their name with the concern, we keep it broad and don't mention names.
  - A: A lot of the times we are dealing with personnel issues. It allows you to have to get involved in that level. There is also a power in the union and grievance chairs that the Rep Council members do not have.

##### b) District Health and Safety Committee update (3:40pm)

- i) Susan and Melanie are representatives for the committee.
- ii) Presented concerns about not having a central location for all the updates on COVID. There is now a page on the central District website. We suggested SC and IVC put a link on the school's websites.
  - Q: Just for students or faculty?
  - A: It is mainly for faculty but there are some references to student policies on this. Each college should have their own page since the schools are a little different in the way they are implementing the COVID policies, return to campus protocols, etc.
- iii) We asked for a receipt for the COVID testing to make sure the faculty get confirmation they took their tests/submitted their tests.
- iv) Masks – College will now have available 30,000 KN95 masks which will be distributed by your deans if you request them.
- v) Confusion about rapid tests and their results:
  - If you go to take a rapid test at the Health Centers on campus and you test positive then:
    - IVC – Will do a PCR test
    - SC – Does antigen test
  - If first test is positive (+) and second test is negative (-),
    - SC – will send you for PCR
    - IVC – will use the PCR result as your status
- vi) Flow Chart was updated with much more details and is much easier to follow. It is on the District website and will be sent out districtwide.

vii) COVID Sick Leave (80 hours) was extended until January 31<sup>st</sup> and CA Governor is planning to vote to extend the COVID Sick Leave until September.

- Q: What does the Sick Leave cover?
- A: COVID itself, exposure vaccine or vaccine effects, caring for family member. Upon closer reading, it seems you get 40 hours (1 week) of additional supplemental leave beyond sick leave. If you have a family member who is sick, you get 40 hours for that separately. For PT it is proportionate to your load of 1 week not the 40 hours.
- Q: What kind of documents do you need to have to submit for the COVID Sick Leave?
- A: Anything that is 5 days or longer, you need doctor's note. Anything less than 5 days, they take your word for it.
- A: They are currently asking for documentation for the COVID Sick Leave and is going through Cindy Barron. You need to submit documentation for the District to process it. It is also a "one and done" type of use. Once you use the 80 hours, it is over. You don't get additional time.
- Q: Does it have to be concurrent use?
- A: No, you can split it up if you need to use it. (i.e. 1 day for when you got the vaccine, 1.5 days for when you got the booster, 3 days if you got sick)
- Q: FT is not paid by hour, how does that split?
- A: Your load is 7.2 hours a day, so if you are missing your day and your overload is also on that day, then you would be using the 7.2 hours plus the overload hours. The 80 hours might not actually cover the work week.

viii) Any time a faculty member hears of a case directly from a student, they need to forward/notify the Health and Wellness Center. If/when the Health and Wellness Center is notified (either by the student or faculty - sometimes it is not from the faculty but because the student tested positive or the student went to the health center), the Health and Wellness Center will notify the VPI's office. The VPI's office will then notify the dean. The Dean is in charge of notifying faculty that there has been an exposure. The health and Wellness Center will notify the other exposed students.

c) Board Policies and Administrative Regulations (3:59pm)

i) Administrative Regulation 7400, Employee Travel (attachment C)

- Previously there would not be reimbursements for conference lodging if it was within 50 miles of your work location. AR has changed to be "out of Orange County" as a possible allowable lodging coverage for conferences. Lodging may be covered through certain situations: you are leading/organizing the conference; you are presenting at the conference that has a presentation time earlier than 9am or finishing after 6pm; the conference begins before 9am or ends after 6pm.

5) Action Items (4:01pm)

a) Appointment of Interim Part-time Faculty Chair

- i) Nomination: Melanie H., Second: Jenny L.
- ii) No discussion; no abstentions and no objections; motion passes.

b) SOCCCD Chancellor Search Committee: FA representatives

- i) Nomination of Melanie H and Susan B to be the FA representatives
- ii) Motion: Jenny L., Second: Parisa S.
- iii) No discussion; No opposition, 2 abstained; Motion passed

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

- i) Bring nominations to us by the next meeting (March 7).

d) SOCCCD Faculty Association local dues increase

- i) There has not been a dues increase in many years. The dues have not increased but the salary has increased. August is the earliest that we can implement a new dues structure. It is not a pressing

priority but something we should think about and are soliciting a discussion on a raise in dues.

- Q: Any time it comes to payroll changes, it can create issues and pushback. Maybe announce increase of dues with the possible increase of COLA to make it a softer blow.
- A: Do you think it would come off as “we got you COLA increase but are now taking it away?”
- A: No, not really. The benefit may be more than the negative of the increased benefits if it is announced together.

ii) Based on calculations, the dues raise would be a monthly increase of \$5-\$10 for FT, \$1.50-\$3 for PT.

- Q: Even though we did get a good pay bump for part-timers, due to COVID, many loads may have been decreased. So, there is a preference to not have a large increase for the PTs for dues. There's no difference between how many LHE you teach, you still pay the same dues for PTs.
- A: The only exemption in our bylaws are that if you teach under a certain LHE, all the local dues are returned but the CTA and NEA take their cuts still.
- Q: Should we have a trainings/workshop about PT who work at multiple schools and are contributing to multiple districts where they pay into all schools, that they only pay once?
- A: We do that. Membership Chair does work with the PTs to make sure they are not charged multiple times. Maybe Jenny will create a form to ask if they are part of CTA to then adjust their dues. But, if they are working at non-CTA schools (like AFT at Fullerton College or Coast colleges) then they would still need to contribute to both.
- A: Just a point of clarification, Coast is AFT for FT and for PTs who teach 7.5 LHE or up, but for 7 LHE or smaller for PTs is CTA.

iii) This will be continued to be discussed in future meetings.

6) Information:

a) Upcoming “SOCCCD Medicare 101 & Retiree Benefits” Workshop, February 8, 10am-12pm

i) RSVP for the Zoom meeting if you are interested in attending.

b) Upcoming Conferences

i) CCA Winter Conference, February 11-13, 2022, online

- CCAforme.org to register. Conference is online and they send you a snack box.

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

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

- Delegates from our District need to let Lewis or Marianne know you would like to be delegate and then you are submitted for approval. Let Lewis know ASAP. As a delegate, you are reimbursed for portion of the conference and SOCCCD will pay for a portion of it.

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

- All of education throughout the country go to this Assembly. Let Lewis know ASAP if you would like to be a delegate.

7) Other (4:34pm)

a) Q: All the changes in modality, the FA contract says we can have 3 preps for load. Should we formalize this allowance? 4.5 LHEs for 1 class, must give up some load in case they have to use time for prep time. You can't take up all the load because you have the prep time that won't allow the course as part of the load but would be overload.

b) A: 3 preps are applied to load. It's not a limit but the minimum. As chair, you want to make sure you are protecting your faculty to get the preps you need. It might be good to bring it up that different modalities of teaching the course would require a different prep time amount.

8) Next meeting: March 7, 2022

9) Meeting adjourned: 4:40pm