## FA logo 8.jpg MINUTES

Representative Council Meeting

3-5 pm, May 2, 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

Marianne Wolfe, Irvine Valley College

Jenny Langrell, Saddleback College

Claire Cesareo, Saddleback College

Frank Gonzalez, Saddleback College

**Grievance Chairs Present:**

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

Bill McGuire, Saddleback College

**Representatives from Irvine Valley College present:**

Parisa Soltani, GS Amy Stinson, PST Kelicia Galvan, LLR Kathy Schmeidler, LST Ted Weatherford, KHA

Rick Boone, BS

Massimo Mitolo, IDEA

Daniel Vernazza, LA

**Representatives from Saddleback College present:**

Janine O’Buchon, HSHS Caroline Gee, SBS

Donald Bowman, EWD and BS

Michael Hoggatt, SESP

Mike Long, GC

Jenny Langrell, OELR Josh Pryor, LA

Jennifer Rholes, KNES

Jill Ibbotson, EL

Bill McGuire, FAMT

Sam Abbas, MSE

**Part-time Representatives present:**

Nancy Allah (SC)

**Guest:**

Matt Sherman

1. Call to Order (3:02pm)
2. Meeting Items
   1. Introduction of Guests
   2. Adoption of Agenda
      1. Motion to approve: Don, Seconded: Janine
      2. Amend agenda to list Sept 12th for the first Rep Council meeting in Fall 2022
      3. ***Motion approved and passed***
   3. Approval of Minutes:
      1. April 4, 20221 (attachment A)
      2. Motion to approve: Kathy, Second: Janine
      3. ***Motion approved and passed***
3. Officer and Committee Reports
   1. Secretary’s Report—Marianne Wolfe
      1. Communications Advisory Committee – newsletter will be out soon, within 2 weeks
   2. Organizing Committee Report—Melanie Haeri – no updates
   3. Part-time Committee Report—Susan Bliss
      1. “How to Apply for Unemployment Benefits” workshop (see below agenda item 6 for more information)
   4. Treasurer’s Report—Frank Gonzalez
      1. Budget Advisory Committee
         * Budget has not really changed. Paying for IVC Gala and the scholarships for IVC and SC went through.
      2. IVC Gala – 3 open seats
         * Will ask the scholarship recipients to be invited to the event as well
         * Will ask other IVC representatives – want people there who will buy stuff and donate things in the future (2 seats open)
   5. Negotiations Report—Claire Cesareo
      1. Student evaluations update
         * Update student evals for librarians, counselors, and now adding coaches to the student evaluation. Once finalized, it will go out for a vote and will get feedback from everyone.
      2. COLA – 6.56% for 2022-2023. When we negotiated, we had 2.48%. Difference from what we negotiated at is 4.08%. We will be going back to the District to negotiate salary.
      3. Article in Advocate that Claire wrote about negotiations
   6. Membership Report—Jenny Langrell
      1. Membership Advisory Committee
         * Will be having more membership drives soon
   7. PAC Report
      1. Once the election submission deadline passes, we will extend an invitation to interview all candidates (including current sitting elected BOTs) if they are seeking Faculty Association support.
4. Discussion Items
   1. Faculty Association Officer and Representative Election, results (see attachment)
      1. IVC: missing reps Arts, Business, SBS
      2. Will be posting the Election Results by email and will be posted on the website.
      3. Voted on by acclimation – for alternate or other representative. Or, we can just have another vote if there are other positions that need to be filled.
      4. SC SESP – Will not be in a different division anymore, they are being added to the school of counseling and will be one unit. So, the people who were voted in for the Counseling Services will be the reps. The current voted SESP rep will just resign when the change happens.
   2. District BP/AR 7345, Catastrophic Leave—District proposal (attachment B)
      1. Used to be a charity donation process, but it has changed to a bank that anyone can apply for. Classified staff complained that it is a popularity contest, so that if you are more well known and well liked, you would get leave donated compared to people who are not popular. They want to move to a bank (like a blood bank) that anyone can donate to and anyone can pull from. There is no cap to what you need to donate to participate in this. Someone who has not paid into the bank can also take from this if they get approval from VCHR and appropriate governing group.
      2. Discussion:
         * Noticed there is a 20-day cap for using these days. This cap could hurt those who need more time off for extended leave that needs to be taken. Allowing individual donations would allow for those who need more than the 20-days.
           + Could we go back to the committee and talk about using the cap for the bank and then if they need to go over the limit, then allow specific donations from others? 160-hours is the initial approval, and then you can request an additional 160-hours to reach a 40 working days MAX for the leave.
         * If I donate to a specific person, then would I be considered for the pool? This seems to be creating chaos to the process. There’s a difference between the classified needs and faculty needs. There’s always a difference in the contracts between classified and faculty – so why change this?
           + The policy worked well for faculty, but it did not seem to work well with classified staff processes. The first question will most likely be a “No”, that you need to donate to the larger pool to get from there.
         * Don’t agree with the reasons they have brought up as why we need to change this policy. Don’t like using the terms “equity” and don’t see why the District doesn’t create a new program on their own.
           + Good point, if you want to be part of the District leave program, you must give up the leave the contract already provided to you. If we go back to them about this contractual issue, the District may back down.
         * Equal access” was brought up from the Districts point of view – which is
         * CSEA believes that they have not benefited enough from the policy as is. Is there documentation that shows they did NOT actually benefit the same way or were not equal in access? Before we change policies, we should check that information first.
         * IVC and SC Senate does NOT have support for this change of policy. Some concerns are that this is like an insurance policy. Already District approves catastrophic leave – and now this added control is over the specific hours and the money that the District will pocket or have. And, we don’t get the hours back, so there is true loss.
         * There is also a component that they can cancel the program at any time and all the leave is lost. We should ask them to include a par that you can get a portion of your contributions back if the program is closed.
         * The FA objects this. If they are planning to go forward with this, then we ask the old program go along side it. Also wants to know the reason why we are changing things – is there proof of equal access issues. What about the caps? It may be like offering an HMO or a PPO in health insurance.
         * This shouldn’t be called “catastrophic leave program” since it implies that it is a District program. If all the faculty groups are opposed to it in some form, how can they do this and enforce it? If they do, we may have to include this in our contract or something to make sure we are able to donate our leave. The District isn’t giving us anything, it all comes from us.
         * Hard data is needed. How many requests from faculty and classified, who donated, needs to get the specifics.
         * There needs to be more checking about the way they would address the costs for the leave since using the sick leave from each group varies in costs depending on if they are classified or faculty.
         * Very frustrating to hear from different District meetings that there is money in our District and yet they are asking us to give money to them or to each other instead of them using the money they have. Can bring up that they use Basic Aid money for things – why can’t this be one of those?
   3. CCA Spring Conference Report
      1. First in-person meeting since prior to COVID. Great sessions. Got to honor Karyn Bowers for the WHO Awards. Very good to learn about what goes on at the community college level in relation to issues and policies coming down. Felt very much like a family or community was built. Only about 6 colleges put forward a WHO Award for their school. Smaller and not as active – only about 100 people attended.
      2. One-Day Social Justice Conference in San Bernardino Valley College – May 14th – comes up with strategies for addressing social justice within the CCC system.
5. Action Items
   1. Fall Representative Council meetings modality
      1. Do we want to stay online or reconvene face-to-face or hybrid?
         * In favor of Zoom
         * Move to continue the Zoom modality for Fall
         * Motion: Don; Second: Nancy
         * ***Motion passes***
      2. Outside of the rep councils and the flex weeks, we should try to bring back something where we get the faculty together during the semester.
   2. Masking requirement for publicly accessible spaces (tabled from April 4)
      1. Discussion: generally, the SC counseling dept is opposing the mask mandate; SESP also does not request a separate mask mandate. Librarians – are in favor of mask mandate but feel the ship has sailed and it’s kind of already passed. IVC Counseling – some who want it, some who don’t. Many do not want to go back and have adopted their own mask wearing processes.
      2. No motion.
   3. Delegation of authority to the Executive Committee for summer
      1. I move that we delegate authority to the Executive Committee for the summer and they report back out on Sept 12th.
      2. Motion: Kathy; second: Ted
      3. Aye: majority; Abstain: 1
      4. Discussion: Who gets paid during summer? President and Chief Negotiator are paid by District.
      5. ***Motion is approved and adopted***
6. Information
   1. Faculty Association student scholarships
      1. 2-IVC scholarships was each $500; 1-SC scholarship was $500
      2. SC: May 20th scholarship ceremony; not sure if they named the recipients yet
   2. “How to Apply for Unemployment Benefits” workshop, Friday, May 6, 10-12
   3. Upcoming Conferences
      1. NEA Representative Assembly, July 2-6, 2022, Dallas (5 delegates)
         * Nancy Allah has already been named a delegate
         * If you are interested, let Lewis know. Duane Shaffer (Long Beach) brought up that there is money to send people. Contact him to get more information about that.
         * CCA reimburses you for conferences. If you are a PT and cannot upfront the flights and such, you can contact them, and they will pay for you upfront. (Melanie will follow up)
   4. Other
      1. Acknowledgement of Lewis Long and the remarkable contributions, leadership, and commitment he has done for the faculty in our District throughout the many years.
7. Next meeting: September 12, 2022
8. Adjourned: 4:55pm