**Minutes**

**Representative Council Meeting**

December 5th, 2022

**Officers Present:**

Melanie Haeri, President

Lewis Long, Past- President

Robert Melendez, President-Elect

Marianne Wolfe, Secretary

Jenny Langrell, Membership Chair

Claire Cesareo, Lead Negotiator

Christine Granillo, Part-Time Chair

**Grievance Chairs Present:**

Bill McGuire, SC Grievance Chair

**Representatives from Irvine Valley College present:**

Javier Valdez, Guidance and Counseling

Daniel Vernazza, Humanities

Amy McWhorter, Life Sciences and Technologies

Adam Ghuloum, Social and Behavioral Sciences

Amy Stinson, Physical Science and Technology

Ted Weatherford, Kinesiology, Health and Athletics

Amanda Jerome, Language & Learning Resources

Massimo Mitolo, IDEA

Rick Boone, Business Science

Carlo Chan, MCSE

**Representatives from Saddleback College present:**

Bill McGuire, Fine Arts and Media Technology

Jenny Langrell, Online Education and Learning Resources

Janine O’Buchon, Health Sciences and Human Services

Allison Camelot, Social and Behavioral Sciences

Jill Ibboston, Extended Learning

Paris Peck, Counseling Services

Don Bowman, EWD and Bus Science

Caroline Gee, Social and Behavioral Sciences

**Part-Time Representatives present:**

Susan Bliss

Nancy Allah

Karyn Bower

Jo Ann Noyes

1. Call to Order: 3:02pm
2. Meeting Items
   1. Introduction of Guests
   2. Adoption of Agenda
      1. Motion to adopt agenda: Don B, Seconded: Nancy A
      2. Motion passes unanimously
   3. Approval of Minutes:
      1. November 7, 2022
      2. Motion to approve minutes: Robert M, Seconded: Ted W
      3. Motion passes
3. Officer and Committee Reports
   1. Secretary’s Report—Marianne Wolfe
      1. Communications Advisory Committee: End of the semester newsletter will be sent out at the end of the semester
      2. Minutes from Rep Council meetings will be sent out right after the Rep Council meetings
   2. Organizing Committee Report—Robert Melendez
      1. No new report items
   3. Part-time Committee Report—Christine Granillo
      1. December 9th – Part Time Workshop – How to Apply for Unemployment
         1. Hosted by Susan B, 10am-noon
         2. RSVP: <https://forms.gle/miH94fyAZBzKscwF7>
      2. December 12th – CCA Unemployment Webinar – 5pm – 6pm -Register on email sent out by FA
         1. RSVP: <https://us02web.zoom.us/meeting/register/tZEuf-yqrD0tH9z4C5FRI-OoIjQIKhFj_8_0>
   4. Treasurer’s Report—Frank Gonzalez
      1. Budget Advisory Committee (tabled)
   5. Negotiations Report—Claire Cesareo
      1. Next Contract – Town Hall during Flex Week
         1. Sunshine contract items (to reopen any contract items earlier) can start in summer; we normally start negotiations in the fall. We hope that we can do this again. In spring we will start asking for negotiation topics. During Flex Week we will start collecting that information along with soliciting email feedback. Negotiations Team will collect ideas and provide the list to the membership to vote.
      2. Negotiations Team
         1. We need the Rep Council to approve the negotiating team:
            1. Claire Cesareo, Chief Negotiator, Saddleback
            2. Susan Bliss, Saddleback
            3. Jenny Langrell, Saddleback
            4. Lewis Long, IVC
            5. Robert Melendez, IVC
            6. Deanna Scherger, IVC
            7. Vacant, Saddleback
         2. Robin from CCA will schedule a training for the negotiations team. Negotiations will happen in-person.
         3. Motion to accept negotiation team with vacant spot to be filed as needed by the Chief Negotiator: Don B; Seconded: Massimo M
         4. Discussion: How is the negotiating team proposed put together?
         5. A: The Chief Negotiator and President confer to find representation across campuses. Then brought to the Executive Committee. Then brought to the Rep Council. It has representation from both campuses; new negotiators along with returning negotiators.
         6. C: It is good to bring in new members to the team to allow for training and new members to learn negotiations.
         7. C: We would like someone with mathematics, economics, etc trainings to help assess the financial proposals from the District. It is good to have a balance of perspectives. It is useful to have someone with some knowledge of law and legal procedures just because District has a legal person on the team as well.
         8. Q: If we are interested in serving in this role, who should we reach out to?
         9. A: Contact Melanie or Claire.
         10. Q: Is the number of spots fixed?
         11. A: No, but we don’t want too many because of scheduling. We might also bring in key people at times who have expertise in certain areas who don’t have to be on the actual negotiations team.
         12. Vote: 2 abstentions
         13. Motion passes
   6. Membership Report—Jenny Langrell
      1. Membership Advisory Committee: Has attached new membership reports. Some movement in PT but overall very stable.
   7. Grievance Committee
      1. Department Chairs conversation – VPI will take proposals from schools who want to separate the chairs in any department.
   8. PAC Report
      1. Election Results – Ryan Dack - Trustee Area 6, Terri Whitt Rydell Area 4
         1. Lessons: This is the first election using Area elections. Prior to this, everyone could vote for any area. Now, only the Area that the candidate represents can vote. Incumbents are not “safe” in their seats.
         2. We endorsed and supported Ryan Dack – who won by a huge majority. We reluctantly endorsed Terri Whitt Rydell – and the election results were very close. We now have a powerful position when endorsing and supporting candidates along with a larger commitment to the candidates we do support. We now have to support incumbents as well as push for candidates for seats that have not been traditionally sympathetic to FA. We don’t want to lose a sympathetic seat.
         3. CCA is not helpful outside of funding and providing CTA voter lists. They do not provide a lot of support throughout the campaign other than this.
         4. Special thanks to PAC; Frank G for texting; Robert M for coordinating.
4. Discussion Items
5. Information
   1. Covid- 19 Reporting Update – Melanie Haeri/Robert Melendez
      1. What are the protocols? Information will be included in the newsletter
         1. Reporting Requirements:
            1. Fully online - do not need to report their positive case
            2. Fully or partially on campus - required to report their positive case to the district (HR) and follow the isolation instructions. May temporarily transition their on-campus courses to being taught remote, with Dean’s approval and if faculty member is feeling well enough to do so. Otherwise, a substitute would need to fill in while a faculty member recovers.
         2. COVID take home tests are still offered through Health and Wellness Centers on campus as well as getting tested on campus.
         3. Some faculty believe that they need to find a sub when they are out sick. This is NOT the case. Your DEAN needs to find the substitute. If you have someone in mind and want a say in the sub, then you can let your DEAN know, but it is not your responsibility to find the sub.
         4. Q: Has there been any additional discussions about dropping the vaccine mandate?
         5. A: We have not heard any updates. Melanie will follow up with HR about this. Last meeting, we asked everyone to reach out to constituents, but we have not heard anything new since then.
         6. Q: Faculty who have wanted to teach online when they were COVID+, but the Dean denied it. Is it the right of the Dean to deny that? Or, where do we stand on this?
         7. A: This was part of the MOU and the MOU is over. Right now, it falls under normal operations. Most departments and schools have been flexible but it really is up to the Dean.
         8. Q: If student signs up for a course that is face to face, but it is shifted online, would that be an issue? I thought that was an access issue--students can't be expected to shift to online if it's an in-person class.
         9. A: There are some limitations to that, but that is why the decision is up to the Dean.
   2. Credit for Prior Learning (CPL) Process Update – Melanie Haeri
      1. The process is now being made public but there were no changes in regard to how your school/class is awarded credit for prior learning.
      2. Q: If there is a certificate that consists on 15 units, would this CPL bypass the units required or would it still require the student to take 15 units even if the course is accepted?
      3. A: If you give the credit for prior learning, they get the units. So, the CPL would approve that.
      4. Q: Veterans can get credit for health. Do we know anything about that? Why can they get credit for health?
      5. A: If is a student veteran or active military, and they want to use their experience towards the health credits, they can. But many do not because they want to access benefits and have freedom to choose courses. But it really depends on students and what they want.
      6. Q: Why are they able to get those units? As a veteran, I didn’t learn anything about that subject. Why would their military experience count towards health education? Boot camp and such doesn’t cover that information.
      7. A: It is more of a legislative decision, not really a specific District or campus decision.
      8. A: For the local general education, that is actually a local decision. So, you can go through curriculum if there are concerns about that decision.
   3. Flex Week 2023 – FA General Meeting – Tuesday January 10th, 11:00 am – 1:00 pm via Zoom
      1. Please begin reminding your schools and divisions to join us to share items for the contract.
      2. Can find the contract on the SOCCDFA website: <http://socccdfa.net/news/>
   4. Summer Paycheck dates - Lewis Long
      1. Summer class start is May 31st – paycheck on July 10th, July 31st, and August 30th
      2. Summer class starts June 19th – will not get paycheck on July 10th, only July 31st and August 30th.
      3. Please warn your faculty who are teaching for June 19th – they will NOT be getting paid on July 10th because the payroll reporting date is Friday, June 16th. Faculty need to prepare for that.
      4. Q: What was the date of that second paycheck in Aug?
      5. A: August 30th. We negotiated for the earlier July paycheck and it worked out well for a while but there was a shift in the pay calendar and the dates were shifted. Last day to report for the July 10th paycheck is June 16th. So if you don’t work before June 16th, it won’t be reported for the July 10th paycheck.
      6. Q: Could we ask the VPI to move the 2nd session to start Friday, June 16th? It sounds like there's a serious negative impact to faculty if not. Because faculty have definitely started prepping/working before that first day of class, so they're working!
      7. A: Melanie and Lewis will talk to the VPIs to see if there is anything we could do to address this. There doesn’t seem to have any issue with starting the courses then since everyone works a 4-10 schedule in summer. So, maybe we could make that work to help faculty.
   5. CCA/CTA/NEA Conferences
      1. Winter Conference – Feb. 10-12, Doubletree By Hilton, San Diego, Mission Valley
      2. Delegates: Melanie H, Nancy A, Christine G, Paris P, Jenny L, Sam A
      3. CCA has Building Strong Locals Academy sessions that would be beneficial to learn about the union. It is 1 of 3 sessions that take place. Great way to get involved.
      4. Q: Can we fly to San Diego? I cannot drive or are their carpool options?
      5. A: You could catch the train or possibly carpool.
   6. Calendar Update
      1. Q: Robert--any updates on the faculty contractual date (purple date) for the 2024-2025 AY (Nov. 12 vs. Dec. 11)?
      2. A: It currently is at Academic Senate for consideration/review. Get your AS rep updated about your preference.
      3. A: District Committee is soliciting feedback still.
      4. Q: What happened to the calendar that was floating around that had Thanksgiving week off?
      5. A: Two calendars were vetted by the Saddleback VPI but when it came to move forward, it was decided to not move forward with both options. There were components that were not being met with the calendars, so VPI has to pull the calendars related to number of days related to instruction days.
   7. Retirement
      1. Q: Any talk about a golden handshake?
      2. A: Melanie has brought this up multiple times but it has been denied every time.
      3. A: There are rumors that there may be a golden handshake already approved, but they should consider this due to the expectation of the rise in COLA. There is no expectation currently for a golden handshake.
      4. A: If there is a discussion about a golden handshake, then Melanie and Claire would be the first to hear. So, if they have not heard anything then there is nothing happening. The District needs to hire a consultant to calculate the financial information for how many people need to retire to make sense. Then it has to be offered to the faculty who will get time to review and financial plan to see if it makes sense. If there is a COLA increase, then it would be hard for the District to offer a higher annuity than what COLA is. Our retirement is based on our last contract pay. If there is this huge increase in the COLA coming (about 6%), then it may be hard to get people to take the golden handshake.
      5. Q: If a FT retires, and comes back as a PT, where do they fall on the salary scale?
      6. A: They would fall back to the entry of where they fall on the column.
      7. A: The COLA for the future 3 years (next year COLA is expected to be 8.73) is increasing at a record level, so it may be harder to get people to retire based on these consistent increases.
      8. A: Whatever we get in COLA is forever, whatever is approved through annuity is normally just for 6 years (since COLA tends to rise every 7 ish years – though that is not the trend currently).
6. Next meeting: February 6, 2023, on Zoom
7. Meeting adjourned: 4:25pm