

- 1) Call to Order
 - a) Big thank you to the negotiation team
- 2) Meeting Items
 - a) Introduction of Guests
 - i) Grace Chau
 - b) Adoption of Agenda
 - i) Moved Kathy S, Second Jenny L
 - ii) Approved, no abstentions, no nays
 - c) Approval of Minutes: September 9, 2024
 - i) Moved Kathy S; Second Allison C
 - (1) Reminder that you don't have to be present to approve the minutes
 - ii) Approved, no nays, no abstention
- 3) Part-Time Chair Executive Council Member
 - a) We've had some changes because of Melanie's retirement with past president, IVC's School of the Arts, and the part-time representatives.
 - b) **Action Item** - Seating of Representative Council Members
 - i) IVC Humanities-Lisa Alvarez, Daniel Vernazza alternate
 - ii) IVC Arts-Gokce (Blue) Kasikci
 - iii) Part-Time Representative-Jean Proppe
 - iv) Seat by acclimation.
 - (1) Moved by Kathy S, Second Jenny L
 - (2) No objections
 - v) Allison-HSS needs a new alternate-the division needs to vote on it. Frank and Marianne are working on setting up an election for the school. The winner will be seated at the next rep council meeting.
- 4) Officer and Committee Reports
 - a) Secretary's Report—Marianne Wolfe
 - i) Communications Advisory Committee
 - b) Organizing Committee Report— Deanna Scherger
 - i) Election volunteer form fall 2024:
https://docs.google.com/forms/d/e/1FAIpQLSfsj1lyfRyhS3eOXhPbvR_djcKmFX2JFZNWz7bjJq0DUTh5Q/viewform?usp=sf_link
 - ii) [Sign up on the form to support the campaigns.](#)
 - iii) Join us for an Organizing meeting on Zoom, Monday, October 14th from 3-4pm

- (1) Example of events include canvassing walks planned for Saturday, October 12th from 1-4pm and Saturday, October 19th from 1-4pm.
- (2) Frank-we will not outspend Lisa Bartlett. The advantage we have is person power. We need lots of volunteers. We have tens of thousands of people that will need texting-all done through the computer. We probably will need precinct walking, and we also have yard signs. Lisa is using this as a placeholder for when she runs for another state office.
- (3) Robert-we have a lot of activities with texting, mailers, precinct walking, and social media blitz.
- (4) Jean-area 3 map-she lives on the border of area 3. Is there a way to fine tune whether that's your area other than the map?
 - (a) Robert uses the CTA voter guide search: [CTA Online Voter Guide \(yourvoter.guide\)](#)
- (5) Allison-received the information guide, and it tells who you will be able to vote for.
- (6) Jenny provided a link to searchable street maps to find what area you are in: [Maps of District Areas | SOCCCD](#).

c) Part-time Committee Report— Danelle Huggett

- i) Meeting with Maddie and Marianne this week to talk about part-time workshops to get them on the rep council agenda soon. Unemployment and how to apply for a full-time position workshops.
- ii) Emily-had Rocky Cifone in her time as a part-time faculty member, and he was so engaged and directly concerned with supporting part-time faculty members. He made sure they received stipends when they could.
- iii) Danelle will be reaching out to part-time faculty in Area 3 to share these comments.

d) Treasurer's Report—Frank Gonzalez

- i) We could outspend Lisa Bartlett if we had more voluntary contributions to the PAC account: [Resources – SOCCDFA](#).
- ii) Treasurer's Report:
 - (1) Money has started to come in from our general dues.
 - (2) A percentage of the general dues get moved to the PAC account.
 - (3) Monthly voluntary PAC contributions are as low as they have ever been. We have not gotten a lot of new individuals signing up, but every year we lose some from retirements, etc.
 - (4) Expenses have already started coming in.
 - (5) For September group of expenses, Quickbooks didn't separate out the categories, but for the next report, that will be adjusted.
 - (6) An individual went to a CTA conference that would be qualified as a miscellaneous conference.
 - (7) A voluntary PAC contribution-you can just put in the last 4 of your social, you can send directly to payroll, or you can send it to Frank, and he will email it to his payroll contact.
 - (8) Allison-now is a good time to do a deduction because you wouldn't notice that a little more was coming out.
 - (9) Emily-direct contributions? Yes, you can give a check to SOCCCD Faculty Association PAC then Frank will drop it into the account.
 - (10) CTA's ABC funds came in, and we got a check for \$14,300 to help in our campaigning.

e) Negotiations Report—Claire Cesareo

- i) 2024 - 2027 Academic Employee Master Agreement Ratified by Membership

- (1) A final contract will get posted in a few weeks. We have all of the agreed upon TAs posted on the FA website, but the final contract will be posted on the district site once it is finalized.
- ii) Addressing concerns from the membership
 - (1) There were questions raised in the comment section of the vote, and we answered them in the email that was sent out.
 - (2) Our salary schedules are pretty complicated, if there are questions, please let us know.
 - (3) Q: Allison-in the salary schedule-why does the part-time faculty schedule have 7 columns?
 - (4) A: Claire-at one point in time we merged columns and steps in the part-time schedule. People are initially placed based on their education and they move over in columns based on their experience. For the part-time schedule, column and step are conflated, so it goes an additional two over the columns on the full-time schedule.
 - (5) Q: Allison-over time, a person would be on column 7?
 - (6) A: Claire-yes. Lewis-the break over between columns in the full-time schedule is 5.5%, the part-time is 4%. When you go over columns, you get 21% raise between the bottom and the top-it was an effort to retain a semblance of parity between the schedules which didn't fully work. Claire-our hope is to eventually have the same salary schedule for part-time and full-time.
 - (7) Q: Allison-how many years between columns?
 - (8) A: Claire-30LHE, equivalent of a year (within our district; you can't bring LHE from another district).
 - (9) Robert-we've gotten a lot of questions. Having the questions come up helps us understand where confusion in the contract is coming up. Please relay questions!
- f) Membership Report—Jenny Langrell
 - i) Not many changes. Normally when we have a contract we have folks sign up, but not that many did this time.
 - ii) Membership Advisory Committee
- g) Grievance Committee
 - i) Anybody who might have an issue, please bring it to the grievance chair at your college before it becomes a problem. The grievance chairs can help solve it before it becomes an issue.
 - ii) Claire-in addition to problems, it's important that faculty read and understand the contract. Faculty can miss out because they aren't following deadlines or procedures that are in the contract. If you're taking coursework to advance, for example, make sure you understand what the contract says.
 - iii) Kathy-people leave money on the table because of missing deadlines sometimes. We can't usually fix these retroactive.
 - iv) Robert-this is also important for us to know about items that could be negotiated.
 - v) Kathy-for example, the district swept district computers and sent emails to faculty telling them not to talk to anyone, but the FA found out and was able to protect faculty members, changed how the district does the sweeps, changed the letter to say people could talk with their representatives. This only happened because one or two faculty members happened to mention it, and it got to our ears.
- h) PAC Report – Robert Melendez
 - i) PAC – Approved for Endorsements for Trustee Elections
 - (1) [Area 1](#) – Carolyn Inmon – Incumbent (approved \$5K)
 - (2) [Area 6](#) - Ryan Dack – Incumbent (approved \$5K)
 - (3) [Area 3](#) – Rocky (approved up to 60K)

(4) Robert-it's pricey to run an election and get the word out in an election. Strategically spent on what is going to have the most effective reach. The CTA has given us an election consultant as well. We also confer with the candidates. We have direct control and final decisions in anything we spend money on.

(5) Q: Allison: this is just the PAC. Tim Jemal is endorsed but doesn't want money, and that's why he's not listed here.

(6) A: Robert-yes.

(7) Q: Wonderful Nancy: Before we endorse a candidate, it would be better to present the candidate with our agenda instead of waiting for the candidate to tell us what they want. I don't feel comfortable to endorse someone who is not accountable.

(8) A: Robert: we are always juggling the fact that a candidate can tell us one thing and do something else. We have to interview the candidates before we make an endorsement according to bylaws. Lewis: We ask them specific questions about how they see themselves in their role as a trustee. Once they're elected, we don't own them, and we can't make them do anything. The best we can do is to hope that they'll stick with what they said they were going to do. It's relatively easy for us to challenge them if they haven't followed through on their promises.

ii) Carmenmara Hernandez-Bravo is hosting a meet-and-greet event on Thursday, October 10, from 1:00pm to 4:00pm for Area 3 Candidate Dr. Rocky Cifone. Reach out to her for more information.

(1) This is an opportunity to speak with an actual candidate and express concerns that you're seeing from your vantage point.

i) CCA/CTA Regional Report – Sam Abbas

i) Sam not present.

5) Information

a) SOCCCD Data Leak

i) People should have been notified about this (through mail). There was information about all the district employees on a sharepoint drive and that sharepoint drive should have been locked down, but anyone who had access to sharepoint district-wide was able to see it. They don't believe this was open long or that it was something that was seen by more than a few people. If you have questions, you can send them to Vice Chancellor Chris McDonald.

b) Prescription Drug Changes for Blue Shield PPO

i) Blue Shield has changed who administers prescriptions. The new system has mostly lower copays. In some scenarios the copays are now zero. With the new provider, there are changes in the process we go through to get the prescriptions. Anyone that has a prescription approved by a doctor should have no problem getting that. The district has already sent out information about this change. They are reaching out to members who have prescriptions that might be of any concern.

ii) Claire-Ruby Hazzard, if you give her a list of your medications, she will tell you exactly what the impact will be or how much less you might be paying. Please, if you have any concerns, reach out to her.

iii) Claire-almost all medications through Costco will be zero copay. You don't need a membership at Costco to use the pharmacy.

iv) Allison-people should start moving their prescriptions over. If someone has a specialty medication that isn't on the list, they can submit the paperwork. It shouldn't be an issue.

v) Q: Wonderful Nancy Allah-we can go to Costco for any medication, and it will be the same?

vi) A: Claire-it wouldn't cover part-time faculty. Part-time faculty members get an allowance, but they are not covered on the health plan.

vii) Q: Wonderful Nancy: What would it take for us to be on the health plan?

- viii) A: Claire: we attempted to negotiate it but were unsuccessful. If we went through the state plan, there would be some part-time faculty who wouldn't get any money. We decided at this point to stay with the reimbursement plan rather than going with the state plan.
- ix) Q: Emily: The prescription change will not have any impact if you are getting your prescriptions at Costco?
- x) A: Claire: If you go through Costco, you will have a decrease in what you pay.
- xi) Claire-you can get 90 days at walk in or through mail at Costco for 0 copay, brand drugs is \$20 copay for three months (less than our current copay). If you want to stay at CVS, brand drugs from \$15 to \$10, generics go from \$3 to \$5. Walgreens is excluded.
- xii) Deanna and Allison will learn more at the benefits committee this Thursday.
- xiii) Grace: Sometimes people don't get 90 day supplies because they don't remind their provider it's what the insurance prefers to cover.
- c) Spring 2025 EXCEL Academy - Deadline November 1, 2024 at 5pm.
- i) This will be a mix of staff, managers, administrators, and faculty. This training can help with future roles, and you can meet with players across the district.
- ii) Q: Wonderful Nancy: it's only for full-timers because I applied and was told that.
- iii) A: Robert: I will double-check on this. Claire: it went out to all faculty. Wonderful Nancy, if you get that response again, please let me know.
- iv) Semester-long professional development program designed to enhance communication and leadership skills.
- v) Dates: Mainly on Fridays, see email from district for more information.
- d) CCA/CTA/NEA Conference
- Fall 2024 Conference – October 25-27, 2024 – The Westin, San Francisco Airport
- If there grants available, you do need to apply. If there are other expenses that aren't covered by grants, we could look to reimburse you on that. Post-COVID the organizations were covering everything, but this may be changing. Marianne acts as our organizer for this. If you plan on attending, we receive a lot of delegates for our chapter. Let Marianne know that you're planning to attend as a delegate.
- Q: Wonderful Nancy: I already applied, and I didn't see any grant.
- A: Frank Gonzalez-normally the grants are for specialty conferences, not for the at large meetings.
- Allison-in the past, they would pay for half the hotel because they wanted people to share the room, but we paid for the other half. It's in our bylaws.
- The CTA good teaching conference in March is almost exclusively for K-12. The CCA conferences are specifically for community colleges.
- 6) Announcements/ Misc.
- a) Wonderful Nancy: We need to work on increasing membership.
- i) Robert-We've done membership drives in the past.
- ii) Wonderful Nancy-encourages people to sign up by bringing the form
- iii) Frank-the pattern we have now is very standard. Union members when voluntary is about 90% full-time faculty, 25% part-time. When we had fee-payers (you had to pay the fees whether you were a member or not), there was higher membership. But the Janus Supreme Court decision prevented this. If we are looking to increase membership, we should focus on part-time faculty. The part-timer appreciation dinner, Jenny, was making efforts for the FA to be there.

iv) Jenny-the biggest problem with part-timers is that there's a high turnover. Face-to-face activities bring more membership.

v) Lewis has a trophy for the membership from CCA to give to Jenny.

7) Next Meeting: Monday, November 4, 2024

Meeting Attendance

President	Robert Melendez	X	President Elect	Deanna Scherger	X
Past-President	Lewis Long	X	Chief Negotiator	Claire Cesareo	X
Treasurer	Frank Gonzalez	X	Membership Chair	Jenny Langrell	X
Secretary	Marianne Wolfe		Part-Time Faculty Chair	Danelle Huggett	X
Grievance Chair (IVC)	Kathy Schmeidler	X	Grievance Chair (IVC)	Bill Etter	
Grievance Chair (SC)	Bill McGuire		Grievance Chair (SC)	Mark Blethen	

Arts (2)	Gokce Kasikci	X			
Business Science (2)	Rick Boone	X			
Guidance & Counseling (3)	Javier Valdez	X	Guidance & Counseling (Alt)	Parisa Soltani	
Humanities (3)	Lisa Alvarez	X	Humanities (Alt)	Daniel Vernazza	X
IDEA (1)	Massimo Mitolo	X			
Kinesiology, Health, & Athletics (1)	Jovan Stojanovski	X			
Languages & Learning Resources (3)	Keith Gamache	X			
Life Science & Technology (1)	Pierre Nguyen	X	Life Science & Technology (Alt)	Kathy Schmeidler	X
Math, Computer Science, & Engineering (2)	Carlo Chan	X			
Physical Sciences & Technology (2)	Amy Stinson	X			
Social and Behavioral Sciences (1)	Adam Ghuloum	X			

Arts, Media, Performance, & Design (5)	Bill McGuire	X			
Business & Industry (2)	Emily Quinlan	X	Business & Industry (Alt)	Kathleen Lunetto	
Counseling & Special Programs (4)	Paris Peck	X	Counseling & Special Programs (Alt)	Mike Long	
Extended Learning (1)	Jill Ibbotson				
Health & Wellness (3)	Loretta Niccola	X	Health & Wellness (Alt)	Samantha Barrett	
Humanities & Social Sciences (6)	Allison Camelot	X	Humanities & Social Sciences (Alt)		
Kinesiology (2)	Matt Sherman	X	Kinesiology (Alt)	Jennifer Rohles	X
Instructional Support and Teaching Innovations (1)	Jenny Langrell	X	Instructional Support and Teaching Innovations (Alt)	Lydia Tamara	
STEM (6)	Kia Shafe	X	STEM (Alt)	Sam Abbas	

Part Time Representative (1)	Nancy Allah	X	Part Time Representative (1)	Noushin Seddighzadeh	
Part Time Representative (1)	Jean Proppe	X	Part Time Representative (1)	John Terranova	X