**Minutes**

**Representative Council Meeting**

February 3, 2025

1. Call to Order
2. Meeting Items
	1. Introduction of Guests
		1. Grace C, Connie K, Chris C, Jane M, Elise F
	2. Adoption of Agenda
		1. Motion to adopt: Allison C, seconded: Massimo
		2. No discussion
		3. Agenda adopted
	3. Approval of Minutes: December 2, 2024
		1. Motion to approve: Allison C, seconded: Lewis
		2. No discussion
		3. Minutes adopted
3. Officer and Committee Reports
	1. Secretary’s Report—Marianne Wolfe
		1. Communications Advisory Committee
	2. Organizing Committee Report— Deanna Scherger
		1. Workshop reminder: How to move up on the salary schedule and contract FAQs in the spring *(*[*see flyer*](https://drive.google.com/file/d/1E9EWdEyFsbOWeKtTgv65_mItbAp9F_1r/view?usp=drive_link)*)*
			1. IVC: Friday, February 21st at 12:30pm-2:30pm, Location TBD
			2. SC: Thursday, February 27th at 2:30pm-4:30pm, Location TBD
	3. Part-time Committee Report— Danelle Huggett
		1. RECAP: December 13th, 10am-12pm - How to apply for Unemployment workshop
		2. RECAP: January 31, 10am-12pm - How to Apply for PTF Health Insurance workshop
			1. Very informative, application is due Feb 10th. We will share this link soon with other FAQs and documentation. .
		3. Upcoming: How to Interview for a FT position and How to Apply for Unemployment. Also trying to coordinate a PT faculty appreciation event.
	4. Treasurer’s Report—Frank Gonzalez
		1. [Review budget](https://drive.google.com/file/d/1rAFK29BsSOgw-tzNOwFsZh3QfZAStv_B/view?usp=drive_link)
		2. If you would like to make voluntary contributions to the PAC, please use the link to [complete the form](https://drive.google.com/file/d/1rUQCUD-_-hWdFEy-HeaEIvweeCyF9bgN/view?usp=drive_link) and send it to Frank Gonzalez.
	5. Negotiations Report—Claire Cesareo
		1. No active negotiations, but cleaning up language and other things from the approved contract. There’s always something that comes up though. Negotiations work closely with grievance chairs to make sure the contract is being followed.
	6. Membership Report—Jenny Langrell
		1. Membership Advisory Committee
		2. [Current Membership List](https://drive.google.com/file/d/1Jx1fVQuIU575y8sbF7Gk5SjB3pC7VFHN/view?usp=drive_link) - 2 new FT, 3 FT retirees; 56 new PT hires
		3. Q: CTA membership deductions and SOCCCD FA membership deductions?
			1. A: We are a sub-membership of CTA, so you are simultaneously part of both because they are connected. Payroll splits it into 2 - FA (local) and the CTA (state).
			2. Membership cost breakdown can be found on our website: <http://socccdfa.net/membership1/>
	7. Grievance Committee
		1. Welcome Rebecca Kaminsky!
	8. PAC Report – Robert Melendez
		1. One of the Board of Trustees members was censured (Area 4: Terri Rydell). What we need to do is just keep an eye out on her seat. She has not indicated that she is planning to resign. If she does resign, then we would need to run a candidate for her seat.
		2. Q: COmment regarding a special election. For candidates who are very eager to get on our BOT, there seems to be a particular ideology and agenda that is trying to gain footholds across the nation to advance a political ideology and agenda. There are concerns for potential complacency in response to that. Do we have a plan in place and a strong candidate to float early on? WIll the PAC have a focus on this or make this a priority?
			1. A: Often we get a candidate as a reaction versus planning early on. We can ask PAC to try to focus on that earlier on.
		3. Q: What kind of candidates are ideal for the BOT seats? Can we put together a short list for this to help with having people in the wing?
			1. A: We could call an open-PAC meeting to discuss what the preferred makeup of the candidates for the BOT could be to be more prepared for running seats.
			2. A: Every school has a PAC representative. There were very few people who attended outside of exec and past presidents. We need to make sure the reps are present in those meetings.
		4. A: Update the PAC membership with the schools everyone is part of so people can see who is missing representation.
		5. Q: Can PT faculty be on the PAC?
			1. A: Yes, PT faculty shall be entitled to two representatives and one alternate
		6. Q: Is there a reason we (the faculty) should ask her to step down? If she is not in the closed session room, and there is a vote, does that mean she is not part of that meeting/discussion?
			1. A: We have not been able to find a situation similar to this, but Robert reached out to CCA/CTA for advice. The PAC can meet about that and discuss more ways on how we can approach this.
		7. C: As a reminder, Terri Rydell won the seat in a very close race. In 2022, Rydell's opponent was Derek Reeve who fits the concerns some people have. I do think that the public comments by OCDE member Ken Williams at the last board meeting suggests that people are looking at our board for the kind of thing we are discussing.
		8. Q: Why was the BOT censured?
			1. A: You can find more information about this in the board minutes, but essentially she shared comments from closed door sessions with someone who should not have known about those comments and it was regarding disciplinary action.
			2. <https://go.boarddocs.com/ca/socccd/Board.nsf/goto?open&id=DBCW5S83CB61> - Item 7.2 on the agenda has links and documents
		9. C: My main concern about this action against Terri is that it is intended to have a chilling effect on trustees who are willing to meet with faculty during negotiations. The district and its lawyers have been threatening those trustees who will meet with us in the past, and now they have given the threats some teeth. In the past, the trustees have not shared confidential information with us, but it has been an important means of counteracting erroneous reports to the Board in closed session about our negotiation proposals and positions.
		10. C: I would welcome an all hands PAC meeting. It might be appropriate in order to prepare. I don't like the idea of the FA as a sitting duck. Thank you for your consideration.
	9. CCA/CTA Regional Report – Sam Abbas
		1. CCA held its Board meeting on January 10-11 in Ontario. Emphasis was on addressing the needed efforts to raise awareness, educate, and lobby for DEIA initiatives. Recently, CCA was heavily involved in realizing the repeal of WEP/as the House of Representatives passed the unfair Social Security penalties known as the WEP and GPO. The Senate passed its version, in the Finance Committee as S 597 and it went to President Biden who signed it into law. This coming weekend, CCA holds its Winter conference at the Universal Sheraton in LA. This conference focuses on advocacy and grievances and Winter Council. There will be several workshops of interest including a DEIA workshop that will engage attendees on how to create an effective DEIA committee on the community college campus.I will be presenting that workshop along with the members of that committee. We have a breakout session for our district on Saturday morning to become acquainted/address any issues you like me to take toCCA.
4. Information
	1. Blue Shield PPO Pharmacy Plan - progress update
		1. Had 2 meetings with vice chancellors, benefits representatives, and other unions in our district. This change is impacting anyone on the Blue Shield PPO (not just faculty but anyone who uses that insurance).
			1. First email sent to faculty was January 15th to focus on main priorities for our approach to addressing the issues.
			2. Second email sent to faculty was January 30th to update on where we were on each priority.
		2. The latest update is the district is now looking at other pharmacy options to supplement with the Blue Shield PPO.
		3. Q: Is there a timeframe to expect this to be resolved?
			1. A: There is a benefits committee that is looking for options. There is a lot of time that goes into the research of other plans/programs. We are being told that many of the pharmacy plans don’t cover things. We don’t anticipate being closer to the solution until the fall 2025. But, we will update everyone as we learn and keep everyone informed.
		4. Q: Would you say the Blue Shield plan was the best out there?
			1. A: Blue Shield is the one who got rid of their prescription plan when they went to Navitus. SISC also went to Navitus. We are now asking the district to look at the plans to see what might be comparable. It would have to be in the yearly cycle. That would only be if we can find something better and if we can negotiate. The whole pharmaceutical industry is in disarray.
				1. In the contract we negotiated that the district would cover 100% of the premium plan and now negotiations will happen to determine what that plan would be to adjust this. It could be anything from pay raises or them covering costs, etc. The only good thing about this issue is that it is an issue that impacts EVERYONE in the district, not just faculty.
			2. C: Can I make a suggestion that while looking at other plans, an inquiry worth evaluating is an insurance company's approval rate of exceptions and prior authorizations that are submitted
			3. Q: What triggered Blue shields to cancel out the old pharmacy plan?
				1. A: Probably cost and they (Blue Shield) wanted to move away from running their own pharmacy. And this is the norm and is a very common concern now.
		5. C: If you have an appeal in process, there are cases that have positive resolutions. Keep trying and submitting those appeals.
		6. C: It is a pain when there are changes to anything. The transition was more problematic than it should have been due to the mess ups that Blue Shield did. Blue Shield grandfathered people in for 90 days with the intention that they will see their doctors and get on the new pharmacy plan. They should not have to redo this every 3 months. If you are having issues or know of people who have issues that are not being resolved, please let us know and Ruby Hazzard in HR. They can keep track of these and address this. Hearing from others about the issues they are facing helps us to keep track of what is happening and lets us know to delve deeper to try to address those concerns.
		7. To get new cards from Blue Shield log in @ <https://www.bcbs.com/>
		8. Q: If the contract lists that we need to be given the same quality of care but this is happening, how can we still be given the same quality of care if there are no options?
			1. Met with CTA/CCA about this, we could take them to a breach of contract but we would still be out of health insurance that works. We are trying to work with the district to identify the options that work, which is why there isn't a set date for resolution.
		9. If people are having issues, please feel free to reach out to **Ruby Hazzard directly,** not the insurance company. When you reach out to FA, we forward it to her anyway. Ruby stated that anyone who has worked with her has had their resolutions met.
		10. You can also get a card from Navitus directly by creating an account @ <https://memberportal.navitus.com/landing>
			1. We have been assigned a dedicated person at Navitus who is supposed to know our issues and work with us specifically. **Navitus** **IPA pharmacist line: (**877) 356-7775. You can talk to them about why the prescription was denied/not covered and what options do you have instead.
	2. Contract Days for Grading - progress update
		1. With changes to pass/no pass deadlines, the infrastructure of Legacy MySite would not allow the code to turn on for faculty to load grades earlier because students have time to change grading styles until the last day of the semester. From the FA standpoint, this makes us work outside of our contract to submit the grades. Fall was hard because the semester ended and rolled right into the holidays. For spring there is at least a purple day.
			1. Approach 1: figure out a solution for Spring 2025 and SUmmer 2025.
			2. Approach 2: figure out what we are going to do with Banner and how to address this.
		2. At each Academic Senates, they will be discussing these items and preferences on what they want to do. Basically we are looking at:
			1. Turn on grade loading the last week of the semester but not be able to certify the grades until after the semester ends.
				1. Concerns are that if you load grades, you may have to load the grades but then go back and change/update the grades before certifying them.
			2. Keep basically as is and submit the grades on commencement (for spring)
		3. We are trying to find the most flexible option for the faculty.
	3. [Practicum/Laboratory Reclassification Process](https://drive.google.com/file/d/1z_IlERzW9dDy4SEWYu0kvnAdZw45R26K/view?usp=sharing) - Spring 2026 Courses Petitions Due 3.14.25
		1. Email went out today. Just a reminder that if you are trying to get a recalculation for practicum/lab, you have to submit it by March 14th.
	4. IVC Gala - Friday, March 7, 2025 at Marconi Automotive Museum
		1. Email Frank Gonzalez if you would like to attend. Please email him as soon as possible. fgonzalez@saddleback.edu
		2. Currently attending: Robert, Deanna, Danelle, Rebecca, Marianne, Lisa
	5. CCA/CTA/NEA Conference
		1. Upcoming CCA Conference - let us know if you plan to attend as a delegate!
			1. Winter 2025: February 7-9, 2025 - Universal Sheraton Los Angeles
				1. Sent delegates list to CCA already, if you plan to attend as a delegate, please let Marianne know ASAP
			2. Spring 2025: April 25-27, 2025 - Marriott, Irvine
	6. NEA Representative Assembly (July 2-6, 2025 in Portland, Oregon)
		1. SOCCCD FA has 5 delegates that it can send to the annual assembly
		2. NEA [Representative Assembly Information](https://www.nea.org/professional-excellence/conferences-events/annual-meeting-and-representative-assembly/about-ra/ra-at-a-glance)
		3. Interested faculty please email the FA @ facultyassociation@socccd.edu
		4. Deadline to express interest to serve in this role is March 3rd (by the next Rep Council meeting).
5. Announcements/ Misc.
	1. If you have any agenda items added to the agenda, please send us the information and we can add it to the agenda.
	2. Q: There are really great webinars taking place right now about immigration and meant to educate others about their rights and what students can expect in their classrooms. Is there anything the union can do to demonstrate what is allowed or not allowed at the campus? There is concern about messaging to students and making sure they know this is a safe space.
		1. There is a webinar tomorrow that people can attend. February 4, 3:30-4:30 pm. Register at[**bit.ly/ramirez\_feb4**](http://bit.ly/ramirez_feb4)
		2. Information from CTA: <https://www.cta.org/our-advocacy/immigration>
		3. Are AR 3415 and 5017 being reviewed in BPARC anytime soon with the new context?
			1. Is this a campus safety issue? I think there may be elements of working conditions that would be helpful to think about. Some of the suggestions is to reach out to VPSS when there are concerns. There is a level of safer working conditions that could be clarified and shared with the faculty.
		4. For Saddleback, the Office of Equity and Counseling have been doing targeted outreach and messaging to support those students. From conversations with President at SC, he doesn't want to send out a massive blast about what we are doing in case it could target that group with unwanted attention. There is a monthly roundtable discussion regarding undocumented students across the CA Comm Colleges.
		5. This site has good materials on immigrant rights:<https://www.ilrc.org/resources/know-your-rights-and-what-immigrant-families-should-do-now>
	3. Q: Unemployment question for PTs, can a PT get partial unemployment for only teaching 1 course in the summer?
		1. A: Encourage them to apply. Some PTs have received “underemployment” during summer when they only taught 1 course. Have them reach out to the district for those specific questions. There is a section for “underemployment”. It is a case by case situation that is approved. Once they get to the phone interview, they can explain the situation and provide more details. All the questions that ask about a letter saying they got an assignment, they have to answer no because there is no guarantee. The letter sent about the classes for future semesters does not count towards being a guaranteed course. That is solely internal and does not count as what EDD is asking for.
6. Next Rep Council Meeting: Monday, March 3, 2025

Adjourned: 4:42pm

**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 | x | Part-Time Faculty Chair | Danelle Huggett | x |
| Grievance Chair (IVC) | Rebecca Kaminsky | x | Grievance Chair (IVC) | BIll Etter  |  |
| Grievance Chair (SC) | BIll McGuire | x | 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 |  |
| 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 |  |
| 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 |  | Counseling & Special Programs (Alt) | Mike Long |  |
| Extended Learning (1) | Jill Ibbotson | x |  |  |  |
| Health & Wellness (3) | Loretta Niccola |  | Health & Wellness (Alt) | Samantha Barrett |  |
| Humanities & Social Sciences (6) | Allison Camelot | x | Humanities & Social Sciences (Alt) |  |  |
| Kinesiology (2) | Matt Sherman |  | Kinesiology (Alt) | Jennifer Rohles |  |
| 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 | x |

| Part Time Representative (1) | Nancy Allah |  | Part Time Representative (1) | Noushin Seddighzadeh |  |
| --- | --- | --- | --- | --- | --- |
| Part Time Representative (1) | Jean Proppe | x | Part Time Representative (1) | John Terranova  | x |