**Minutes**

**Representative Council Meeting**

March 3, 2025

1. Call to Order 3:05pm
2. Meeting Items
	1. Introduction of Guests
	2. Adoption of Agenda
		1. Motion to adopt: Lewis L, second: John T
		2. No discussion
		3. Agenda adopted
	3. Approval of Minutes: [February 3, 2025](https://docs.google.com/document/d/10CnCcaS3-FRKgkbsdshQI4BZ5kTUlOIk/edit)
		1. Motion to approve: Allison C, seconded: Massimo M
		2. No discussion
		3. Agenda adopted
3. Officer and Committee Reports
	1. Secretary’s Report—Marianne Wolfe
		1. Communications Advisory Committee: nothing new to report.
	2. Organizing Committee Report— Deanna Scherger
		1. Workshop Recap: How to move up on the salary schedule and contract FAQs in the spring
			1. Thank you to Lewis, Claire, Robert for answering questions. Provided information about negotiations and how to move columns and steps.
			2. Will send out the follow up information with the slides later this semester.
			3. Question came up about moving columns and steps in the same year - HR told them they were not allowed to do that but we got clarification with VC HR Cindy V who said they would allow that and informed their staff there to be aware of this.
				1. To clarify, if someone is at the max step on their column, then they could not move columns AND move a step that was created by moving columns. Robert will seek clarification on this.
		2. Possible Upcoming Workshops: Flex Week workshop about TRC roles, responsibilities, rights, and recommendations
	3. Part-time Committee Report— Danelle Huggett
		1. Part-time appreciation luncheon is being planned for spring. Stay tuned for that.
		2. Upcoming workshops for spring: How to Interview for FT positions (most likely April)
	4. Treasurer’s Report—Frank Gonzalez
		1. Faculty Association Dues Discussion
			1. In the Janus v. American Federation of State, County and Municipal Employees (AFSCME) in 2018 made it so unions could not force members to pay. This mainly made a drop in PT faculty membership.
			2. 
			3. We are seeing a decrease in membership funding. We need to figure out a way to stabilize this. We already raised the membership fees for FT people recently.
			4. Q: How many PT make up the membership?
			5. A: About 50% of the membership. There’s about 400 FT members and 344 PT members.
			6. Q: How much would the $4 more make?
			7. A: About $15000 a year
			8. Q: What about an incremental increase instead of saying we need it all up front?
			9. A: It’s open to discussion. We are open to anything but there just needs to be a discussion to see where we move next.
			10. C: It looks like in 5 years we will be in a deficit.
			11. A: Yes, we have been trying to push this off as much as possible. But we are at a point now where we have to make a decision or movement.
			12. Q: Are there any other funds that we have access to? Like PAC? And, is it taken out regularly?
			13. A: We have a PAC fund but that can only be used for PAC business. There’s a percentage we take from the membership dues. It ranges from 15-20%.
			14. Q: We did an increase in membership fees to FT within the last 3 years (Fall 2023). When was the last time we did a raise in fees for PT faculty?
			15. A: It predates me. So over 20 years.
			16. Q: Is the $4 raise an estimate of what will stabilize the funds we need?
			17. A: Yes, we would need to have an increase and then also cut costs in different places.
			18. Q: Do we have any idea of how this would impact PT membership? When we increased the FT membership, did FT membership drop?
			19. A: It has been pretty steady for FT members. We may have lost a couple since then, but not many have dropped.
			20. C: I don't think the $4 will make a huge difference. What would make a difference is if the union is not funded.
			21. C: I agree, the $4 seems reasonable. I would just like to advocate for maybe easing people into the increase. Like $2 for 2 years and $2 for 2 more years.
			22. C: Two separate increases might feel psychologically harder to do. It might feel like we keep increasing and increasing
			23. Q: So there’s more FT members than PT members? What if we increase FT $1 and PT $3? Can you spread it to the whole constituency so people may not notice?
			24. A: 325 PT members and 364 FT members in the district.
			25. Q: Who will decide if the fee increase happens or, what happens next?
			26. A: Today we are not doing any voting. We would like you to take this information back to your divisions/constituencies and have discussions. For the April Rep Council meeting, we would like to have another discussion to get clarity and hear from the faculty. We would like to hold a vote in the May Rep Council meeting. In the bylaws, it says we will review the dues by the end of the academic school year. From the bylaws, we are empowered to make sure that the basic amount of dues can cover the basic operating expenses. Our dues are not covering the operating expenses. We will have to decide something that needs to be done to address this.
			27. Q: I plan to send out a survey to my constituents. Do you have a survey tool that the union uses? Or what is the preferred method to do this?
			28. A: I would recommend just a Google form. We also suggest to check in with the other messaging that is going out that it is aligned. Like, Danelle, Jean, John, etc can send out an email to all the PTs in general to make sure everyone’s voices are heard.
			29. If you have questions about this, please feel free to reach out to Frank or Robert.
	5. Negotiations Report—Claire Cesareo
		1. We are working on implementing things after the contracts are approved. We are working on the Faculty Service Area (FSA) right now but there is a delay because of Banner. We are working on the process now to get people signed up for FSA. Hopefully it will be done by the end of the semester.
	6. Membership Report—Jenny Langrell
		1. Membership Advisory Committee (tabled)
	7. Grievance Committee
		1. Been getting questions from people not necessarily about FA related things, which is good. If there’s an issue that comes up that you think might be a faculty issue, they can go talk to the Grievance Chairs. If it’s not an FA issue, they can still connect them to the right people.
		2. There are some questions about leave but it might be more about not having enough information about leave versus problems/issues they are faced with.
		3. IVC Grievance Co-Chairs: Bill Etter (better@ivc.edu), Rebecca Kaminsky (rkaminsky@ivc.edu)
	8. PAC Report – Robert Melendez
		1. Nothing new this year yet. We plan to have a PAC meeting by the end of the year though. We will send that out to the membership to invite people to attend.
	9. CCA/CTA Regional Report – Sam Abbas
		1. Recap of Winter 2025 Conference (Deanna, Danelle, Sam)
			1. [CCA Winter Conference 2025 Rep Council Update](https://docs.google.com/presentation/d/1UsCWNX2tDYu04k1wbt8JvedmBhe3sAnovdQ2YG0Le50/edit?usp=sharing) (see Powerpoint link for presentation)
			2. Q: How do we contact our Board members? What is the best way to connect with them?
			3. A: They often show up to events on campus. You can meet them there and introduce yourself to them there. Or you can email them. We don’t have any organized meetings with them, but we could look into that. You can also attend board meetings and speak during the public comments.
				1. Here is the webpage that will show each Trustee’s email: <https://www.socccd.edu/board-trustees/meet-trustees>. You can also type in their emails in the To: area of email and it should come up.
			4. A: Many of the board members have attended multiple events/meetings/workshops that they are invited to. This might be a good way to meet them in a casual setting.
			5. If you have ideas on other ways to connect to the board members, let us know!
			6. Q: Can you elaborate on DEIA workshops/trainings? How would that be implemented?
			7. A: That was a suggestion, not a requirement that we are implementing at this time.
4. Information
	1. Pharmacy Prescription Plan Update
		1. Still many concerns and discussions with the district. Nauvitus is trying to work with us and said they set up a line for SOCCCD to have access to a pharmacist if you are running into difficulty getting prescriptions. Biggest issue is transition from one medicine to another. Many are being steered to another type of medication as well. There may be some faculty who were grandfathered into the prescription during the time of the transition. They will be asked to appeal to see if they can continue that prescription or if they need to move to another one.
		2. Q: Another issue is which pharmacies Nauvitus works with (they dont work with Walgreens). Do we know how much the district is saving with this change? If they are saving costs, can we get a stipend or something to help cover the cost of the medicine?
		3. A: We work with SISC. The Blue Shield PPO is the main plan we are talking about in this issue. Blue Shield is moving to Navitus. It was not something negotiated by the FA or even the district. It was something Blue Shield moved/changed on their own. We have explored a lot of different options. One was another pharmacy plan to move to. In theory, yes, we could move. We tasked our consultant to research all the medical/pharmacy plans and how it could correspond with the current Navitus plan (better or worse). We hope to hear from her by the end of the semester. SISC has told us that they cannot separate the Blue Shield PPO from the pharmacy plan. It seems like Blue Shield is the one saving money. The cost for the insurance, we are not paying anything less from the pharmacy plan. The cost has not changed. The cost actually goes up every year to the district, but it doesn't cost the faculty anything.
		4. A: Walgreens is the only pharmacy that is excluded. Costco is the cheapest to use. You can go to other places but there will be more fees compared to Costco. Navitus is a wholly owned subsidiary of Costco.
		5. Q: Thinking about how many issues this is causing the prescriptions, if we did change to a different provider, the issues might be even more because everyone would need to find new doctors, etc. I used to be an insurance biller, so I know that this is one of the best plans out there. Every year we go out and change plans and insurance. Most of the time companies cannot meet or match what we get for the cost we get.
		6. Q: I was approached by a faculty member. Their drug is no longer covered. This drug was 100% covered under the prior plan. The prescription has been denied, that is the final final word. The alternative is $500 per month out of pocket. How is this not a $6000 per YEAR pay cut? I would recommend that they seek reimbursement from the district. Note: The prescriptions are often a bigger cost than medical care.
		7. A: As faculty reach out about issues, Robert works with the faculty and the district to see what we can do. If a drug is approved/prescribed by a doctor - that is something we definitely need to look at. Sometimes it might be that the specific type of insulin is not covered but other versions are. If the other types of insulin are tried and not working, then we can submit an appeal because they need that specific one. If appeal was denied, they need to work with Robert to try to advocate/push. If the other types of insulin that insurance covers but they have not tried it yet, they would need to try those first. The faculty can contact Ruby Hazzard as well for direction. We are trying to see what options we have and all the scenarios.
		8. Q: This used to be a benefit and now it is not. How is that not considered a paycut?
		9. A: This is a financial hit for sure. We can look into that but at the same time we have to consider the coverage for the whole constituency. It’s important to have the faculty reach out to Robert/Ruby to figure out how to move forward and grow with this.
		10. A: There’s generic medicine that they cover and somethings they don't cover at all (like Ozempic, hair loss drugs). For example, if you have diabetes it’s covered, but if you don't, then it's not. They need to go talk to Ruby to get clarification.
		11. Q: Is there a way to get neurodivergent mental health support to get supplemental health insurance for us or our dependents? The out of pocket fees are astronomical.
		12. A: We could start looking at that now and try to add that to the things we want to negotiate for. Like a supplemental package.
		13. Robert will send out an email to keep everyone updated about the progress of this situation.
	2. Update on digital swatting at each school
		1. **Digital Swatting** is the deliberate and malicious act of reporting a false crime or emergency to evoke police or other emergency personnel to show up somewhere and possibly scare or cause disruption and harm to the individual, group or location they’re targeting.
			1. FA is attending the campuswide update on Wednesday for IVC and Robert also asked for a Health and Safety Committee meeting to meet. There’s concerns as to why decision making was made (classroom versus non-classroom). There was little communication made to Robert. As the union president, he should have been involved in the conversations. As digital threats are more common, how are we planning to move forward with the communication?
		2. MFA is supposed to help prevent this issue moving forward. Right now only faculty have been asked to sign up for the MFA (multi-factor authentication) but the students are starting to be asked to do this as well. You may get students who are struggling with this when we come back from Spring Break - feel free to refer them to IT.
	3. Technology Update - Timing out of single sign-on authenticator
	4. CCA/CTA/NEA Conference
		1. Upcoming CCA Conference - let us know if you plan to attend as a delegate!
			1. Spring 2025: April 25-27, 2025 - Marriott, Irvine
	5. 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
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.
6. Next Rep Council Meeting: Monday, April 7, 2025

Adjourned: 5:05pm

**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 |  |
| Secretary | Marianne Wolfe | x | Part-Time Faculty Chair | Danelle Huggett | x |
| Grievance Chair (IVC) | Rebecca Kaminsky |  | Grievance Chair (IVC) | BIll Etter  | x |
| 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 |  |
| 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 |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 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 |  |  |  |  |
| 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 |  | 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 |

Guests: Jane M