



Minutes
RCCDFA/CCA/CTA/NEA
February 15, 2022
Zoom Meeting

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Mark Sellick (District Academic Senate President)
Emily Philippsen (Secretary)	
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
Dariush Haghighat (RIV VP)	
Garth Schultz (RIV FT Rep)	
Wyn Moreno (RIV PT Rep)	
Peter Boelman (NC VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Faculty Guests	

- 1) Call to Order 1:09 pm
- 2) **President's Report: Rhonda Taube** – Rhonda is encouraging faculty that are interested to attend one of the many CHUBB sessions that Edwina Cardenas has been sending out in email. CHUBB is the voluntary long-term care program that requires a minimum number of members sign up to get the better package. CHUBB is the long-term care program that the Benefits Committee is endorsing.
- 3) Rhonda and Dariush attended the Benefits Committee meeting and Keenan, and Associates proposed a new mail order procedure for specialty medications that would save the district \$242,000.00 a year.
- 4) Dariush asked, what is the catch? There must be a catch buried in the fine prints. After half an hour discussion about the fine prints and strong push backs by

Dariusz and Rhonda, the Benefits committee agreed that we should not adopt the new proposal, until we have the entire picture. Dariusz and Rhonda also insisted that the new procedures must be in alignment with the Association's principle that at no point, individual faculty/patient and their physicians will be denied the right of selecting their specialty medications allowing some bureaucrat at the other end makes such a decision for our members.

Moreno Valley College

- 5) **Fabian Biancardi** – No report.
- 6) **Jeff Rhyne** – Jeff reported that there were some last-minute changes to the spring schedule that some faculty were upset about. We understand faculty frustration, but the changes were within contract and were required for enrollment and contractual purposes.
- 7) Jeff reported that some librarians feel that they have an unequitable standard due to being on campus more than other faculty.
- 8) Jeff has received many questions about the equity FLEX hours. Some of the obvious FLEX events had not being labeled as such in FlexTrac. Some faculty are also worried about equity FLEX events not being approved.
- 9) Rhonda explained that at Riverside, there is a backlog of FLEX time that needs to be approved since the professional development committee has not met since November. Jeff concurred that FD Committee at MVC has a large agenda at its first meeting to approve a variety of motions related to equity FLEX.
- 10) A faculty member reached out to Jeff with a concern that their overload sick pay bank is not increasing on their paystub even though they have been teaching overload.
- 11) Dariusz explained that the Payroll Department plan to get caught up by January 31 was delayed due to staffing shortages. Unit members should keep an eye on the "Excess Sick" row of their paychecks if they have been working overload.
- 12) Jeff, Fabian, and Angelica will be restarting monthly meetings with MVC President Steinback and VP Lopez for the semester in early March.
- 13) Jeff was thankful for a successful FLEX day of events.
- 14) **Angelica Barraza** – Angelica reported that there were a few questions about the new provisions for sick leave and when faculty may be able to take advantage.

Norco College

- 15) **Peter Boelman** – Peter reported that

- 16) **Araceli Covarrubias** – Araceli reported that there were 25 stickers placed across the campus, including faculty office doors from the Patriot Front. A faculty member reported that their door was targeted and LBGTQ, ACLU, & ALLY stickers were covered. Araceli reported that Norco college has dispatched more police around campus.
- 17) Rhonda explained that the Patriot Front is one of the largest white supremacist groups in the nation.
- 18) **Diana Campuzano** – Diana reported that she attended the CCA Winter Conference, and she discussed a grant that is available for members that experience and suffer from natural disasters.
- 19) Diana reported that the topic of board elections from around the state was discussed at the CCA conference. It would be a good idea to apply this year for a grant for our elections for the next academic year.
- 20) Diana recommended two faculty members as delegates to our state CCA Spring meeting. In addition, there are two upcoming positions for State CTA Delegates for our region.
- 21) Diana reported that there are Part-time faculty that were members and their membership was dropped without any notice due to late start classes or not having a class for a semester. This is a real problem since membership status affects dues and benefits.

Riverside City College

- 22) **Dariush Haghghat** – Dariush reported that at RCC, the athletes in the Women's Basketball team have been publicly voicing their concerns over the inequitable practices in the athletics department.
- 23) Dariush responded to Jeff's report about the sick leave bank not changing on pay stubs. Vice Chancellor Aaron Brown explained that the policy is that the total sick leave days registered on our monthly paycheck does not change month-to-month, it is updated at the end of the year is added to pay checks on July 1st. If faculty do not use their sick leave, then it should be expected to change. The only time that it changes is when it is used. The accounting office is still working on the second phase of reporting the overload sick leave which hopefully will go into effect next month.
- 24) Dariush is disappointed in one of the trustees who has become less consistent in keeping the channel of communications open with the Faculty Association. Dariush had to remind that individual that the success story of our district has been built on the foundation of consistent, reliable, and meaningful transparency, communications and inclusiveness and we must really tried hard not take step backwards on those principles.

- 25) Dariush is still on the fence with the unilateral decision made by the district to deny faculty administrative rights to their computers at RCC when the new laptops and computers were distributed at RCC. After Association's demand to bargain on that matter, it became evident that the District was planning to roll out such authoritarian practice in all three campuses. But first they had decided to roll it out at RCC.
- 26) Per this new policy, faculty were not given administrative rights to their work computers which prevented the use of some software and updates to software. Dariush and Rhonda met with the Chancellor about this issue and the Chancellor agreed to direct the district to cease that practice effective immediately and to give faculty administrative rights. Dariush is still hearing that some faculty are still dealing with this issue. Dariush is planning to take up this issue again with the Chancellor.
- 27) Finally, Dariush reiterated her respect and admiration for Director Lorraine Jones for her exemplary role in navigating through so many investigations and handling any issue of inequity, discrimination and harassment dropped at her laps.
- 28) The more Dariush watches Director Lorraine Jones in action, the more respect he has for her.
- 29) **Garth Schultz** – Garth reported that he and Jeff attended the CCA Grievance event, and they will report information from that meeting soon.
- 30) **Wyn Moreno** – Wyn reported that most of the part-time faculty issues have been due to Etrieve. Patricia Avila, professional development coordinator for RCC has been very helpful.
- 31) **Secretary: Emily Philippsen** – Emily attended the CCA Winter Conference as a booth presenter.
- 32) Emily will be sending the FA Executive Board information on CCA grants for membership drives. Grant awards can be as large as \$5,000 and other chapters have used the grant funding for social events to gain new members.
- 33) Emily reported that there are only six new members that have been added over the winter term. This is the lowest she has seen in the past seven years of helping with membership. This is most certainly due to the enrollment decline in the past few months which is affecting hiring of new faculty.
- 34) **Treasurer: Lee Nelson** – No report.
- 35) **Open Hearing** – A faculty member
- 36) District Academic Senate – Mark Sellick – No report.

37) **California Community College Association (CCA) – Dorothy Reina** – No report.

38) **Closed Session** – Nine items were discussed.

39) Adjourned at 2:32 pm