Minutes
RCCDFA/CCA/CTA/NEA
August 26, 2014
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
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<td>Mark Sellick (Riv VP)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Truttmann (Treasurer)</td>
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<td>Tim Wallstrom (Nor FT Rep)</td>
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<td>John Sullivan (Riv PT Rep/CCA)</td>
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<td>Cindy Mahon (MV PT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Rhonda Taube (Riv FT Rep)</td>
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<td>Dorothy Reina (Nor PT Rep/CCA Dist K Dir.)</td>
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<td>Mark Carpenter (Guest)</td>
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<td>Jan Schall (Guest)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Ward Schinke (Guest)</td>
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<td>Lee Nelson (Guest)</td>
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<td>Jacqueline Lesch (Guest)</td>
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1) Call to Order 1:05pm

2) President Report—Dariush Haghighat

3) Dariush welcomed the Faculty Association Executive Board back after the summer. “We are going to have a demanding and challenging upcoming year.”

4) Dariush is very pleased with Chancellor Burke thus far. If it were not for the faculty steadfast support of Burke’s candidacy after his town hall interviews as well as the Faculty Association’s advocacy, we would have had a different result in the chancellor search. During his short tenure at RCCD, the chancellor has made a couple of very important decisions that have supported the association’s viewpoint. Based on Dariush’s experience this summer, he could not be happier with the new chancellor.

5) This year Dariush is urging the VPs and reps to communicate regularly particularly with the faculty due to the upcoming contract negotiations. It is critical that our colleagues remain in the loop regarding the issues.

6) One of the issues we need to immediately tackle is the 457(b) retirement plan. Our third party administrator, CalSTRS has an 8-year agreement with the TIAA-CREF which is our only 457(b) option. However, that agreement will be expired this month and CalSTRS has entered an agreement with a new vendor for our 457(b) plan.

7) The Faculty Association cannot and will not leave anything to chances with our stakeholders’ retirement plans. As such Dariush has demanded a meeting with the CalSTRS representative to review the new plan, its costs, and other vital information about this plan.

8) The agreement we reached with the district regarding the mistake made in the CALSTRS retirement plan has been rectified and a check and detailed summary should have been received by full time faculty who taught overload courses on the D9 (summer salary) schedule.
9) The health care coverage issues have been mostly resolved. We have even received news that the district has been saving expenses on the health care plans, particularly the prescription plan.

10) We are still hearing small problems about Health Now. It has not gotten its act together in taking care of health coverage at their end. One faculty member had a family member with a major health crisis and was being denied coverage at the hospital ER. Dariush called Health Now and it was taken care of. Dariush asked the VPs and reps to please communicate to our colleagues that as soon as faculty run into problems they should contact us. There should not be any denials.

11) Faculty will receive a .85 Cost-of-Living-Adjustment (COLA). The COLA will be retroactive back to June 23, 2014 for part time faculty and those full time faculty who taught summer session; for staff and faculty that did not teach summer COLA will be retroactive to July 1st. Faculty will see COLA as part of the September paycheck (not August).

12) Based on Dariush’s discussion with Vice Chancellor Aaron Brown, the budget looks good. The district is not claiming poverty. Perhaps a first-step to positive negotiations.

13) Chancellor Burke has quickly figured out our district has still some ways to go to be truly a three-college district. Dariush quoted Chancellor Burke that in some areas we are still operating based on three-campus district rather than three-college district. It seems that the chancellor wants to take our district to the right path.

14) Dariush wants a faculty list from the Faculty Association College VPs and reps from which the Association will form a negotiation committee. The negotiation committee will be the backbone of our negotiations doing research on important issues affecting our faculty work conditions in our district. The negotiation team will heavily rely on the negotiation committee input and feedback during the upcoming negotiation.

15) Dariush wants a committee that is representative of the every facet of the faculty to ensure a comprehensive contract that is fair and just for us. “I don’t want to leave anything to chance, before and after negotiations.”

16) The ballpark timeline is that we want to start discussions right away. For sure we want to start this semester and Dariush wants a committee to be named next week.

17) Discussion ensued about the upcoming negotiations. We truly want a representative negotiating committee for faculty based on every corner of the colleges. “We have to do our research; negotiations need to be based on research, not on a slogan.” We need to be as inclusive and transparent as possible. It will be a collective effort and hopefully the faculty will get involved.

18) Dariush also encouraged the executive board to get heavily involved in the upcoming Trustees’ election and spread the word among our colleagues, family and friends.

19) Dariush encouraged our colleagues to contact Fabian, Rhonda and Jacqueline to find out more about trustees election.

20) **Vice Presidents’ and Representatives’ Reports**

21) **Moreno Valley College—Fabian Biancardi and Chris Rocco.**

22) **Fabian Biancardi.** Fabian and Chris met with faculty last week at the FLEX meeting. There are two new full time faculty. Fabian and Chris are meeting with President Mayo today at 4:00pm to discuss some issues.
23) Interim VP Carol Farrar has been very good. Although it is unfortunate that she is serving only in an interim capacity, she has worked extremely well with everyone.

24) DHR is requiring more time to process new faculty in order to fully clear their fingerprints and background checks. Unfortunately, two courses had to be canceled due in part to this.

25) It was mentioned how challenging it is for the part timers to jump through the many hoops in order to teach—not only at the district but also at the colleges. Faculty, in advance, have to meet with specific key college personnel depending on what classroom they are teaching in, obtain a key to technology cabinets, and be trained on the technology. If the following term they are teaching in a different classroom, they must repeat the process. At RCC, the mailroom closes at 6:00, is closed on Saturdays, and continues to be a challenge for faculty that work full time elsewhere and don't live close to the college. When looking at the issue from the balcony view, the part timers are put through an extensive process that is not streamlined.

26) **Chris Rocco.** Two faculty have contacted Chris that they have taught overloads in the past on the summer D9 schedule but did not receive a check from the district. Chris will contact Khaled Khalil to check into the issue.

27) **Cynthia Mahon.** Cynthia attended the part time orientation. Five new part time faculty attended. Cynthia distributed and received membership forms. The orientation was useful for the faculty.

28) A faculty member approached Cynthia whose assignment was reduced based on a student complaint but the faculty member was not apprised of the complaint or consulted.

29) **Norco College—**

30) **Joe Eckstein.** Joe received a request from a part time faculty member for unemployment for the summer. Dorothy and Cynthia advise that the part timers’ filing for unemployment list payroll or Khaled Khalil as their immediate supervisor. Payroll understands that part time faculty are hired “at-will” and there is no guarantee that a teaching assignment is assured; part timers do not have reasonable assurance of employment. Unemployment forms should be directed to payroll, not department chairs. If a denial is issued, faculty are advised to follow the appeal as indicated on the www.edd.ca.gov website.

31) **Tim Wallstrom.** Tim met with new faculty members and had them fill out membership forms.

32) **Dorothy Reina.** Dorothy is dealing with another unemployment issue. Unfortunately, the part time faculty member went to DHR instead of payroll.

33) **Riverside City College—**

34) **Rhonda Taube.** Rhonda attended the full time faculty orientation. There are six new FT faculty that were hired.

35) Rhonda will be sending an email about Dr. Angelov Farooq’s campaign kickoff.

36) The Mass Notification Task Force is selecting a vendor for the district. The vendor will streamline the notification process so texts that will be sent out to all employees and students
in case of an active shooter, fire, flood etc.

37) **Treasurer’s Report—Leo Truttmann.** Leo needs all outstanding bills today or tomorrow. Since this is the last week of the fiscal year, we can add another $1500 to add to PAC.

38) Motion: (Sellick/Rocco): To give $1500 to PAC. Approved unanimously.

39) **Secretary’s Report—Shari Yates.** Shari distributed most of the CTA cards to the faculty association representatives. The CTA cards should be put in the faculty mailboxes this week. (Some CTA cards were printed upside down so replacement cards have been ordered.)

40) Shari cannot update the Faculty Association website due to outdated software on her computer. Now is the time to hand over the keys to a company to have an efficient website. Discussion was postponed until next week.

41) Academic Senate—no report

42) Closed Session—Nine items discussed

43) Adjournment 3:10pm