Minutes
RCCDFA/CCA/CTA/NEA
February 17, 2015
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
<td>Dorothy Reina (Nor PT Rep/CCA Dist K Dir.)</td>
</tr>
<tr>
<td>Shari Yates (Secretary)</td>
<td></td>
</tr>
<tr>
<td>Rhonda Taube (Riv FT Rep)</td>
<td></td>
</tr>
<tr>
<td>Leo Truttmann (Treasurer)</td>
<td></td>
</tr>
<tr>
<td>Mark Sellick (Riv VP)</td>
<td></td>
</tr>
<tr>
<td>Fabian Biancardi (MV VP)</td>
<td></td>
</tr>
<tr>
<td>Cindy Mahon (MV PT Rep)</td>
<td></td>
</tr>
<tr>
<td>Joe Eckstein (Nor VP)</td>
<td></td>
</tr>
<tr>
<td>John Sullivan (Riv PT Rep/CCA)</td>
<td></td>
</tr>
<tr>
<td>Chris Rocco (MV FT Rep)</td>
<td></td>
</tr>
<tr>
<td>Cyn-D Gobatie (Guest)</td>
<td></td>
</tr>
<tr>
<td>Mark Carpenter (Guest)</td>
<td></td>
</tr>
<tr>
<td>Kathleen Sell (Lead Negotiator)</td>
<td></td>
</tr>
<tr>
<td>Laura Greathouse (Guest)</td>
<td></td>
</tr>
<tr>
<td>Tim Wallstrom (Nor Rep)</td>
<td></td>
</tr>
<tr>
<td>Peter Boelman Lopez (Negotiation Team)</td>
<td></td>
</tr>
</tbody>
</table>

1) Call to Order 1:05pm

2) Contract Negotiation Report—Kathleen Sell
   Irv Hendrick is the lead negotiator for the district administration. Sylvia Thomas, Virginia McKee-Leone and Diane Dieckmeyer are also on the district’s negotiation team. The next meeting will be held on February 27th. The plan is for Kathleen to attend the union executive board meeting each week unless there is nothing to discuss.

3) We have a much clearer idea now that the district has “sunshined” their items in the contract that they want to negotiate. [See attached board approved contract openers for specific language on the details of what the teams are discussing. The current contract agreement is located on the Association’s website: http://www.rcc.edu/cta/Pages/Contract.aspx.]
   Here’s what’s open for negotiations:
   a) Article VII (salary)
   b) Article X (hours of work and faculty load)
   c) Article XI (Improvement of Instruction)
   d) Article XIII (leaves)
   e) Article XX
   f) Article XXI (intersessions)
   g) Appendices A-F & K
   h) Appendix J

4) Everyone agrees that the language needs to be clean and up-to-date according to law. We need to include changes of language evolving from one college to three colleges.

5) We are going to discuss Article XIII (leaves) first, then Article X (hours of work and faculty load), and subsequent to those discussions Article XI (I of I).
6) Both teams agreed to transparency; no “gag orders” will be in place. Dariush and the negotiation team want the faculty to be informed as much as possible. However, the Faculty Association will not violate the confidentiality of ongoing sensitive negotiations. We will be communicating regularly with the faculty as much as possible.

7) The executive board meetings can be converted into town hall meetings at each college if more input is needed.

8) The issue was raised about how communication will be facilitated particularly to part time faculty members. Cynthia Mahon stated that she should be in attendance at each meeting. She said that the minutes stated that she would be part of the negotiation team. Cynthia further explained that Dariush announced to the Board of Trustees that Cynthia would serve on the negotiation team.

9) Dariush specified that Cynthia misunderstood. She will be part of the negotiation team when items applicable to the part time faculty are being discussed. Dariush reiterated that part time faculty will absolutely be represented during this round of negotiations in any session that an issue affecting part time faculty will be discussed and negotiated.

10) Cynthia stated, “I want to make sure this on the record what I am about to say. Initially you said you [Cynthia] represent part time faculty whenever part time faculty issues come up. You’re right about that. In [an] open session meeting there was a discussion. The discussion was that all sorts of things that affect part time faculty, not just small little pieces of the various articles. After that, you proposed on the record that it would be the four people and me representing the part time. That was approved by every vote of the board. Later at the Moreno Valley Board of Trustees meeting, you said I was part of the team.

You’re saying I’m trying to add myself. The whole reason this came up is Rosa Espinosa-Real sent out an email and obviously from the minutes, from the board of trustee meeting, it was announced to the administration I was on the team so this email setting up the meeting went to me as well.

So it wasn’t just me. It not just my misunderstanding. It what was in minutes, it’s what you told the board of trustees, it’s what the administration understood.

11) Dariush replied, “It’s not what I told the board of trustees, it’s not their understanding, it’s not the administration’s understanding.” Dariush indicated that the negotiation process is a very sensitive and delicate matter and the Association has carefully analyzed and crafted every piece of the puzzle in its preparation for this round of contract negotiations. Dariush indicated that he has stated to the Executive Board multiple times how he wants the negotiations to be reflective of all stakeholders and that is why he has appointed several specific people to be involved when particular issues are being discussed. Cynthia will be part of the negotiations team every time the negotiation teams discuss and negotiate any issues involving part time faculty issues; Amber Casolari will be present during budget and benefit discussions. Dariush further advised that all the negotiations issues will be discussed in Faculty Association closed session every week where three part time reps actively
participate. Then Dariush asked each of the Executive Board members one-by-one if that was also their understanding of the composition of the negotiation committee. They confirmed that was indeed what they had understood and agreed to.

12) Fabian Biancardi and other executive board members reiterated it was not their understanding that Cynthia would be part of the negotiation team attending every negotiation meeting. Mark Sellick stated, “We never came to the agreement that five members would be on the negotiation team. It was the agreement that four members would be on the team with Cynthia representing part time faculty issues when those issues arose.”

13) Communiqués will be sent out on multiple listservs so that part time faculty will be in the loop. We will communicate with a unified voice about negotiations for full time faculty and part time faculty. It’s important that everybody knows what is going on. Ultimately, all the issues will be brought forward and decided by the executive board.

14) Dariush encouraged that issues that involve part time faculty be communicated to Kathleen on a systematic and regular basis. We will be reviewing specific language proposals in closed sessions at the executive board meetings.

15) The district had originally proposed separating the contract from full time and part time faculty. The Faculty Association rejected that notion as being too divisive and the district agreed.

16) Kathleen asked the Executive Board to take a close look at “leaves.” Personal leave of part time faculty, bereavement, and proportionality were discussed.

17) President Report—Dariush Haghighat

18) Dariush reported Chancellor reached out to him regarding an emergency money account. It was discussed that it is critical to hire more full time faculty members. Dariush and the Chancellor agreed that the district should raise the number of full time faculty to be hired to eight full time faculty: two faculty for MVC, two for NC, and four for RCC. The positions were distributed the same way we currently divide our FTES. After the agreement on adding more positions, Dr. Burke contacted the individual college presidents.

19) By the way, the hiring of more full time faculty has nothing to do with the course of current negotiations.

20) Dariush indicated that he will passionately and vigorously press the Association’s demand for a meaningful salary raise and hiring more full time faculty in every board of trustees meeting and every meeting he will have with the Chancellor. So far Vice Chancellor Aaron Brown has been extremely cooperative and forthcoming with data.

21) Dariush commended Kathleen on the first negotiation meeting. “I’m told you were superb! You were in command and garnered the respect of the district. You are leading the charge on our behalf. I honestly believe that you were the right choice for all of us. Kathleen has
met with groups of faculty and heard their demands and takes their concerns into consideration. I really appreciate it. I can assure everyone, Kathleen will review carefully all the proposals. Ultimately the Executive Board will make the decisions.”

22) Fabian Biancardi inquired if Kathleen was being compensated for serving as lead negotiator. Kathleen stated she is being given time for her work.

23) Dariush wants to devote most of our sessions to negotiations. If we need to spend all the time in closed session, that’s how we will proceed. We will adjust our schedule as needed since we want to devote most of our energy and time to negotiations.

24) RCC humanities and social sciences division Dean, Fabienne Chauderlot sent out an email to members of our division mandating every faculty to submit their course syllabus to their division IDS. Dariush immediately responded to Dean Chauderlot’s communiqué and questioned where this mandate came from. When another public message went out by Dean Chauderlot on that issue, Dariush issued a demand to bargain on behalf of the Faculty Association. Dariush has made it clear to the administration that a MOU must be negotiated between the Administration and the Faculty Association so all three colleges satisfy the accreditation standards without jeopardizing or compromising faculty members’ academic freedom and rights under our collective bargaining agreement.

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

26) **Moreno Valley College**—

27) **Fabian Biancardi.** At the upcoming FACCC Faculty Association of California Community Colleges Advocacy and Policy Conference, former RCCD board of trustee member, Assemblymember Jose Medina, will be honored. The conference is calling for a “Day of Action.” Offering a contribution to Jose Medina will assist putting pressure on state legislators to adopt more pro-education policies on educational issues. Assemblymember Jose Medina is the current chair of the higher education committee.

28) Motion (Rocco/Taube): Contribution to Jose Medina $500 from PAC. Approved. One abstention.

29) Fabian reported that Moreno Valley has seen a change of administrators with Robin Steinback coming back to the college. He thanked Carol Farrar for her thoughtful and thorough service to MVC. MVC is looking forward to permanent academic positions.

30) Fabian stated, “It has been a busy winter for not being compensated.”

31) Dariush spoke about the MVC Physician’s Assistance accreditation issue. The board of trustees went to Chicago to meet with the accreditation board. If the district takes legal action, MVC cannot continue to offer the PA courses to the current students enrolled in the program. Our association is willing to file and legally fight the accreditation board on behalf
of the faculty. Hopefully the students and staff will join the legal course of action.

32) Motion (Sellick/Taube): Move to approve the Faculty Association will file on behalf of the Physician Assistant faculty professors. Approved unanimously.

33) Norco College—

34) Joe Eckstein. A retired faculty member contacted Joe that he/she received a letter that after the retiree turns 65 years-old, the district no longer covers health insurance. The letter would have been timelier if the letter was sent before the retiree turned 65. Discussions over the years have taken place to negotiate medical-gap for RCCD retirees.

35) Riverside City College—

36) Mark Sellick. The president search committee is now in the process of interviewing candidates on March 6th. The interviews will be conducted in the form of teleconferencing. There are seven candidates being interviewed.

37) Mark has been dealing with some faculty investigations. “My concern is that we need to make sure that the DHR follows process.”

38) John Sullivan. National Adjunct Walkout Day has been called for February 25th, but since part-time faculty in California are not legally permitted to strike because it is a violation of the contracts, the day is being used as an opportunity for Adjunct Awareness. A group of faculty at Riverside wants to hand out flyers, the CCA Proud PT and Proud PT Supporter button, and have an information table. John has been leading this effort, but has been delegating the bulk of the work. John asked the chapter for funding for the cost of the printing of the flyers (black and white) and the cost of the buttons. What buttons are not used at this event can be used at other events we have and at the Fall Associate Faculty Orientations. The group plans to hand them out to faculty, staff, administrators, and students.


40) Leo Truttman: Leo wanted to give a heads-up that the TIAA CREF account from 2008 was not merged; there are now two accounts for faculty. Some faculty might be confused.

41) Motion (Rocco/Eckstein): To pay for the part time representatives stipends of $1993.24.

42) Secretary Report: No report

43) Closed Session—Seven items discussed.

44) Adjournment 2:55pm