Minutes
RCCDFA/CCA/CTA/NEA
October 5, 2017
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Assoc Pres)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Truittmann (Treasurer)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Rhonda Taube (Riv VP)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Jeff Rhyne (MV FT Rep)</td>
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<td>Garth Schultz (RIV FT Rep)</td>
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<td>Monica Gutierrez (NC Rep)</td>
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<td>Emily Philippsen (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Cameron Young (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm
2) Motion to approve minutes (Taube/Rhyne). Approved. One abstention.

3) **President Report—Dariush Haghighat**

4) Dariush distributed a draft of the proposed Memorandum of Understanding (MOU) that he worked on with the CTA staff over the weekend regarding: (1) Extended Illness Leave and (2) Unit Member Parental Leave.

5) The Parental Bonding law went into effect in January 2017. The Faculty Association has been wondering why the Chancellor and the district have not approached the Faculty Association initiating discussion and negotiations on this matter. Finally, the Association could not wait any longer and decided to approach the Chancellor and initiate the negotiation process so we can bring our district into compliance with the new law.

6) The Chancellor appointed the district General Counsel, Patrick Pyle, to work with the Association on negotiating the said MOU.

7) Dariush explained that the MOU that he has drafted with the invaluable assistance of the CTA staff addresses two very important issues:

   a) The first issue is the Extended Illness Leave in our contract that only applies to full time faculty members. Dariush explained that the language in our contract must be updated so part time faculty members who are also legally entitled to the Extended Illness Leave will be covered as well.

   b) Dariush shared with the executive board members that some equate the Extended Illness Leave with the Maternity Leave. That is a mistake and one cannot and must not confuse the two.
c) Dariush continued that the second issue that the Association’s proposed MOU is trying to address is the new “parental bonding” law that allows both Full and Part time faculty members to take 12 weeks reduced paid leave at 50 percent of regular their salary. Dariush suggested that those 12 weeks does not need to be consecutive leave. The leave must be taken within 12 months of the birth or adoption of a child and both parents can take it. The 12 weeks of leave are “work weeks” and a workweek is not necessarily defined in 40 hours workload. In other words, if an individual is working only 20 hours a week, then that individual is entitled to 12 weeks of 20 hours workload per week and not 24 weeks of 20 hours work load.

d) If a faculty member chooses to take consecutive 12 weeks, then they will be paid for the 12 weeks. Therefore, if a faculty member takes leave in April and chooses to take the leave “continuously,” then he/she will be paid half of his/her salary through the summer until the end of the 12th week.

8) Some members of the Association Executive Board had inquired since the work load of Part time faculty members might vary semester to semester, what method would be utilized to establish the base salary for Part time faculty for their leave. According to the CTA legal counsel the best practice for the Association and the district to adopt in determining the base salary for Part time faculty leave will be based on the semester that the said part time faculty member goes on leave.

9) Dariush shared with the Executive Board that according to the law, in order for a faculty member (full or part time faculty) to be eligible for the leave, the said faculty member must have worked for at least one year (two consecutive semesters).

10) Finally, Dariush indicated that the Association’s proposed MOU contains the language from the Associate Faculty Reemployment Preference MOU negotiated between the District and the Association, to assure that the part time faculty who choose to take leave are protected from retaliation.

11) Motion (Taube/Philippsen): to approve the MOU of Extended Illness Leave and Unit Member Parental Leave. Approved unanimously.

12) Open Hearing. A faculty member is concerned about the assistant chairs not being allowed to receive co-chair stipends.

13) Dariush stated that RCC administration has called for a meeting next week with the Association and the parties involved on this matter will discuss this issue in detail.

14) Dariush suggested that the language in our contract is clear about the allocation of release time and stipends in the departments. According to our contract while release time can be shared among department chairs and assistant chairs, the stipends cannot. Having said that, Dariush indicated that it was only recently, the Association has become aware of the fact that some departments throughout the
district have deviated from the condition stipulated in our contract due to very real issues that those departments have encountered in practice.

15) Dariush suggested that the Association has not chased this matter. This matter has rather landed on the Association’s lap. The Association is obligated to uphold the integrity of our contract.

16) Now one can very well argue that the structure of mega departments has outgrown the language in our contract. That might very well be the case. That issue can and must be properly addressed. However, we must have a uniform enforcement of the conditions stipulated in our contract or any revision might be negotiated with the district on this matter.

17) Based on the Association’s inquiry on this matter, it has become crystal clear that unfortunately, at this time the practice of stipends being paid to assistant chairs is very inconsistent throughout the district. This issue must be properly addressed and rectified.

18) Based on the reports we have received, some of the issues regarding co-chair and assistant chairs are an easy fix. The difficulty that we need to address is that in our contract assistant chairs have different responsibilities than co-chairs therefore more than the stipend issue needs to be determined. Policy and practices need to be outlined. Of course the policy and practices need to be in accordance to our contract and our contract needs to be universally applied. We will probably need to write a side letter of understanding to address the issue but we will wait until the scheduled meeting with the RCC administration and further discussions with the district to make a decision.

19) RCC CTE faculty came to our meeting to discuss how the functionality of CurricUNET META is creating a workload issue. They shared with the Association Executive Board Faculty are being told by the curriculum committee that cross-listed courses need to be copied and pasted into a new course “shell.” RCC CTE faculty indicated that the process is time consuming and tedious and prone to human error. They suggested that in the past when faculty launched a course, the district made the cross-listed course shells and then simply changed the titles.

20) Dariush indicated that while the Association is very sympathetic to the concern of CTE Faculty, he was puzzled why their concerns have not been addressed in the Senates since this decision has been reached by the curriculum committee which reports to the Senate. In their response, RCC CTE faculty suggested that they were instructed by the Senate president to bring their case to the Faculty Association as a working condition issue.

21) The META issue was brought to the MVC Academic Senate and the RCC Academic Senate and will now go forward to the District Academic Senate. The faculty
maintain that cross-listed courses must be provided after the original is launched.

22) LaTonya Parker, the President of Moreno Valley Academic Senate and this year’s District Academic Senate President, spoke to the interim Vice-Chancellor Dennis Anderson. He has assured LaTonya that he would provide support to the faculty.

23) Dariush reiterated Association’s sympathy with the concern of CTE Faculty. But it also suggested that the Association lacks proper knowledge and expertise on this matter, since this is clearly a senate related matter. Dariush indicated that the Association must always proceed with caution on issues that are under the Senate purview so it will not “step on” the senate’s toes. Dariush indicated it seems that the District Academic Senate is going to address this matter and the Association is hopeful that our colleagues in the Senate will be able to properly address this matter and work out a sensible solution with the District Educational Services. At the end, Dariush thanked RCC CTE faculty for sharing their concerns with the Association and asked them to keep the Association posted on any future progress on this sensitive issue.

24) On February 15, 2018 the NAACP will be honoring President Isaac as its Citizen of the year. This is indeed a great honor for our District.

25) Motion (Taube/Rhyne): To approve the Association executive board and senate presidents as Faculty Association guests of honor attending the event. Approved unanimously.

26) On October 27th from 6:00-8:00pm many community political activists have confirmed that they will be attending an event for Jose Alcala. Dariush asked that the executive board please spread the word.

27) The proposed 2018-2019 RCCD calendar was discussed. The calendar committee will ask if it is possible to begin fall semester after Labor Day.

28) **Moreno Valley College**

29) **Ervin Slavick.** Ervin reminded part time faculty to inquire with their chair or dean if they want to be evaluated in a particular class in order to apply for preference.

30) Some part time faculty members are concerned about how Canvas training is time consuming and would like to be paid for more professional development time. [Currently, part time faculty can be paid for professional development up to three hours during the year.] Dariush asked the three part time representative to come up with a proposal.

31) Ervin inquired how part time faculty would know the order of preference for a course. Educational Services will provide a list of faculty that are on the preference list to
deans and chairs.

32) Riverside City College—

33) Rhonda Taube. Rhonda reported on the worker’s compensation issue whereupon faculty have sought medical help but have been misdiagnosed. More stories have been forthcoming after the Association minutes were published. How can we have confidence in the doctors that faculty are being sent to when they have misdiagnosed faculty? Apparently the district contracts to a health network for worker compensation insurance and recommends that the faculty seek services with the contracted doctors on the health service list. The district has stepped up and helped the faculty.

34) Gary Storar kindly sent a form (see attached) that allows faculty and staff to request a doctor in advance in case of a future worker’s compensation injury.

35) Last week Moreno Valley Art faculty member attended a meeting discussing the need of Moreno Valley College for an art history/gallery.

36) Chris Carlson, the Associate Vice Chancellor of Facilities, stated that a gallery is inefficient and dead space. Needless to say that Art faculty members throughout the district are extremely offended by Ms. Carlson’s insulting remarks towards their profession.

37) Ms. Carlson’s offensive remark towards the Art gallery is reminiscence of extremely demeaning comments Mr. Miller had made towards Art discipline during his run for the RCCD board of Trustee.

38) The Art faculty members from all three colleges are planning to address this matter at tonight’s board of trustees meeting.

39) The United States Supreme Court agreed to hear the “Right-To-Work” case, Janus v. AFSCME case, which threatens whether or not unions can ask for fair share fees. Right wing organizations have been funneling money toward the lawsuit.

40) Emily Philippsen. Emily experienced a labyrinth of hurdles as she tried to figure out who the deans are for each division at RCC. It is not easy to find the information on the website; even more challenging was finding phone numbers and dean office locations. Luckily, Michele Davila sent a spreadsheet to Emily with the details she needed. Emily encouraged part time faculty to contact her if they needed to know who their dean is and where to submit their preference form.

41) Emily experienced a challenge when trying to name a Facebook page for the PAC. Acronyms are not allowed on Facebook. She put listed a temporary name and is in the process of trying to change the name with Facebook.
42) **Garth Schultz.** A faculty member was outraged that a dean at a meeting had besmirched his/her reputation. The faculty member wants a public apology. Dariush and fellow Executive Board members encouraged Garth to let the faculty member know it will best to write an email to the dean outlining the issue.

43) **Norco College**

44) **Peter Boelman.** An issue surfaced that a faculty member should have moved over two columns on the salary schedule but due to PGSL only having two chairs there was no action taken. It is not fair to the faculty member that the request was not acted upon. La Tonya will facilitate the discussion and hopefully “back pay” can be arranged since it is not the faculty member’s fault that his/her increase in salary was delayed.

45) A faculty member asked a question if full time faculty could bump part time faculty at another college.

46) The language in our contract on “Overload Assignments” section 2. Page 26 reads, “Where part-time assignments are available, preference will be given to full-time faculty members who request an overload assignment and meet the minimum qualifications.” As such full time faculty can bump part time faculty at another college.

47) **Monica Gutierrez.** Monica was asked if faculty could run for public office. Yes, but not for their own board of trustee position.

48) The large departments at Norco are converting into school divisions and it was asked if that is a problem to the union. Not necessarily as long as the division dean responsibilities do not erodes or undermines the department chairs responsibilities as stipulated in our contract. It’s best to wait and see if there is any overlap. Norco cannot unilaterally change chair responsibilities without negotiating that matter with the Faculty Association.

49) **Cameron Young.** Part time faculty members teaching at JFK have resumed complaining about Internet and email access. Cameron will touch base with the dean and see where things left off and what can be done to solve the issue.

50) Norco Senate will be holding an election for a part time representative. Dariush asked the executive board part time representatives to come up with a proposal for a stipend for the part time faculty senators so the Association negotiate that matter with the district.

51) The Twitter account for the Faculty has been set up; the handle is live and operational. Cameron and Emily will be adding the website link to the twitter link and vice-a-versa.
52) **Secretary: Shari Yates.** Mark Carpenter would like to serve as a delegate for the upcoming conference.

53) Motion (Philippsen/Taube) to approve. Approved unanimously.

54) Next week our Association meeting will be held at MVC.

55) **Treasurer: Leo Truttmann.** No report.

56) **California Community College Association (CCA).** No report

57) Closed Session: Four items discussed.

58) Adjourned 3:55pm.