Minutes
RCCDFA/CCA/CTA/NEA
October 6, 2015
DL 404

Present
Dariush Haghighat (Faculty Association Pres)
Shari Yates (Secretary)
Rhonda Taube (Riv VP)
Leo Truttman (Treasurer)
Mark Sellick (Riv FT Rep)
Joe Eckstein (Nor VP)
Ervin Slavick (MV PT Rep)
Tim Wallstrom (Nor Rep)
Chris Roco (MV FT Rep)
Emily Edwards (Nor PT Rep)
Lisa Iyer (Riv PT Rep)
Shannon Hammock (Guest)
Cyn-D Gobatie (Guest)
Jacqueline Lesch (Guest)
Peggy Campo (NC-District Acad Senate Pres)
Mark Carpenter (Guest)

Absent
Fabian Bianardi (MV VP)

1) Call to Order 1:00pm

2) Approval of minutes (Eckstein/Rocco): Approved unanimously.

3) President Report—Dariush Haghighat

4) It was brought to Dariush’s attention that an Administrative Policy (AP) was approved that will allow the library hours to be extended despite faculty librarians not being there to assist students. The change was made “in the name of students” to have the libraries function without librarians.

5) Dariush has looked into this matter and is appalled by such a unilateral change that clearly undermines our commitment to shared governance and inclusiveness.

6) Dariush has registered the Faculty Association’s strong opposition to such a practice with Chancellor Burke and our new Vice Chancellor of DHR, Ms. Terry Hampton. Dariush also brought to their attention that the administrative changes in that particular AP is also in violation of the ED code. The AP change took place prior to Ms. Hampton coming on board of the district.

7) Both Vice Chancellor Hampton and Chancellor Burke were extremely receptive to Dariush’s position on this matter. Chancellor Burke has promised Dariush that he will launch his own probe into this matter and will rectify this problem as soon as possible.

8) Dariush has urged both Chancellor Burke and Vice Chancellor Hampton that they should make sure that never again an AP would be adopted without the consultation and consent of the affected disciplines. Vice Chancellor Hampton suggested to Dariush that she would appreciate it if Dariush would share with the Executive Board and librarians this is not a
reflection of HR on her watch.

9) Dariush has thanked both Chancellor Burke and Vice Chancellor Hampton for their prompt attention to this matter and their determination in rectifying this problem as soon as possible. Dariush wishes to work out a solution with the district to avoid these kinds of problems in the future. If checklists were added that disciplines and departments have addressed changes to programs this would not have happened. There has to be checks and balances.

10) Dariush will remain vigilant against executive decisions that bypass subject matter experts. If in this case the librarians would have been consulted, who are experts on this issue, they would have easily brought to the district’s attention that the proposed changes to the AP are in clear violation of the Ed code.

11) Dariush thanked the faculty for raising this issue. We rely on faculty to bring to our attention unacceptable practices.

12) The RCC Part time faculty workroom has been open now every morning at 7:00am. So far so good. Apparently the room was not added to the list of rooms for the police to open.

13) It is official that the Chief of Police has submitted his resignation. Dariush will personally miss him. He has been very effective in dealing with safety matters. We have established a good relationship with the police department in our District on Chief Miyashiro’s watch. He has been effective in any matter that Dariush has asked him to look into. “I wish him the best as he goes to retirement. We hope his replacement will be as diligent as he is.”

14) The Early Retirement plan is in full motion right now. Vice Chancellor Brown has met with CalPERS and CalSTRS representatives. We are moving ahead with the plan but don’t know the details yet. It will include both retirement systems. Dariush has shared with the Chancellor that we need to finalize the details as soon as possible so faculty have a chance to prepare themselves for retirement.

15) When one faculty member retires and we can hire one or two faculty members, what happens to the money saved? After the early retirement plan is paid for, does the district or the college recoup the savings?

16) Dariush was asked if he was accurate in reporting that at RCC retirement positions stay with the department. He clarified with President Isaac that the position stays with the department. The department does not need to have the position approved by the APC; departments can reopen and recruit that position immediately. Only the “new” positions go to the APC to be ranked. One exception is if the strategic planning finds that the department and/or discipline needs to shrink and be eliminated, that position will not stay in the department. The department has no control over that. Dariush is not sure that the above policy has also been adopted by Norco and MVC. Dariush cannot speak to that.
17) The contract was printed and delivered to us. But the printed copies had errors. We were asked to not distribute the incorrect contracts. Dariush will pursue this matter with the Chancellor’s office.

18) President Isaac investiture will be on Monday, October 12th at Landis Auditorium.

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

20) **Moreno Valley College**—

21) **Chris Rocco.** Chris reported that Fabian is out with a back injury.

22) The Dental Education program asked for representation with the faculty association in an upcoming meeting with the administration. The email was cryptic so we don’t know what the meeting is about but Chris will find out what is going on.

23) **Ervin Slavick.** Ervin is trying to find out if medical benefits apply to part time faculty retirements. Part timers do not receive benefits but will find out if health care benefits can continue through COBRA.

24) **Norco College**—

25) **Joe Eckstein.** Joe and Tim met with Dean Fleming last week regarding a new apprenticeship program in sound and wiring technologies with a cohort of nine students. In the meeting, Tim and Joe clarified the intentions of the program to ensure that there won’t be issues with the faculty union. Any faculty member will have first right of refusal if they have the sound and wiring credentials. Apparently, programs that were originally offered at Palomar College are being transferred to Norco College.

26) Dariush recommends endorsing the President of IBW Robert Frost, a long time labor leader who is running for an Assembly seat in the primary election. He has been very supportive of us particularly with the Project Labor Agreement. It is important for us to remain in alliances with organized labor.

27) Motion (Sellick/Taube): To express our support for Robert Frost for Assembly District 60 and in our subsequent meeting discuss with the PAC chair the expenditure funds to help him. Approved unanimously.

28) Joe sent out an email to Norco faculty about the potential early retirement agreement. He received a few responses that they want to be contacted when the details are given.

29) **Riverside City College**—

30) **Rhonda Taube.** Rhonda has been receiving from the deans and chairs contract questions. No doubt, the questions will surface at the upcoming chairs retreat.
31) A new provision in the contract is the right of administration to dock faculty a half day of sick leave if he/she misses a department meeting. The administration needs to apply the policy consistently. There are a few individuals who are notorious for refusing to attend department meetings or they sign-in and immediately leave. Faculty need to be actively engaged in the department meetings. If you are on district business, you cannot be expected to attend all department meetings. This was negotiated under the principle of workload equity. It is not up to the union to micromanage these issues; we need the administration to enforce the contract. If faculty feel that they are being targeted, that’s when we would get involved.

32) Rhonda was asked if it is fair that a faculty member be docked sick leave on a Tuesday if they missed Monday & Wednesday classes. Yes. If they miss the following Monday, they are docked with the Thursday and Friday as well.

33) Faculty are complaining that the process for travel requests has become a nightmare at RCC. Requests are being sent back and rejected. Rhonda will raise the issue President Isaac.

34) A new full time faculty member has been denied a key request to the technical spaces that he/she needs for their position. The rationale was that faculty only need a key to his/her office. The micromanaging of the key request process is getting out of hand and will be brought to President Isaac’s attention.

35) Rhonda has two items for closed session.

36) **Mark Sellick.** Mark reported that department chairs are scheduling Improvement of Instruction (IoI) for one-year temporary faculty but are not following the contract. The contract states that three discipline members and an administrator are to be on the committee. The committees are open to district-wide faculty to be sure that subject expert matters are in IoI committees.

37) **Lisa Iyer.** Lisa is seeking clarification on the form for part time faculty for discipline-related activities and assessment. [A form is in process of being finalized, for part time faculty for three hours of “other discipline-related activities” and three hours of “assessment.”] Lisa inquired: (1) who will notify the part time faculty when the form is ready? (2) Are part time faculty going to go somewhere to get the form? And (3) will there be a checklist of approved activities?

38) Rhonda spoke to Lisa’s questions from her notes she took at an ad-hoc meeting she attended. The form will be similar to the special projects form. The RCC faculty development coordinator is developing the form. It should be in a pdf version on the website faculty development website. It will include a checkbox and narrative. The chairs will notify the part time faculty when the form is finalized. The hope is that the form will eventually be in WebAdvisor.

39) **Treasurer Report:** No report
40) **Secretary Report**: No report.

41) **CCA (California Community College Association)**: No report.

42) **Academic Senate: Peggy Campo.**

43) Peggy reported that the senates are working on AP 3510 Workplace Safety Violence. Dariush will send those articles from higher education soon. Dariush would also like to work with the Senates regarding students (BP 4010) auditing our courses as well. These issues are primarily a senate charge and should be driven by the senates but we welcome the opportunity to work together.

44) Peggy will be bringing up at her meeting with VC Aaron Brown our concern about the reserve issue.

45) Motion (Sellick/Rocco): To accept the bylaws. Approved unanimously.

46) Dariush thanked Mark Sellick for his hard work on rewriting the bylaws.

47) Joe provided the Bylaw ratification timeline:

   **BYLAWS RATIFICATION TIMELINE**
   Tu 10/6 timeline distributed and sample ballots
   Tu 10/13 Eckstein brings ballots/envelopes to meeting where need to stuff & write names
   W 10/14 in the morning—ballots go to mailrooms and ballots distributed and ballot boxes appear
   W 10/14 to Th. 10/22 at 1700 [5 pm] balloting
   Th 10/22 at 1700 – ballot boxes removed
   Tu 10/27 – ballot counting
   W 10/28—announcement of the results

48) Motion (Rocco/Sellick): Approve bylaws ratification timeline. Approved unanimously.

49) Closed Session: (Six items discussed)

50) Adjournment 2:25pm