

**Representative Council Meeting Date**: **December 2, 2020**

**Zoom – 3 pm**

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| Officers Terry Miles, President (P)  Rafael Herrera, Vice President (P)  Stephanie Yee, Secretary (P)  Dave Ryba, Treasurer (P) | Included on Executive Board Dave Brown, Bargaining Chief (P)  John Fincher, Senate Liaison (P)  Jesus Gutierrez, At-Large Representative (P)  Senya Lubisich, At-Large Representative(P)  Paul Swatzel, At-Large Representative(P)  Terry Miles, Past President (P) |
| RepresentativesMathematics (P) Ralph Tippens & Business (A) Esme Medrano Health Sciences (P) Noemi Barajas Career/Technical (P) Greg Lipp  Student Services (P) Raquel Gutierrez  (P) Elizabeth Cook    Visual & Performing (P) Matt Jackson  Arts | Representatives Kinesiology (P) Steve Hartman  Language Arts (P) Elisabeth Garate  (P) Anna McGarry    Physical Sciences (A) Badieh Farahani  Social/Behavioral (P) Gailynn White  Sciences (A) Shelly Hahn  Negotiations Team (P) Stephanie Yee  Member (P) Rafael Herrera |
| Guests: Brianne Levine Peters, Alicia Longyear, Andrew Kim, Carsten Dau, Cherie Brown, Claudia Castillo, Cliff Wurst, Dan Volante, David Overly, Denise Kaisler, Jennier Miller Thayer, Erin Tate, Flora Yee, Gino Munoz, Gordon McMillan, Henry Provencher, Jim Woolum, Lisa Villa, Leina Willis, Matt Jackson, Michelle Plug, Natalie Desimone, Rihao Gao, Bobby Goodman, Sal Hernandez, Robin Devitt. | |

1. **Call to Order- Dave Ryba**: Meeting called to order at 3:04 by Dave Ryba

1. **Minutes**: Dave asked for a motion to approve the minutes from **September 16, 2020.**  Jesus G. made a motion and seconded by Raquel G. No discussion. D. Brown announced that G. Lipp is CTE rep. Already noted. Minutes approved.
2. **Officer Reports** 
   1. **President’s Report – Dave Ryba**
      1. **BOT Claremont (Endorsement and Campaign)**

Dave says thank you to those who volunteered to help campaign for Eric **Kaljumagi** in Claremont. Laura Bollinger is the winner.

2. **Proposition 15**

Thank you to Ralph Tippins and Rafael Herrera for making phone calls for Prop 15 on behalf of CTA. Prop 15 did not pass.

3. **Elections**

Officer elections will take place in April and May of 2021.

* 1. **Vice-President’s Report – Rafael Herrera**

No Report

* 1. **Bargaining Chief Report – Dave Brown**

See Business below.

* 1. **Secretary’s Report – Stephanie Yee**

No report.

* 1. **Treasurer’s Report – Gerhard Peters**

No change in any of the balances except for flowers. Gerhard asks about money from CTA for dues and Robin will put the name of the contact in the chat.

* 1. **Past Preseident’s Report – Terry Miles**

No change in any of the balances except for flowers. Gerhard asks about money from CTA for dues and Robin will put the name of the contact in the chat.

* 1. **Senate Liaison – John FIncher**

No change in any of the balances except for flowers. Gerhard asks about money from CTA for dues and Robin will put the name of the contact in the chat.

1. **Standing Committee Reports**

Faculty members shall be polled annually to determine their committee preference. The committee members should reflect the diversity of the CCFA membership.

1. **Contract Committee** – Dave Brown

See Bargaining Chair report

2. **Grievance Committee** – Rafael Herrera

No Report

3. **Political Action Committee** – John Fincher/Gerhard Peters

No Report

4. **Benefits Committee**– Terry Miles

No Report

5. **Newsletter Committee** - Stephanie Yee

No Report

6. **Membership Engagement Committee**- Jesus Gutierrez and Justina Rivadeneyra

Jesus says CCA has increase their membership engagement grant to $5000 and will be working with eboard to get a competitive application.

7. **Budget Committee**-Dave Ryba

No Report

1. **Ad Hoc Committee Reports**

Elections/voting – John Fincher

1. **Old Business**

**General Discussion:**

1. **The Contract**
2. **Negotiations 🡪 LBF**

Ryba explains what will be discussed today and will stick to the 4 points in the agenda:

1. the contract
2. Negotiations and LBF
3. Vote (12/4 – 12/11, tentative)
4. What’s next

Ryba begins to summarize main changes to the contract

* Biggest change is to counselor calendar
* Downside of the 2% bonus: It does not apply to STRS or overload or intersession schedules. Citrus faculty who started before 2013 had the benefit of an extra 9% into the supplemental account (Defined Benefit). It sunsets at the end of the contract. No raises until spring of 2024. With the uncertainty in the District’s budget and State’s budget, the District wants to lock us in here. Can we ask in 6 months to reassess where we are financially?
* Brown discusses where we are and why. The Last, Best, and Final Offer from the District is something we were ready to advocate for, but the team found out the District’s ending balance increased. Citrus College does well under the student funding formula (5 million), cost savings and cost deferral on supplies and utilities. The District came out $12 million ahead of last year. The argument is the 16.7 million budget deferrals and we are unsure if this can be made up in a timely way. Based on the savings we are experiencing, the ending balance will not be reduce too much since the District is saving money by being remote. When the team learned the District had some extra money in the reserve, it resulted in questioning a few key claims: why can’t we have a question about where the budget is 6 months from now? Language changes are meaningful, but the salary situation is 2% and nothing more for 2022 and 2023 with a SUNSET provision at the end. The team is unsure regarding the District’s position why they will not open Article 8 in some time from now. CSEA and Adjunct are in the process of ratifying now.
* Ryba wants to emphasize that this discussion is about what this means.
* Lisa Villa explains that it is important to understand the inequities that counseling faculty had to endure. Parity is significant when it comes to intersession opportunities. Lisa says she understands the arguments for voting it down but wants everyone to understand that it is about equal opportunities.
* Ryba says voting down this contract has risks. This does not mean we are rejecting the rest of the contact. It forces us back to the table and reasonable heads prevail and in 6 months we can discuss the salary issue when we have more information. He asks if the District can take back language changes and proposals but he does not see that happening.

1. **New Business**
2. **Vote (12/4-12/11, tentative)**
3. **What happens next?**

* Ryba asks Dave or Robin what happens if a TA gets voted down. The plan is to send the LBF to the membership and IF rejected, there can be another bargaining session. If the District does NOT want to change anything and uphold the LBF then impasse will be the next steps. The concern Robin has is what is the Districts motivation to do the right thing? It is then up to the District what they want to give during impasse. How can you effectively put pressure on people to make it look like “it’s not fair.” It is a risk.
* Ryba says the reason where we are now, is the FUTURE IS TOO UNCERTAIN. There is an indicator that things may change. We are not asking for money. We are asking to revisit this discussion in 2021 and 2022. Do we want to lock ourselves into 3 years with no raises? It has more of an impact for those retiring in the next 3 years. If time is uncertain, the District can say the same thing again. It is not about faculty being greedy, it is more about being unsure about the future and decisions made should be based on more information than we currently have. The opinion of CTA, we can demand to bargain if the District finances change.
* Brown says the team would like automatic reopeners in years 2 and 3 based on improved finances.
* Lisa Telesca asks did they give a reason. Brown says automatic reopeners may protect salary from the District’s perspective.
* Hartman wonders if the leadership can provide a memo to the faculty indicating WHY no TA was agreed upon. Include reasons why they don’t recommend ratification. He also suggests an MOU from the district. Brown says this is a package proposal.
* Pros and cons meeting at 3pm on Friday.

**VIII. Public Forum**

**IX. Adjourn**

Meeting adjourned at 4:05 pm.