

 **Council Meeting Date: Wednesday, February 20, 2019**

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| OfficersTerry Miles, President (P)Gerhard Peters, Vice President (P)Stephanie Yee, Secretary (P)Dave Ryba, Treasurer (P) | Included on Executive BoardDave Brown, Chief Negotiator (P)John Fincher, Senate Liaison (P)Jesus Gutierrez, At-Large Representative (P)Senya Lubisich, At-Large Representative(P)Paul Swatzel, At-Large Representative(P)Justina Rivadeneyra, Past President (P) |
| RepresentativesBusiness/Accounting (A) VacantMathematics (P) Steve OdrichHealth Sciences (A) Noemi BarajasCareer/Technical (A) Susan BautistaCounseling (A) Rafael Herrera Visual & Performing (P) Matt JacksonArts  | RepresentativesKinesiology (A) Jennifer SpaldingLanguage Arts (P) Elizabeth GarateLibrary Science (P) Elizabeth Cook Physical Sciences (P) Badieh FarahaniSocial/Behavioral (A) Gailynn WhiteSciences Negotiations Team (P) Stephanie YeeMember (P) Dave Ryba |
| Guests: Mark GundersonDavid OverlyGlen Ross |  |

1. **Call to order by CCFA President at 2:42 pm on February 20, 2018**
2. **Approval of minutes: November 21, 2018:** Motion to approve: D. Ryba. Seconded by S. Odrich. Motion from to approve the amended minutes by S. Odrich. P. Swatzel seconded amended minutes. All ayes and motion carries.
3. **Officer’s Reports:**

### President’s Report – Terry Miles:

Terry asks for a motion to move Chief negotiators report before President’s report. So moved by Paul and seconded by Steve. All ayes and motion carries. *See Chief Negotiator’s Report (below).*

**Lockdown on January 15, 2019**: Terry said he was on campus during the lockdown and spoke to the BOT about his experience. Brown and Terry spoke to a GLS attorney regarding compensation, safety, and training. IF we want to see any movement on an organization standpoint we must have enough faculty come forward interested. The District says we are Exempt employees so faculty are not allowed overtime pay. The District should have something like hazard pay. The lawyer said we need to get organized and have a strong sentiment to force a Demand to Bargain. We have a safety article in our contract and we have some time to think about this. What Terry does not see is a collective desire and ideas to bring forward to the District in order to achieve specific requests. We were trained to implement a lockdown, but we were not prepared for what to do afterwards. Elizabeth Garate noted that some of students never returned during her winter class. E. Garate thanks Paul for cell phone updates since faculty did not know what was happening during the lockdown. Terry notices the theme was that communication was not strong. Gerhard suggested a compromise with the District could be to have a comp day as a good will gesture later in the term/semester if a faculty member was affected by it. It would then not be reported as a sick or personal necessity day. Fincher said this can be akin to a northern California “snow day.”

**Elections**: When we implemented the new by-laws, the plan was a staggering executive board. The VP and secretary would be a one-year term for this year. VP will serve as a chair to the elections committee and Gerhard needs help with that.

**CCA Conference**: We heard the CCA presentation re: funding formula and its impact. The governor has evaluated this performance based model and wants time to review, but for now we will remain on the 70, 20, 10. Citrus will be up 8.5 million dollars next year based to Citrus College on the P2 report (last June). It appears Citrus is doing well under the current funding formula. Terry also attended a presentation on CCA Web Light. The Online College is set up as non-credit courses only. It is set up to target individuals who are working full time between ages 25-35.

Statewide budget highlights: 3.46% increase to COLA. 3 billion dollars injection to STRS and decrease for the District. Will save $170k to the District if this is improved. Jennifer Baker is responsible for a taskforce on the Educational Tax Coalition that is obsolete but some businesses enjoy, and wants to speak to the BOT to join the coalition. It is lobbying to put pressure on the state and free up some more money for education. Fincher notes that Citrus will be receiving 8-10+ million with the STRS, funding formula, Cola, etc.

**By-Laws**: Work on the by-laws was done in the Winter 2019. Subcommittees worked on language to the standing committees. This will be something that will be presented at the next meeting.

1. **Vice-President’s Report – Gerhard Peters:**

Gerhard attended the CCA Conference. One topic was the double-counting of degrees and perhaps this may reduce funding to some colleges and/or have to pay back the funding. Brown notes that two certificates should be counted as separate vs. a degree and certificate combo. Gerhard spoke about the CCA resources and forms about grievances to help the campus institutionalize the process. He also brought up the idea of past practices and we have to be vigilant in defending certain practices.

Gerhard brought up the issue of disappearing emails. TECS was running an automated software bots/operation to identify spam and has deleted emails from Citrus email. Gerhard also filed emails into an Outlook folder called “winter 2019.” Leigh was able to retrieve the emails and explained it was due to spam bots. John noted that he and Elizabeth attended a FLEX session from Tom Cheng and we will be hiring a Director to manage the security of email traffic coming in. Justina suggested that Academic Senate be aware of this.

1. **Chief Negotiator Report – Dave Brown:**

Lockdown: Dave discussed the issues regarding the amount of time people were in classrooms during the lockdown. The District will entertain the idea of an emergency sanitary shelter. The District is not interested in emergency supplies because people will eat them when they are not supposed to and items may expire. Faculty/staff should be encouraged to carry a minimal amount of supplies such an extra bottle of water and snack. If someone has a medical condition, they may wish to carry nutrition, hydration, or medication and to have that on them always as a precaution. Faculty can remind their students of this concern in case of an emergency and/or lockdown. Mark Gunderson asked what other colleges are doing. Brown said he is not aware. E. Cook said they had emergency supplies at LA Pierce College. The District is resistant to emergency supplies. Paul suggested MRE supplies. Gerhard suggested a way to have supplies that can’t be accessed unless someone broke glass. Paul recommended that people bring extra glucose tablets. J. Fincher says there is no state requirement that the District feed anyone during an emergency. Senya said K-12 requires the schools to hold supplies in case of an emergency such as fire. Gerhard echoed this sentiment and cited there needs to be emergency supplies in case of something like an earthquake. Brown said communication was discussed during the lockdown and the District was informed by Glendora PD that no communication was appropriate to the public. Tactical communication is an issue. Ryba suggested that for long-term planning, we need a place for things. He says some people have shovels and axes in Physical Sciences. Ryba notes that times have changed. For example, when the campus gets threats, it leads to SWAT coming to campus. Ryba notes that while Chemistry had water and some supplies, others just had an open classroom.

Health Science Lab LHE: We had a second semi-official bargaining meeting re: .667 labs such as Health Sciences. The District is hearing our argument and taking it seriously. The District also found that the .667 exists only at Citrus College and nowhere else. Therefore, we will phase in lab increases with Health Sciences going first.

PPO Healthcare Changeover: PPO Blue Cross potential changeover was initially slated for January 1, then District pushed to February 1. The District was hoping for an agreement by December for a February roll out. The Association said they were not comfortable with such a quick vote and suggested an April 1 changeover and have a vote in early Spring. The CSEA team can’t get this approval in time since their statewide needs to approve any MOU, thus an April 1 changeover is not possible. However, this may be pushed to a June 1 start. Brown distributed a draft MOU for Modifications to Health Benefit Provider for a Preferred Provider Plan. He highlights that it looks like a slightly better insurance package and savings to the District. John asked if we have to go back to the broker. Brown says they need to look at our experience (12 months) to see claims history and this can reflect the quote. 6% savings for the District. Brown expects a final MOU will be presented to the next rep council meeting to determine if we take to the faculty for a vote for a decision to be made before the end of March. Mark Gunderson noted that mental health professionals tend to prefer Blue Cross over Blue Shield. During the presentation at FLEX day, we were given the formularies for prescription drugs and we discovered that Blue Cross covers more groundbreaking drugs that Blue Shield does not. The District got (from our broker) the revised quote, last week Thursday (Valentine’s Day). Having this done before the end of February will not happen.

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

No report.

1. **Treasurer’s Report – Dave Ryba:**

Email with attachment (CCFA Budget Report) was sent to the reps.

1. **Past President’s Report – Justina Rivadeneyra:**

No report

1. **Senate Liaison – John Fincher:**

No Report

1. **Standing Committee Reports:**

***Membership Engagement Committee***:

J. Rivadeneyra Justina is planning a STRS workshop for new faculty and for faculty who are about to retire. She is working on dates for April and May.

1. **Ad Hoc Committee Reports**

None

1. **OLD BUSINESS:**

None

1. **NEW BUSINESS:**

None

1. **Announcements/Public Forum:**

None

**Meeting adjourned at 3:51 pm.**