## 

**Representative Council Meeting Date**: **October 19, 2022**

**Hayden Hall and Zoom – 3 pm**

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| Officers Dave Ryba, President (P)  Gerhard Peters, Vice President (P)  Stephanie Yee, Secretary (P)  Dave Ryba, Treasurer (P) | **Included on Executive Board**  Gordon McMillan, At-Large Representative (P)  Denise Kaisler, At-Large Representative (P)  Paul Swatzel, At-Large Representative (P)  Other Leadership  Dave Brown, Bargaining Chair (P)  John Fincher, CCFA/Senate Liaison (P)  Dave Ryba, Past President (P)  Michelle Plug, Engagement (P) |
| RepresentativesMathematics (A) Ralph Tippins & Business (P) Jesus Gutierrez Health Sciences (A ) Jennifer D'Amato Career/Technical (P) Greg Lipp  Student Services (P) Rafael Herrera  (A) Elizabeth Cook    Visual & Performing (P) Cherie Brown  Arts | Representatives Kinesiology (P) Andrew Wheeler  Language Arts (A) Elisabeth Garate  (P) Anna McGarry    Physical Sciences (P) Denise Kaisler  Social/Behavioral (P) Gailynn White  Sciences (P) Brianne Levine Peters  Negotiations Team (P) Stephanie Yee  Members (P) Jesus Gutierrez |
| Dawn Brewster, Gina Hogan, Ana Afzali, Nicole Ary, Sara Bosler | |

1. **Call to Order- Senya Lubisich**: Meeting called to order at 2:50pm by Senya Lubisich.

**Minutes**: Jesus G. motioned to review and Gerhard P. seconded. Discussion. Jesus points out that there are two corrections: Elisabeth Garate and Andrew Wheeler were present and call to order was not recorded. Motion to approve the minutes from September 21 with corrections: Jesus motion to approve and seconded by GP.

1. **Officer and Cabinet Reports** 
   1. **President’s Report – Senya Lubisich**

*Senya asks if the reps have concerns or issues they would like to bring up or address.*

* “Equity” grading is a question from D.Ryba.
* Paul raised questions last meeting about health benefits. Senya asks if there are more questions about this topic:
* Jesus G. brings up concerns about dependent care.
* Faculty ask why the change? Brown confirms that the District may be selling supplemental products and Senya confirms that Payroll has been understaffed for years and now they have the resources to do this.
* If members do not attend the separate meetings, you will not lose any coverage
* Anna contacted Lisa Fowler and said she did not want to attend the benefits meeting and if it was mandatory and LF said we do not need to attend but would need to go to a website: benefitbridge.com and say we do not want our insurance to change. LF also mentioned a tax benefit for health savings plan.
* Denise recommends that LF do audits, but the thought is it is happening now due to the “open enrollment” (September 17th- November 30th) period. Senya has asked three times why this is happening now and we still have no answers.
* Dawn asks where American Fidelity came from and if they are the Life Insurance broker perhaps that is a reason they were chosen to advertise their supplemental coverage products.
* Denise asks how and why we do sexual harassment training. Per Senya this is required by the State of California and we have asked for a one hour credit on FLEX and that has yet to be approved.

**Initial Proposal**: We made our initial proposal to the District last night at the BOT meeting and the District shared their proposal. Senya acknowledges the energy and show of faculty and the room was full. Senya is grateful for the turn out and it is good that the BOT are aware we, the faculty are watching. The two proposals come back in November and at that time we. Schultz advises were have a scheduled bargaining meeting the day after the BOT meeting in November to anticipate that bargaining will get started in a timely manner.

**Information Requests, Data Collection, and Assistance with data**: Senya shares that we have a few information requests out for the District and these include topics such as mandated cost, driven cost, and salaries disaggregated from costs, and formal EERA request by the timeline. Fincher advises we include the president of the BOT that the information request was submitted to the president and Dr. Sammis. We need to mine the information received from Claudette in addition to our own research. We have access to the CCFS 311s (filings from the state Chancellor’s Office). Greg Lipp mentions Citrus, unlike other colleges and Districts do NOT post financials on the website. Full time/part time salaries and what proportion is going towards that. We need assistance to crunch these numbers and data gathered and the call is out for all help from “angry spouses.” The deadline to receive what we requested is November 7. We can get stipends from CCA for those who are willing to participate in contract research.

. **CCA Conference**: Senya also attended the CCA Conference last weekend. Senya mentioned the conference provided good information about remote assignments for counselors.

**Trustee Election**: We had a forum for trustees running for this next cycle. CCFA does not feel strongly about formally endorsing a candidate. Instead, Senya asks we use our PAC funds to “support” by giving funds to Trustee Alexander for flyers and signs. There are three candidates, but one is not responsive.

Senya asks for up to $250 for Paul N and Trustee Alexander as reimbursement. Approved by consensus.

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

No report

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

The CCFA website has been updated. It includes all our meeting dates for this academic year and she is currently working on updating the contract and bargaining section which includes all memos sent out by DB so faculty can track all correspondence re: demand to bargain, MOUs, and negotiations.

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

We have spent little money so far. The Post Office Box has increased in cost x4 over the years. We have about 51k in checking and 80k in savings, and the PAC has 18k.

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

Brown says we had another meeting as a follow-up to our initial demand to bargaining meeting in September 20. R.Sammis created a memo that acknowledges that salary will be the first item to be discussed if the teams move forward and begin the negotiations process in accordance with AP 2610.

What is new this cycle, the District sunshined at the same meeting as CCFA at the BOT meeting on 10/18/22. The plan would be to place an item on the upcoming BOT agenda in November that would include the initial proposals for negotiations. Proposed topics to be discussed are Article 5 Faculty Assignment, Article 8 Salaries, Article 9 Reduced Teaching Load with Full Retirement Credit, Article 10 Health Benefits, Article 19 Duration of Contract, and Article 20 Evaluations. Brown goes over CCFA’s Statement of Interests in great detail which itemizes the articles the CCFA is interested in discussing as well.

Brianne asks what they are savings by not providing a “proper” supplement if a unit member does not need insurance coverage. Brown responds that the Budget Forum does a good job about what we are experiencing but not about what we experienced the year before. Cherie said she went to the president’s office hours and she brought him a document with what college’s had COLA and the president said he had not yet seen that particular document.

Brown and Senya ask if anyone is interested in participating in the contract committee. All he would need is an email to Brown with your personal email address.

* 1. **Past President’s Report – Dave Ryba**

Ryba is pleased with BOT meeting attendance on 10/18/22 and seven people speak was fantastic. Senya in particular had a great talk and Theresa gave a great presentation as well. There are recordings available from Christine Link.

* 1. **Senate Liaison – John Fincher**

None

1. **Standing Committee Reports**

1. **Contract Committee** – Dave Brown

See Bargaining Chair report

2. **Grievance Committee** –

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**- Vacant

7. **Budget Committee**-Dave Ryba

No Report

1. **Ad Hoc Committee Reports**
2. **Old Business**
3. **New Business**

**VIII. Public Forum**

Senya wants to encourage people to attend the Congregation Ale House on October 20th from 5-7. Next Tuesday CCFA is coming to CTE next Tuesday.

**IX. Adjourn** 4:06pm