

**MINUTES OF THE CCFA REP COUNCIL MEETING ON**  
**February 11, 2019**  
**Room BEB - 204 from 12:30 p.m. to 1:50 p.m.**

**REPS ATTENDING FROM THE FOLLOWING FACULTY GROUPS:**

- 1. PART-TIME FACULTY**
  - a. Kevin Baccari, Present
  - b. Carolyn Ward, Present
- 2. BUSINESS, APPLIED TECHNOLOGY & HOSPITALITY MANAGEMENT**
  - a. Steve Siedschlag, Absent
  - b. Bruce Osburn, Present
- 3. COUNSELING, EOPS, DPS, KINESIOLOGY, & NUTRITION**
  - a. Kristen Burleson, Present
  - b. Jeff Harlow, Present
- 4. HEALTH SCIENCES**
  - a. Rachel Arciniega, Present
  - b. Marlene Soto, Present via teleconference
- 5. LANGUAGE ARTS**
  - a. Sean Connelly, Present via teleconference
  - b. Daniel Keener, Present
- 6. INSTRUCTIONAL SUPPORT & LIBRARY SERVICES**
  - a. Greg Creel, Present
  - b. Mellanie Reeve, Present
- 7. MATHEMATICS & SCIENCE**
  - a. Mark Padilla, Absent
  - b. Brad Hughes, Present
- 8. PAC AT-LARGE**
  - a. Bret McMurrin, Present
- 9. SOCIAL & BEHAVIORAL SCIENCES**
  - a. Kevin Cameron, Present
  - b. Vince Nobile, Present
- 10. VISUAL & PERFORMING ARTS, INTERIOR DESIGN & FASHION DESIGN**
  - a. Erik Jacobson, Present via teleconference
  - b. Sheila Malone, Present

**EQUITY TEAM REPRESENTATIVES:**

- 1. HUMAN RIGHTS**
  - a. Deana Hernandez, Present via teleconference
- 2. LGBTQ+**
  - a. Sheila Malone, Present
- 3. WOMEN'S ISSUES**
  - a. Rose Ann Osmanian, Absent

**CHINO SITE REPRESENTATIVE:**

1. Robin Ikeda, Present via teleconference

**FONTANA SITE REPRESENTATIVE:**

2. Ava Nguyen, Absent

**OFFICERS/COMMITTEE CHAIRS:**

1. **PRESIDENT:** Jonathan Ausubel (652-6937), Present
2. **VICE PRESIDENT:** Rod Elsdon (652-6434), Present
3. **SECRETARY:** Emily Avila (652-6417), Present
4. **TREASURER:** Diana Cosand (652-6410), Present
5. **MEMBERSHIP CHAIR:** Luke Gunderson, Present
6. **GRIEVANCE OFFICERS:** Jonathan Ausubel (652-6937), Present  
Bruce Osburn (652-6862), Present  
Naomi McCool (652-6267), Present
7. **PAC CHAIR:** Marlene Soto, Present via teleconference
8. **PAC TREASURER:** Cynthia Parker, Absent

**NEGOTIATORS:** Monica Carter, Present  
Jo Alvarez, Present  
Bret McMurrin, Present

**ALTERNATE NEGOTIATOR:** *Vacant*

**GUESTS:** —

Office	Name	Term Expire
President*	Jon Ausubel	5/31/2019
Vice President*	Rod Elsdon	5/31/2020
Secretary*	Emily Avila	5/31/2020
Treasurer*	Diana Cosand	5/31/2020
Membership Chair	Luke Gunderson	5/31/2020
PAC Chair	Marlene Soto	5/31/2019
PAC Treasurer	Cynthia Parker	5/31/2019
PAC At-Large	Bret McMurrin	5/31/2019
Grievance Officer	Naomi McCool	5/31/2020
Grievance Officer	Bruce Osburn	5/31/2019
Negotiator	Monica Carter	5/31/2019
Negotiator	Jo Alvarez	5/31/2020
Negotiator	Bret McMurrin	5/31/2021
Alternate Negotiator	<i>Vacant</i>	Ratification

Visit <http://www.cdfa.us/> for more information on CCFA

LGBTQ+ Representative	Sheila Malone	5/31/2019
Women's Issues Representative	Rose Ann Osmanian	5/31/2019
Human Rights Representative	Deana Hernandez	5/31/2019
BAT&HM Representative*	Bruce Osburn	5/31/2019
BAT&HM Representative*	Steve Siedschlag	5/31/2020
C&KNA Representative*	Jeff Harlow	5/31/2019
C&KNA Representative*	Kristen Burlison	5/31/2020
Chino Site Representative	Robin Ikeda	5/31/2019
Fontana Site Representative	Ava Nguyen	5/31/2019
HS Representative*	Rachel Arciniega	5/31/2019
HS Representative*	Marlene Soto	5/31/2019
IS&LS Representative*	Greg Creel	5/31/2019
IS&LS Representative*	Mellanie Reeve	5/31/2020
LA Representative*	Daniel Keener	5/31/2020
LA Representative*	Sean Connelly	5/31/2019
M&S Representative*	Mark Padilla	5/31/2019
M&S Representative*	Brad Hughes	5/31/2020
Part-time Representative*	Kevin Baccari	5/31/2020
Part-time Representative*	Carolyn Ward	5/31/2019
S&BS Representative*	Kevin Cameron	5/31/2020
S&BS Representative*	Vince Nobile	5/31/2019
V&PA Representative*	Sheila Malone	5/31/2020
V&PA Representative*	Erik Jacobson	5/31/2019

\* 22 voting representatives                      Quorum = 12

### Call to order

President Ausubel called the Representative council to order at 12:35pm

### Approval of minutes: Dec 3, 2018 & Jan 28, 2019

Representative Osburn moved to approve the minutes for December 3, 2018 and January 28, 2019. Representative Keener seconded the motion. The motion carried.

### Approval of agenda

The agenda was approved with a proposed change to list the bylaw committee from an action item to a discussion item.

### Officers' Reports

President: Jon Ausubel

President Ausubel reported that the CCA Winter Conference was the best CCFA attended conference ever. The Bargaining Academy was very helpful to the negotiators. The grievance workshops provided insightful information on the grievance process.

President Ausubel reported that CCFA can send 7 delegates and 5-6 non-delegates to the spring conference in Irvine.

President Ausubel announced that CCFA can send two members as delegates to the meeting in Houston. He will put out a call for delegates. An election will be used to select the delegates if more than two members are interested.

President Ausubel shared the list of 2019-2020 recommended sabbaticals.

Vice President: Rod Elsdon  
Nothing to report

Secretary: Emily Avila  
Nothing to report

Treasurer: Diana Cosand  
Treasurer Cosand reported the balances in the accounts, and the details of one check written. It was also reported that the accounts might be shifting to another credit union.

### **Committee Reports**

Bargaining: Jo Alvarez, Monica Carter, and Bret McMurrin  
The Bargaining Committee stated the need to elect an alternate negotiator. A possible March election will be discussed at the next meeting.

By-law group: Cynde Balent, Rod Elsdon, Manar Hijaz, Bret McMurrin, Vince Nobile, & Marlene Soto

Calendar: Rod Elsdon and Rachel Arciniega  
The Calendar Committee reported that the calendar was approved by the governing board without a day off for Cesar Chavez Day.

Dual Enrollment committee: Jon Ausubel and Erik Jacobson  
The Dual Enrollment Committee reported that the next meeting will be occurring soon.

Elections: Kevin Baccari, Brad Hughes (chair), and Alif Wardak

Evaluations Forms Committee: Kevin Cameron and Erik Jacobson  
Nothing to report

Equity Team: Deanna Hernandez, Sheila Malone, Rose Ann Osmanian  
The Equity Team reported that The Equity and Human Rights Conference in San Jose will be March 1-3, 2019. President Ausubel moved to cover the expenses for Issa Jraisat to attend the conference. Representative Malone seconded the motion, and the motion carried.

Grievance Committee: Jon Ausubel, Naomi McCool, and Bruce Osburn—PTF assignment amounts (monitor); HS investigation; advisory board requirements (monitor); equating of release time; personnel files (advisory); 30-minute lunch (monitor)  
President Ausubel reported that investigators have been contacting individuals outside of an interview to ask follow-up questions such that the individual was being questioned without representation. However, an individual always has the right to representation, and thus should not respond to the requests for follow-up information.

Health and Safety Committee: Bret McMurrin  
Negotiator McMurrin reported that the next meeting will be in February.

Visit <http://www.cffa.us/> for more information on CCFA

Labor, Management Committee: Monica Carter, Shelley Eckvahl and Jon Ausubel –EOE in third-level interviews; Flex booklet; class cancellation best practices; "subbing" lists; DPS Roster info; FSC compensation for FT on service days, 30-minute lunch breaks in 5+ hour classes; equitability of selection for PD opportunities; key fobs/workspace access; business card content; staff parking

The Labor, Management Committee reported that there will be a clear set of best practices on how to proceed when the temperatures are outside of the healthful conditions. This will include any place where reasonable learning space is expected. The chronic cold and the chronic daily calling to complain is wearing everyone down. President Ausubel reported that it will be noted in his report to the governing board on February 28, 2019. It was also reported that more staff parking will be added, and no staff parking will be removed, especially at the north end of campus. Finally, it was reported that there is an effort of the Labor, Management Committee to standardize the process of developing subbing lists.

Membership: Luke Gunderson/Kevin Baccari

The Membership Committee reported the membership statistics for Fall 2018

207 CCFA members/250 FTF employed = 82% membership rate

143 CCFA members/853 PTF employed = 16% membership rate

There was one new member: FTF Stacy Scibelli (Fashion and Costume Design)

PAC: Marlene Soto PAC (Chair), Bret McMurrin, and Cynthia Parker (Treasurer)

Nothing to report

Sixteen-week calendar task force: Jo Alvarez & Mellanie Reeve

It was reported that not much is happening as a new committee is being formed.

### **Old Business**

Second Reading of Amended Articles IV (Membership) and V (Duties, Fees and Assessments) of the CCFA Bylaws (action item)

Proposed changes were:

Article IV: 4.3 - "Active membership may be granted...." Replace may with shall.

Article V: Same change as above to V.3

The changes were to bring CCFA in line with federal law and CTA membership types.

The amended articles were approved with 19 ayes of 20 present.

### **New Business**

Reconstitution of By-law group (discussion item)

President Ausubel shared the results of the post-election survey on the bylaws. There were 42 responses of 138 voters. It was agreed that CCFA should invite a CTA representative to discuss the CTA perspective and provide insight on how to proceed.

Bargaining Support teams: Communications, Survey, Research

President Ausubel proposed the creation of three bargaining support teams: a communications team, a survey team ideally composed of people who have extensive experience with surveys, and a research team with clear expectations of all the roles in the negotiation process. This will encourage consistent messaging across the board. The CTA conference provided important insights into the education and surveying piece. It was recommended that President Ausubel put out a call among the active membership for the support teams.

CCFA "regrouping"

See attachment called working groups list. President Ausubel shared a list of the proposed groupings. The goal is to form groups of closest to 8 wherever possible to provide the most diverse representation. Continued discussion in following meetings will address issues such as staggered terms.

**Floor Items**

**Adjournment: Meeting adjourned at 1:55pm. Next Meeting –February 25**

**CCFA Calendar (Partial)**

2/25 CCFA Rep Council

3/1-3 CTA Equity & Human Rights Conference—San Jose

March Spring CCFA elections

3/6 SCONe Council Dinner 4:30-9PM San Dimas Canyon Golf Course

3/11 CCFA Rep Council

3/22-24 CTA Good Teaching Conference South—Garden Grove

3/25 CCFA Rep Council

4/8 CCFA Rep Council

4/22 CCFA Rep Council

4/26-28 CCA Spring Advocacy Conference—Irvine

5/6 CCFA Rep Council

5/8 Negotiations interest list due for May Board meeting

5/13 CCFA Rep Council (if necessary)

5/22 SCONe Council Dinner 4:30-9PM San Dimas Canyon Golf Course