

# MINUTES OF THE CCFA REP COUNCIL MEETING ON

May 6, 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

Kevin Baccari, Present

Carolyn Ward, Absent

### 2. BUSINESS, APPLIED TECHNOLOGY & HOSPITALITY MANAGEMENT

Steve Siedschlag, Absent

Bruce Osburn, Present

### 3. COUNSELING, EOPS, DPS, KINESIOLOGY, & NUTRITION

Kristen Burleson, Present

Jeff Harlow, Present

### 4. HEALTH SCIENCES

Rachel Arciniega, Absent

Marlene Soto, Present via teleconference

### 5. LANGUAGE ARTS

Sean Connelly, Present via teleconference

Daniel Keener, Absent

### 6. INSTRUCTIONAL SUPPORT & LIBRARY SERVICES

Greg Creel, Absent

Mellanie Reeve, Present

### 7. MATHEMATICS & SCIENCE

Mark Padilla, Absent

Brad Hughes, Present

### 8. PAC AT-LARGE

Bret McMurrin, Present

### 9. SOCIAL & BEHAVIORAL SCIENCES

Kevin Cameron, Present

Vince Nobile, Present

### 10. VISUAL & PERFORMING ARTS, INTERIOR DESIGN & FASHION DESIGN

Erik Jacobson, Absent

Sheila Malone, Absent

## EQUITY TEAM REPRESENTATIVES:

### 1. HUMAN RIGHTS

Deana Hernandez, Present via teleconference

### 2. LGBTQ+

Sheila Malone, Absent

### 3. WOMEN'S ISSUES

Rose Ann Osmanian, Absent

**CHINO SITE REPRESENTATIVE:**

Robin Ikeda, Absent

**FONTANA SITE REPRESENTATIVE:**

Ava Nguyen, Absent

**OFFICERS/COMMITTEE CHAIRS:**

**PRESIDENT:** Jonathan Ausubel (652-6937), Present

**VICE PRESIDENT:** Rod Elsdon (652-6434), Present

**SECRETARY:** Emily Avila (652-6417), Present

**TREASURER:** Diana Cosand (652-6410), Present

**MEMBERSHIP CHAIR:** Luke Gunderson, Present

**GRIEVANCE OFFICERS:** Jonathan Ausubel (652-6937), Present  
Bruce Osburn (652-6862), Present  
Naomi McCool (652-6267), Absent

**1. PAC CHAIR:** Marlene Soto, Present via teleconference

**2. PAC TREASURER:** Cynthia Parker, Absent

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

**ALTERNATE NEGOTIATOR:** Shelley Eckvahl, Absent

**GUESTS:**

Office	Name	Term expires
President*	Jon Ausubel	5/31/2021
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	Shelley Eckvahl	ratification
LGBTQ+ Representative	Sheila Malone	5/31/2019
Gender Issues Representative	Rose Ann Osmanian	5/31/2019
Human Rights Representative	Deana Hernandez	5/31/2019
BAT&HM Representative*	Bruce Osburn	5/31/2019

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

BAT&HM Representative*	Steve Siedschlag	5/31/2020
C&KNA Representative*	Jeff Harlow	5/31/2019
C&KNA Representative*	Kristen Burluson	5/31/2020
Chino Site Representative	Robin Ikeda	5/31/2019
Fontana Site Representative	Ava Nguyen	5/31/2019
HS Representative*	Rachel Arciniega	5/31/2020
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 12:35 p.m.

### Approval of minutes: April 22, 2019

Representative Hughes moved to approve the minutes with typo corrections and Representative Harlow seconded the motion. The motion carried.

### Approval of agenda

President Ausubel added informational items to the agenda. The bargaining team added Negotiations Survey Criteria and Results to the agenda. Representative Cameron motioned to approve the agenda with amendments. Representative Reeve seconded the motion. The agenda was approved.

### Officers' Reports

President: Jon Ausubel (will send me a written report)

A general membership meeting will be held on May 16 (the first day of finals) at 2:15PM in MACC-208 on the Rancho Campus. Faculty unable to attend in person can dial in to 909-652-6006. Topics will include CTA & NEA benefits that are useful in Summer; Weingarten rights; negotiations issues, survey results, and timelines; and any other topics members wish to discuss.

The District is undergoing a managerial/organizational realignment.

The CTA District Q (Higher Education) report by Susan Green was sent to Reps and is available on request.

Due to anticipated budget shortfalls, the District has revised its hiring plan. Ten tenure-track offers will be made with an additional five to seven one-year temporary positions opened.

CCFA will host a post-graduation party at El Torito, 3680 Inland Empire Blvd, Ontario, CA 91764. All faculty are welcome to attend to bid 2018-2019 adieu.

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

Vice President: Rod Elsdon

Negotiator McMurrin was nominated to be the chair of the by-laws committee. There were no objections.

Secretary: Emily Avila

Secretary Avila was asked to submit the minutes for this meeting to rep council by email. The rep council summer designation group will approve the minutes so that they can be sent out prior to the end of this semester.

Treasurer: Diana Cosand

Treasurer Cosand reported the balances in the accounts, and checks written since the last meeting.

### **Committee Reports**

Bargaining: Jo Alvarez, Monica Carter, and Bret McMurrin  
Survey policy (Handout)

By-law group: Kevin Baccari, Diana Cosand, Rod Elsdon, Bret McMurrin, Vince Nobile, Marlene Soto

Calendar: Rod Elsdon and Rachel Arciniega

Dual Enrollment committee: Jon Ausubel and Erik Jacobson

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

Open Rep seats (Handout) An update was provided on the current status of the group elections.

<b>Full-time Group</b>		
Communication Studies		5/31/2021
ASL, Chinese, Spanish, ESL		5/31/2020
Mathematics	Morgan Rea?	5/31/2021
Biological Sciences	Shannon Jessen?	5/31/2021
Astronomy, Chemistry, Geography, Geology/Earth Science, Physics	Mark Padilla	5/31/2020
Psychology, Economics, Child Development	Angela Sadowski	5/31/2021
History, Philosophy, Education	Tim Greene?	5/31/2021
Art, Art History		5/31/2021
Counseling		5/31/2021
Aero Tech, Auto Tech, Industrial Elec, Fire Tech, Hotel and Food Service	Bruce Osburn	5/31/2021
Kinesiology, Nutrition, and Athletics	Jeff Harlow	5/31/2021
<b>Part-time Group</b>	--	--
Social Science		5/31/2020
Behavioral Science	Carolyn Ward	5/31/2021
Physical and Life Science		5/31/2021
KNA, Counseling, Library, Instructional Support		5/31/2020

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Health Sciences and Student Health Center		5/31/2021
English	Kelley Lyons	5/31/2020
Other Language Arts and Visual/Performing Arts		5/31/2021
BAT and CTE		5/31/2020

Evaluations Forms Committee: Kevin Cameron and Erik Jacobson

Equity Team: Deanna Hernandez, Sheila Malone, Rose Ann Osmanian

Grievance Committee: Jon Ausubel, Naomi McCool, and Bruce Osburn  
 - PTF assignment amounts (monitor); HS investigation (monitor); advisory board requirements (monitor); personnel files (advisory); faculty prioritization; CIM/CIW MOU

Health and Safety Committee: Bret McMurrin

The Committee met April 24

(1) Troy reported that Wargin Hall is the last building at Chaffey that has classrooms with push-bar doors that cannot be locked from the inside. M&O is still waiting on parts needed to replace those doors. Troy is aware that there are many other classroom doors on campus with electronic locking devices that also cannot be locked from the inside. He reported that funding to add locking readers to the inside is in Measure P. Siemens has been contracted to take an inventory of those doors and give an estimate as to the cost and then the District will start to add internal readers classroom by classroom.

(2) We have some faculty and staff on campuses who are deaf and thus are in need of a visual emergency warning system to allow them to be alerted in case of an emergency. During the lock down a few years ago from the bomb hoax, a faculty member who is deaf was unaware of the lock down. When she walked out of the building where her office was, police officers pointed their rifles at her.

Troy reported that he will have, again Siemens, do an evaluation of the offices and work areas where these faculty and staff work install visual alarms that would flash and then read out the emergency information.

Labor, Management Committee: Monica Carter, Shelley Eckvahl and Jon Ausubel – class cancellation best practices; "subbing" lists; Dual Enrollment with Chaffey Joint; FON workgroup; FLEX for Distance Ed; Door locks from the inside; BIT report process

Membership: Luke Gunderson/Kevin Baccari

Membership Stats for Spring 2019

210 CCFA Members/247 FTF employed = 84% Membership rate

143 CCFA members/947 PTF employed = 15% Membership rate

New members: 0 FTF

1 PTF: Victoria Miranda, English

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

The Membership Committee will host a Finals Party for non-CCFA members on Tuesday, May 21 from 2 to 4pm, place TBD. The gathering will offer food from local restaurants, information regarding CCFA, and an opportunity drawing for prizes.

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

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

### Old Business

Bargaining Support teams:

Communications— Pak Tang, Bruce Osburn, Kevin Cameron

President Ausubel proposed a data policy for this round of negotiations (handout) to increase transparency with the general membership. There was discussion regarding the need for the policy. Copies of Article IX of the current CCFA Bylaws were distributed and section 11 was read to the Rep Council. This section states, “The Representative Council shall provide for the dissemination of information regarding bargaining and the activities of the Negotiating Team to the general membership”. No action was taken regarding a new policy.

Survey—Rod Elsdon, Luke Gunderson, Carol Hutte, Angela Sadowski, Melissa DiLorenzo

Negotiation Team has agreed to share the analysis methods of survey results. A negotiations survey criteria was developed to analyze data (see Table 1). There were 184 participants. Items on the Negotiations Survey 2019 utilized a 5-point Likert-type format, with assigned values *from 5 categories* ranging from 1 (strongly disagree) to 5 (strongly agree). Survey items used in the analysis were derived from raw data and were averaged. After a lengthy discussion, the Rep Council approved the dissemination of the Table below along with the lists of ranked bargaining issues that follow the table.

Table 1.

Negotiations Survey Criteria	
Category	Criteria
Most Unified Voice	All three are met: 1. Less than 1 standard deviation (low standard deviation) 2. 80% strongly disagree/disagree or agree/strongly agree 3. Rating importance was very high/high
Second Unified Voice	At least two of the three are met: 1. Less than 1 standard deviation (low standard deviation) 2. 59%-79% strongly disagree/disagree or agree/strongly agree 3. Rating importance was very high/high
Third Unified Voice	1. 53%-58% strongly disagree/disagree or agree/strongly agree 2. Rating importance range from very high to moderately high NOTE: Standard deviation is above 1 on all issues.
Least Unified Voice	1. Diverse responses 2. Below 40%--strongly disagree/disagree or agree/strongly agree

	3. Rating importance was moderately high or low NOTE: Standard deviation is above 1 on all issues. —
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**Some issues falling under *most unified voice*, *second unified voice*, and *third unified voice* (in alphabetical order):**

Compensation and salary  
Dental cleanings  
Faculty flex options  
Full time faculty with double coverage giving up benefits  
Lab parity  
Minimum enrollment and cancellation of classes  
Optional part-time office hours  
Part-time health care  
Rehire rights for part time faculty

**Some issues falling under *least unified voice* (in alphabetical order):**

Educational Services Coordinators continuous repeatable  
Educational Services Coordinator length of service  
Number of sick days/hours  
Required part-time office hours  
Tenure track faculty evaluation process

Research—Marlene Cianchetti, Jeff Laguna, Jean Oh

**Bargaining Interest List (Handout)**

President Ausubel asked Rep Council to review and approve the Bargaining Interest List presented in a handout. It was asked to change Clarify to Evaluate assignment of counselor and FOSA hours. Several changes were requested for the long list. Representative Cameron moved to approve the CCFA 2020-2023 Bargaining Interest List with the change listed above, and Representative Baccari seconded the motion. The motion carried.

**Post-Graduation Party**

A \$200 deposit is needed to reserve the space at El Torito for the Graduation Party. Vice President Elsdon will pay it this week.

**New Business**

**2019-2020 local dues and budget (action item)**

President Ausubel moved to keep full-time dues at \$100 per year and part-time dues at \$5 per year. Representative Cameron seconded the motion. The motion carried.

**CCA Spring Advocacy Conference and Council**

**Floor Items**

Representative McMurrin was congratulated as a We Honor Ours (WHO) award winner this year by the Community College Association.

Representative Nobile was recognized for his service to CCFA as this was his last meeting as a CCFA representative.

**Adjournment:** Meeting adjourned at 1:55pm. **Next Meeting – August 26**

**CCFA Calendar (Partial)**

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

5/6 CCFA Rep Council  
5/8 Negotiations interest list due for May Board meeting  
5/16 Membership Meeting—2:15 PM in MACC-208  
5/22 SOne Council Dinner 4:30-9PM San Dimas Canyon Golf Course  
5/31-6/2 CTA State Council--LA  
7/2-7 NEA Representative Assembly—Houston, TX  
7/18-21 CTA Presidents Conference—San Jose  
7/28-8/1 CTA Summer Institute—UCLA  
8/26 CCFA Rep Council  
9/9 CCFA Rep Council  
9/23 CCFA Rep Council  
10/7 CCFA Rep Council  
10/11-13 CCA Fall Conference—San Jose  
10/21 CCFA Rep Council  
11/4 CCFA Rep Council  
11/18 CCFA Rep Council  
12/2 CCFA Rep Council

Spring Rep Council dates: 1/27, 2/10 & 24, 3/9 & 23, 4/6 & 20, 5/4