



**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES
December 8, 2021**

Meeting is called to order at 3:03 pm

QUORUM [X]

<u>EXECUTIVE BOARD</u>		<u>REP COUNCIL</u>	
President	Dimitri Keriotis [X]	Agriculture/Environmental Sciences	Mike Morales [X]
Vice President/MJC	Steve Choi [X]	Allied Health	Jill Ramsey [X]
Vice President/CC	Brian Greene [X]	Arts/Humanities/Comm	Haleh Niazmand [X]
Secretary	Iris Carroll [X]	Behavioral/Social Sciences	Steve Choi [X]
Treasurer	Larry Scheg [X]	Business	Linda Kropp [X]
MJC College Council	Ross McKenzie [X]	Family/Consumer Sciences	Amy Carnahan-Cook [X]
Rep At-Large/MJC	Optimism One [Absent]	Library/Learning Resources	Iris Carroll [X]
Rep At-Large/MJC	Hardev Dhillon [X]	Physical/Recreation/Health Ed (FA)	Jim Stevens [X]
Rep At-Large/CC	Craig Johnston [X]	Physical/Recreation/Health Ed (SP)	Demitrius Snaer
Past President	Shelley Akiona [X]	Literature/Language Arts (A)	Theresa Stovall [X]
		Literature/Language Arts (B)	Tony Pacheco [X]
Other Positions:		Science/Math/Engineering	Tom Nomof [X]
Faculty Liaison:	Allan McKissick [Absent]	Science/Math/Engineering	Hardev Dhillon [X]
Lead Negotiator:	Shelley Akiona [X]	Special Programs (EOPS/DSPS)	Ben Riley [X]
		Student Services/Counseling	Hanna Louie [X]
		Technical Education	Tim Vaughan [X]
		CC Rep A At-Large	Don Dickinson [Absent]
		CC Rep B At-Large	Vacant
		CC Part-Time At-Large	Rebekah Sandlin [X]
		MJC Part-Time At-Large	Duane Brooks [Absent]

Note: held via Zoom because of the coronavirus outbreak

Consent Agenda

- Approve Rep Council Minutes of November 10, 2021
- Accept Reports:
 - MJC Resource Allocation and Facilities Committee – Iris Carroll / Mike Morales
 - MJC Professional Development Committee – Amy Carnahan-Cook
 - MJC Technology Committee – Iris Carroll
 - MJC Online Education Committee – Linda Kropp

Iris Carroll moved to approve the Consent Agenda with Shelley Akiona seconding. The Consent Agenda passed.

Action/Discussion/Continuing Projects

- On-Campus Expectations for Spring 2022 – Dimitri Keriotis
 - Columbia College will hold approximately 50% of their classes on campus, whereas MJC will hold approximately 20% of its classes on campus. No faculty will be called back to campus in order to teach or perform their duties from their offices if they are teaching or working remotely. Some concern was expressed by non-instructional faculty at Columbia College and YFA will look into the situation.
 - YFA has asked for student/visitor COVID screening before entering public places. There is talk about having a table set up for workers to check people as they come in.
 - We discussed issues of a lack of transparency about the number of all cases on our campuses.
 - On-campus testing is for faculty, students, and staff only. Family members are not eligible.
 - In addition, if you are working remotely for the Spring Semester, please do not fill out a COVID accommodations form because you don't need one if your assignment is already to work remotely. HR is swamped with processing COVID accommodations.
 - Also, if you are working remotely and have your parking permit set up for automatic deductions, you should fill out the Parking Permit Change form to stop the automatic deductions. However, if you will be on campus and want to park in faculty/staff parking spaces, you should purchase a parking permit. Apparently, faculty can park in student parking without a permit.
- General Faculty Meeting on 1/5/22 – Dimitri Keriotis
 - YFA will hold a general faculty meeting remotely on January 5, 2022 from 12:00 – 1:00 pm.
 - Geri Wend will send out invitations that will include the Zoom meeting information.
 - We then brainstormed issues to cover in the meeting.

Announcements, Updates, Reports, and Other Business

- President's Report – Dimitri Keriotis
 - Dimitri presented an update on the issue of Payroll's mistake regarding August dues for several members. YFA argued that the District should reimburse YFA for the missed dues because it was their mistake. Unfortunately, the District did not agree. Therefore, YFA will try different ways to reach out to the affected members. In addition, YFA created a Venmo account to make payment easier. Jim Sahlman reminded us that District is violating the CBA by not collecting those dues for us. YFA will look into this issue further if voluntary payment is unsuccessful.
 - The expected budget for 2022/23 is enormous, with a possible COLA above 5%.
 - The Emergency Operations Committee (EOC) is the body planning our return to campus. Therefore, they are dealing with working conditions. Unfortunately, YFA has not been allowed on this committee. Luckily, we do have some faculty, who are scientists, on EOC, and YFA is working well with these faculty. YFA will continue to work with the Board to implement a process that is safe and in line with their resolution.
 - Looking forward, the plan is for us to be back in the fall.
- Vice Presidents' Updates – Steve Choi / Brian Greene
 - Steve:
 - MJC is working on many issues for various part-time faculty. As you may know, because of the Janus legal decision a few years ago, unions are no longer able to collect the Fair Share Service Fee that we previously collected from non-members in order to help defray costs when the union represents them. So now, YFA is working hard to assist faculty who do not choose to become members. This work is time-consuming and costly because it often involves legal consultation. Therefore, YFA encourages all faculty to become dues-paying members.

- In addition, YFA works tirelessly to represent faculty, but when a faculty member does not follow the advice that YFA gives, based on legal consultation and in your best interests, we cannot adequately assist you. Faculty always have the option of retaining their own counsel for representation.
- Brian:
 - Columbia College has one ongoing case.
 - Presidential search forums will be tomorrow. There are five finalists.
 - There are three MOUs that have been in production:
 - Part-Time non-credit office hours stuff is done.
 - Catching up skipped evaluations. YFA has seen a draft of this one; it's not finalized. We want to know specific faculty so we can tell faculty when to expect the eval.
 - Final one is re: paying PT faculty for committee work. Plan is to have it wrapped up by end of this week. We're striving to get copies of MOUs to put on the website.
- Secretary/Membership Coordinator Update – Iris Carroll
 - No report
- Treasurer's Update – Larry Scheg
 - Our budget is a little more robust than it was last year.
- College Council Reports – Ross McKenzie / Craig Johnston
 - Ross: He included all points in his report. He pointed out that Dr. B. has combined the hiring list for MJC.
 - Craig: His report is also linked. He did point out that it has taken Columbia College over 10 months to be looking at Presidential candidates.
- Negotiations Update – Shelley Akiona / Negotiations Team
 - We have been working on developing a sustainable benefits package for the entire semester. Even though both sides have presented proposals, it has been frustrating because we are not close to an agreement. YFA is focusing on creating a long-term plan as well as a short-term solution. The Board has wanted to put some kind of handle on benefits because every year we have to negotiate increased costs. Therefore, we're working on developing with a model that has triggers built in. YFA is pushing back quite hard on the District's request for cost sharing especially when we are so flush with money.
 - There is a board meeting today. Dr. B. will talk to the Board about a strategy whereby the District will cover costs while it is flush with money.
 - Brian interjected that the two sides are getting closer to agreement. He also added that the trigger we're talking about is robust enough that we wouldn't cost share for quite a while.
 - Since 2014 our benefits increases have been barely above 3% annually. Contrary to the Board position, the cost of our increases has not out of control.
- Other: Anyone
- Highlights/Take-Aways -- Iris Carroll