

SCFA Minutes

November 20, 2023

Via Zoom

REPRESENTATIVE COUNCIL ATTENDANCE:

P	Angelina Rivers, President	P	Kara Perry, Chief Negotiator
P	Judith Kreft, Vice President	P	Diana Higashi-Ybarra, Dispute Resolutions
P	Ralph McGill, Treasurer	P	Wayne Barbee, Negotiations
P	Jason Sumi, Secretary	A	Debby Carter, Communications
P	Jay Hester, Equity, Inclusion, and Social Justice Director	P	Sonia Delgadillo, Strategic Council Rep
P	Karsten Stemman, Representative Council	P	Ralph de Unamuno, Representative Council
		P	Doug White, Representative Council

P = Present | A = Absent

Quorum Present: Yes

Visitors: Kwame Eshun, Steven Hurley, Sue Kurnett, Donna Smith

PROCEEDINGS:

I. Meeting called to order at 4:03 PM

■ II. **Visitor's Comments:** none

III. **Approval of Minutes** from November 6, 2023, SCFA Meeting

- a. Motion to approve Minutes from November 6, 2023, SCFA Representative Council Meeting
- b. Motion seconded
- c. Discussion:
 - i. None
- d. Roll Call Vote:

Y	Judith Kreft	Y	Kara Perry	Y	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Karsten Stemmann
Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno
Y	Jay Hester	NP	Debby Carter	Y	Doug White

Y = Yes | N = No | A = Abstain | NP = Not Present

- e. Motion approved

IV. Secretary Report

- a. Provided a brief update on membership subcommittee efforts
- b. Received feedback and appreciation from members about car rental discounts article in newsletter
 - i. Participant 1: Another helpful discount we get is from California Casualty Insurance
 - ii. Participant 2: Yes, California Casualty is great, if you have the car insurance through them they can cover most of the things in there if they were stolen
 - iii. Participant 3: We have California Casualty for home and auto and it depends on where you live to offer insurance

V. Treasurer's Report:

- a. Provided a general update on account assets

VI. Equity, Inclusion, and Social Justice Director Report:

- a. Yield

VII. Chief Negotiator's Report:

- a. The part-time survey went out last Friday and we will be getting results Friday, December 7th
 - i. Participant 1: I had a question about grading timelines for the 8 week courses
 - 1. Chief Negotiator: There are all types of implications , we do need to talk about this and there are some thoughts and there should be a shorter turnaround time for grades.
 - 2. Participant 1: I was getting emails informing me of conflicting information on due dates. One thing is that instructors are working with students to work on submission of final assignments. I understand the school needs the grades posted soon to check prerequisites but a lot of instructors are working with their students to accommodate them and it can be very difficult to turn finals around in time.
 - 3. Participant 4: I feel like the Friday of the following week makes sense to me. Most 8 week courses end on a Saturday not Sunday. 7 days including the weekend, if a class ends on Friday it is not 7 business days, it is 7 days.

4. Participant 1: I was getting emails notifying me the deadline was 5 calendar days as well as from my division office saying grades were due in 5 days.
5. Chief Negotiator: We do have a lot of instructors who give their students a little bit of extra time to grade and support their students. But i'll check in on it then get back to you.

VIII. Vice-President's Report:

- a. Yield

IX. Dispute Resolution:

- a. Yield

X. President's Report

- a. Yield

- i. Participant 5: Can we get an update on the membership subcommittee for any details?

1. President: We are in planning and looking at some options, but i'l email you to fill you in.

REPRESENTATIVE COUNCIL REPORTS:

XI. Wayne Barbee

- a. Yield

XII. Debby Carter

- a. Yield

XIII. Sonia Delgadillo

- a. Yield

- i. President: For those who submitted complaints about equipment, were they connected with Dispute Resolutions?

1. Sonia Delgadillo: I will follow up with Kara and Diana about this. The members were concerned not just about fixing things but better planning ahead of it.

XIV. Karsten Stemmann

- a. Yield

XV. Ralph de Unamuno

- a. Yield

XVI. Doug White

- a. Yield

DISCUSSION ITEMS:

XVII. Part-Time Health Benefits Survey

- a. President: We have been reminding people to take the survey and there is a lot of varying interest and figuring out how to negotiate this that will not harm people but will help part-time faculty (PT) with benefits. We are planning to open PT benefits up for discussion, if there is anything you've heard from PT faculty with interest we want to collect this.
- b. Participant 5: When is that survey closing?
- c. Chief Negotiator: December 8th, but we'll pull for results by Dec 7th.
- d. Participant 2: Do we have a sense of what PT faculty have an interest in this? or is the survey what we're trying to find out? Some may already get health insurance from somewhere else or through their partner.
- e. Chief Negotiator: We have a limited understanding from PT on who needs health insurance, but we're trying to find out more.
- f. Participant 2: This can be difficult to collect the information, some may want this and some may not.
- g. Participant 5: I think we need to communicate with department chairs, when we are at department meetings to remind them of important issues such as so that they can provide their input and communicate updates. Obviously, we cannot get the chairs to put this on their meeting agendas, but we can remind them and ask. It is hard when we get low numbers on the survey on various issues.
- h. Participant 1: The people who have insurance where it may not be an issue they may not be responding. When do we need these results by?
- i. Chief Negotiator: December 7th, it was a joint email from the Human Resources department and Sierra College Faculty Association (SCFA) to the members.
- j. Participant 1: Can we do something like a raffle? Can we incentivize people to take the survey?

Discussion and Voting Summary: Representative Council discussed plans to incentivize participation for PT faculty members to take the survey. A vote was taken and unanimously approved four \$50 grocery store gift cards for PT survey participants who will be randomly selected. Discussion resumed after vote authorization.

- k. Participant 5: It has been a long time coming but I am glad to hear there is some movement now on this
- l. President: Once we get some more information and interests it will be helpful

- m. Chief Negotiator: Yes, we're trying to understand if this is really important for PT faculty and want to hear from them.
- n. Participant 5: This is something that is important to review and get feedback on - it is super important.
- o. Participant 6: I just wanted to say I would agree as this is a very big topic. We also just got our report and PT faculty numbers are going down. Although we have added some, it has been going down. There could have been late start classes that didn't fill.
- p. *Conversation Transitioned from PT Health Benefits to PT Faculty load/assignment/pattern*
- q. Participant 7: I have heard from PT faculty about load and assignment and pattern.
- r. President: Yes definitely to include that in a report and have them go to Disputes & Resolutions Officer
- s. Chief Negotiator: There are ways that Disputes & Resolutions Officer can help and support with this
- t. Dispute & Resolutions Officer: There are so many things with this but please send members to me if they have any concerns. If anybody is not feeling comfortable with their evaluations, please have them reach out to me immediately so that that we can support.
- u. Participant 6: There can be many reasons why people turn down classes that they were offered
- v. Dispute & Resolutions Officer: Yes I can help them with that too
- w. Participant 6: Why is it even in the contract? If you did not like the class and got the wrong time, I would like to revisit that sometime in the future.
- x. Dispute & Resolutions Officer: We can make something work for faculty but they need to work with me. We need to have that for PT.

XVIII. Motion to approve four grocery store gift cards \$50 each for incentives for the part-time faculty health benefit surveys

- a. Motion seconded
- b. Discussion:
 - i. Participant 1: Where to get gift cards?
 - 1. Group decided grocery store

XIX. Roll Call Vote:

Y	Judith Kreft	Y	Kara Perry	Y	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Karsten Stemmann
Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno

Y	Jay Hester	NP	Debby Carter	Y	Doug White
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f. Motion approved

XX. Meeting adjourned at 5pm