

# SCFA Minutes

Friday, November 18, 2022

Via Zoom

## REPRESENTATIVE COUNCIL ATTENDANCE:

<b>P</b>	Angelina Coughlin, President	<b>P</b>	Kara Perry, Interim Chief Negotiator
<b>P</b>	Judith Kreft, Vice President	<b>P</b>	Diana Higashi-Ybarra, Dispute Resolutions
<b>P</b>	Ralph McGill, Treasurer	<b>P</b>	Wayne Barbee, Negotiations
<b>P</b>	Jason Sumi, Secretary	<b>P</b>	Debby Carter, Communications
<b>P</b>	Jay Hester, Equity, Inclusion, and Social Justice Director	<b>P</b>	Sonia Delgadillo, Strategic Council Rep
<b>P</b>	Karsten Stemman, Representative Council		

P = Present | A = Absent

**Quorum Present:** Yes

**Visitors:** Christy Karau, Vernon Martin, Stan Spencer

## PROCEEDINGS:

- I. Meeting called to order at 11:03am
  
- II. Visitor's Comments:
  - a. Participant 1: Due to the security breach, my information was put on the dark web. I contacted the school and did not get a follow up. Is there any additional information, advice, or response?
    - i. Chief Negotiator: Employees should have received a letter from IDX. If anyone did not get a letter, please contact the Vice President Human Resources (VPHR).
    - ii. President: It might not have arrived yet for some people
    - iii. Dispute Resolutions: In the letter there should also be some information about credit monitoring too.
    - iv. Participant 2: I got the letter but it has been hard to get a response from IDX. I have reached out to the three credit bureaus and it is quite slow to get a response from them too.
    - v. Participant 3: When did these letters go out?
      1. Chief Negotiator: They should have been distributed last weekend.

- b. Participant 4: My letter came in a brown paper envelope and I almost threw it away not realizing what it was. I don't feel comfortable providing my information to an organization that has already been hacked twice.
  - i. President: We will take the information and suggestions about better packaging back to Human Resources.
  - ii. Participant 5: I was provided information about the credit monitoring as well and I did not feel comfortable with the extensive information they were asking about me such as banking information, drivers license, and credit card numbers.
  - iii. Participant 6: I do not know if I got hacked, but I did not get any notification; is the process the same?
    - 1. Chief Negotiator: There have been routine checks if employee information shows up on the dark web. If something happens, they will inform you by email.
  - iv. Participant 7: How does anyone know whose data was hacked?
    - 1. Chief Negotiator: The company did a forensic analysis of employee information to see which employees were on the breach. There is a series of four analyses.
  - v. Participant 8: What was the amount of employees affected?
    - 1. Chief Negotiator: The District did not have this number.
    - 2. President: We will speak with VPHR to provide more information.
  - vi. Participant 9: An email should have been sent out to employees that the IDX information will be distributed by the United States Postal Service (USPS).
  - vii. Participant 7: The District should reach out to everyone once again that the IDX information will arrive in a brown envelope.
- c. Participant 4: Calendar committee is having the first meeting later today. The big topic discussed will be a survey to test the waters on putting spring break in the middle of semester instead of locking it into the Easter holiday. We encourage people to participate if the committee agrees to send out the survey.

**III. Approval of minutes** from November 4, 2022, SCFA Meeting

- a. Motion to approve Minutes from November 4, 2022, SCFA Representative Council Meeting.
- b. Motion seconded
- c. Discussion:
  - i. None
- d. Roll Call Vote:

<b>Y</b>	Judith Kreft	<b>Y</b>	Kara Perry	<b>Y</b>	Sonia Delgadillo
<b>Y</b>	Ralph McGill	<b>A</b>	Diana Higashi-Ybarra	<b>Y</b>	Karsten Stemmann

Y	Jason Sumi	Y	Wayne Barbee		
Y	Jay Hester	Y	Debby Carter		

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

e. Motion approved

**IV. Secretary Report**

a. Making progress on a project for Negotiations and Dispute Resolutions.

**V. Treasurer’s Report:**

- a. Appointment with SchoolsFirst Federal Credit Union to discuss moving SCFA assets to a higher yield account.
- b. 1099s distribution and collection will begin soon for SCFA officers.
- c. November stipends have been submitted through the USPS.
- d. Deposited the \$79.57 check, but it was rejected.

**VI. Interim Chief Negotiator’s Report:**

- a. 10/12 Pay: HR is looking into a paperless DocuSign process instead of paper.
- b. Part-Time (PT) Faculty Healthcare benefits: There is conflicting information. California Community Colleges Chancellor’s Office (CCCCO) took the issue back to the table and the \$200 million allocation will not work because the reimbursement process was too risky. Instead, they will come up with a different way to be allocated. I was also forwarded a memo from CCCCCO to a PT faculty member and the memo informed them that the process was reimbursement program. HR said this memo was sent before the new updates and will follow up with the CCCCCO.
- c. Counselor Open Forum will be scheduled November 30th 4:30pm-6pm.

**VII. Vice-President’s Report:**

- a. Sent a letter about load-balancing to faculty inquiring about it. Had a question from an SCFA member if this applied more to FT (Full-Time) faculty than PT faculty.
  - i. Chief Negotiator: We took another load balancing question to the Negotiations meeting. One big challenge with load balancing is STRS because you have to be paid during the time you are doing the work. It sometimes puts FT faculty in an overpayment situation where they have to repay the college. Sometimes we get questions that sound like load balancing but are sometimes actually another issue, so please forward me these scenarios and situations. I would like to meet with them to get into the specifics so that we can best represent their needs.

**VIII. Dispute Resolution:**

- a. Yield

**IX. President's Report**

- a. Yield

**REPRESENTATIVE COUNCIL REPORTS:**

**X. Wayne Barbee**

- a. Yield

**XI. Debby Carter**

- a. Yield

**XII. Sonia Delgadillo**

- a. Yield

**XIII. Karsten Stemmann**

- a. Yield

**DISCUSSION ITEMS:**

**XIV. Summary of Open Forum Discussion about Department Chair Article:**

- a. SCFA President, Chief Negotiator, and Dispute Resolutions officer provided a summary of what participants at the open forum shared and discussed.
  - i. President: Negotiations will not start for this yet but we will send out a survey similar to distance learning, for those not able to attend open forum.
  - ii. Chief Negotiator: We are hearing back from people who have done the job and are currently in the department chair role.
  - iii. Participant 2: Will non-department chairs be able to participate in the survey?
    - 1. Chief Negotiator: Yes, everyone will have a chance to participate.
  - iv. Participant 7: The interest would be to reduce the list of duties not add to it.
    - 1. Chief Negotiator: It can be a very complicated topic with different interests
- b. Election Updates:
  - i. We have a nominee for FT and one PT representative.
- c. Participant 2: Will we do a Christmas card this year?
  - i. President: I will follow up with you on this.

**XV. Meeting adjourned at 11:43am**