

# SCFA (approved) Minutes

November 4, 2021

Via Zoom

**Present:** Michelle Macfarlane (president); Angelina Coughlin (secretary); Jennifer Kattman (treasurer); Judith Kreft (vice president); Representative Council members: Wayne Barbee, Keely Carroll, Sonia Delgadillo, Sayda Postiglione, Kara Perry, Debby Carter, and Diana Higashi-Ybarra.

**Absent:**

**Visitors:** Amber Turner, Mithia Mukutmoni, Shadie Mirmobiny, Jen Vernon, Stan Spencer, Rebecca Kyler

## I. Visitor's Comments:

- a. **Visitor #1:** Would like to volunteer for help with Communication for the union.

## II. Approval of minutes as amended for October 21, 2021, SCFA Meeting.

- a. Motion seconded. (Sonia)
- b. Judith Kreft, Yes.
- c. Jennifer Kattman, Yes.
- d. Angelina Coughlin, Yes.
- e. Keely Carroll, Yes.
- f. Diana Higashi-Ybarra, Yes.
- g. Wayne Barbee, Yes.
- h. Kara Perry, Yes.
- i. Sonia Delgadillo, Yes.
- j. Debby Carter, Yes.
- k. *All approved.*

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## III. Reports:

**a. Referred Out Motion from the Negotiations Team:**

**b. Secretary's Report:**

- i. Motion to approve Minutes from October 21<sup>st</sup>, 2021, SCFA meeting.
- ii. *All approved.*

**c. Treasurer's Report:**

- i. Nothing to report currently.

**d. Vice-President's Report:**

- i. Move to extend Representative Council meeting time by 15 minutes per meeting.

Reason: Every meeting that has occurred in the last 1.4 years (except a couple), has been extended. It is evident that more time is needed to take care of SCFA business and discussions.

- a. Roll Call Vote:
- b. Judith Kreft, Yes.
- c. Jennifer Kattman, No.
- d. Angelina Coughlin, Yes.
- e. Keely Carroll, No.
- f. Diana Higashi-Ybarra, No.
- g. Wayne Barbee, No.
- h. Kara Perry, No.
- i. Sonia Delgadillo, No.
- j. Sayda Postiglione, Yes.
- k. Debby Carter, Yes.
- l. Motion does not carry

- Motion amended to extend meetings by 15 minutes as needed for academic year 21/22 with the final 15 minutes unpaid and we reevaluate at the end of the year.

- a. Roll Call Vote:
- b. Judith Kreft, Yes.
- c. Jennifer Kattman, Yes.
- d. Angelina Coughlin, Yes.
- e. Keely Carroll, Yes.
- f. Diana Higashi-Ybarra, Yes.
- g. Wayne Barbee, Yes.
- h. Kara Perry, Yes.
- i. Sonia Delgadillo, Yes.
- j. Sayda Postiglione, Yes.
- k. Debby Carter, Yes.
- l. Motion carries.

- ii. Move for negotiations team to create language for an MOU that recognizes that those Part-Time Faculty forced to no longer teach up to their established load pattern due to the lab load rate increase of 2021 will get to keep / memorialize their load pattern.  
Reason: Myself (& others) had their load pattern reduced by the lab load rate increase. Using myself as an example: I will never be able to return to my .65 load (which I had for a decade) unless the department has a class that exists or is available that will take me there. The most I can now teach is .61. This has reduced my income significantly (despite the pay increase) AND reduced my ability (& opportunity) to earn the STRS service credit for retirement at the former rate.
- Motion to table this motion.
  - Motion seconded.
    - a. Roll Call Vote:
    - b. Judith Kreft, Abstain.
    - c. Jennifer Kattman, Yes.
    - d. Angelina Coughlin, Yes.
    - e. Keely Carroll, Yes.
    - f. Diana Higashi-Ybarra, Yes.
    - g. Wayne Barbee, Yes.
    - h. Kara Perry, Yes.
    - i. Sonia Delgadillo, Yes.
    - j. Sayda Postiglione, Yes.
    - k. Debby Carter, Yes.
    - l. Motion carries.
- iii. Move for negotiations team to develop language for an MOU which will offer the opportunity for Part-Time Faculty to load balance their way, as close as possible, to their former load pattern (without reducing it) and to have that option as an official consideration that deans consider.  
Load balancing is when a faculty member may overload one semester and balance it for the year, the next semester. It will elevate the year's load, income, and retirement credit.
- Motion to table this motion.
  - Motion seconded.
    - a. Roll Call Vote:
    - b. Judith Kreft, Abstain.
    - c. Jennifer Kattman, Yes.
    - d. Angelina Coughlin, Yes.
    - e. Keely Carroll, Yes.

- f. Diana Higashi-Ybarra, Yes.
- g. Wayne Barbee, Yes.
- h. Kara Perry, Yes.
- i. Sonia Delgadillo, Yes.
- j. Sayda Postiglione, Yes.
- k. Debby Carter, Yes.
- l. Motion carries.

**e. President's Report:**

- i. SCFA, please check your personal emails daily.
- ii. Reminder to Representative Council members to check in with their interest areas and report concerns or comments in their Representative Council Report forms.

**f. Chief Negotiator's Report:**

- i. Negotiations had a conversation with the district today regarding OSHA's rules regarding vaccine mandates. We fall into public company. Those rules are under review right now. It is possible CAL OSHA may decide to include public institutions as part of this mandate. This is preliminary. Nothing is confirmed.
- ii. Motion to send back Kitchen Sink MOU to negotiations to negotiate working conditions for instructional faculty during COVID.
  - Motion seconded.
    - a. Roll Call Vote:
    - b. Judith Kreft, Yes.
    - c. Jennifer Kattman, Yes.
    - d. Angelina Coughlin, Yes.
    - e. Keely Carroll, No.
    - f. Diana Higashi-Ybarra, No.
    - g. Wayne Barbee, No.
    - h. Kara Perry, No.
    - i. Sonia Delgadillo, Yes.
    - j. Sayda Postiglione, Yes.
    - k. Debby Carter, Yes.
    - l. Motion carries.
- iii. Motion to approve CPT and CTRAIN MOU 2122-06 at representative counsel. This allows counselors to use their CTRAIN hours for their FLEX hours.
  - Motion seconded.
    - a. Roll Call Vote:

- b. Judith Kreft, Yes.
  - c. Jennifer Kattman, Yes.
  - d. Angelina Coughlin, Yes.
  - e. Keely Carroll, Yes.
  - f. Diana Higashi-Ybarra, Yes.
  - g. Wayne Barbee, Yes.
  - h. Kara Perry, Yes.
  - i. Sonia Delgadillo, Yes.
  - j. Sayda Postiglione, Yes.
  - k. Debby Carter, Yes.
  - l. Motion carries.
- iv. Motion to ratify MOU 2122-06
- Motion seconded
    - a. Roll Call Vote:
    - b. Judith Kreft, Yes.
    - c. Jennifer Kattman, Yes.
    - d. Angelina Coughlin, Yes.
    - e. Keely Carroll, Yes.
    - f. Diana Higashi-Ybarra, Yes.
    - g. Wayne Barbee, Yes.
    - h. Kara Perry, Yes.
    - i. Sonia Delgadillo, Yes.
    - j. Sayda Postiglione, Yes.
    - k. Debby Carter, Yes.
    - l. Motion carries.

**g. Motion to adjourn meeting at 5:47:**

- i. Motion seconded.
- ii. Motion approved.
- iii. Meeting adjourned.