

**SCFA Minutes**

September 16, 2024

Via Zoom

**REPRESENTATIVE COUNCIL ATTENDANCE:**

|          |  |          |   |
|----------|--|----------|---|
| <b>P</b> | Beth Ervin, President                                      | <b>P</b> | Kara Perry, Chief Negotiator                        |
| <b>P</b> | Judith Kreft, Vice President                               | <b>P</b> | Diana Higashi-Ybarra, Dispute & Resolutions Officer |
| <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> | Angelina Rivers, Representative Council             |
| <b>P</b> | Doug White, Representative Council                         | <b>P</b> | Dom Calabrese, Representative Council               |

P = Present | A = Absent

**Quorum Present:** Yes

**Number of Visitors:** 2 visitors

**PROCEEDINGS:**

- I. Meeting called to order at 4:04 PM

**II. Visitor's Comments:**

- a. Participant 1: I have a question about the reasoning for pay scales stopping at 14 years of service and it doesn't show anything beyond that. I wondered about the rationale, the pay incentive would reflect compensation with experience. Maybe it is because I reached 14 years and I am getting my PhD to move a column. The college likes longevity and celebrates longevity with awards, I thought a suggestion would be to make the pay scale go to 25 years (steps).
- b. Participant 1: I have a comment about the New Faculty Academy (NFA). Who do we talk to about when faculty do NFA? They (New Full Time Faculty) usually do this the first semester when they start teaching and it can be very overwhelming for new FT (full time) faculty members. And we actually had people no longer continue to work here because it is too much. Can we have this (NFA) in the 2nd semester instead of the first semester when people are hired? I have been privy to being able to do NFA in the second semester versus the first semester. I know we do get the 20% release time but it is still overwhelming.
- c. Participant 2: For those of us hired during Covid there wasn't anything in SC4 and how do we know when to attend if nobody sent a message about this.
- d. Participant 3: FT faculty get a 5% bump every year after completing 30 units and you have to look at the salary schedule. Year 21 it is longevity pay and that is solely FT faculty pay and I will talk about this in my report.

**III. Approval of Minutes**

- a. Motion to approve Minutes from May 6th, 2024, SCFA Representative Council Meeting
- b. Motion seconded by Debby Carter
- c. Discussion:
  - i. None
- d. Roll Call Vote:

|   |              |   |                      |   |                 |
|---|--------------|---|----------------------|---|-----------------|
| Y | Judith Kreft | Y | Kara Perry           | Y | Doug White      |
| Y | Ralph McGill | Y | Diana Higashi-Ybarra | Y | Angelina Rivers |
| Y | Jason Sumi   | A | Wayne Barbee         | A | Dom Calabrese   |
| Y | Jay Hester   | Y | Debby Carter         |   |                 |

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

- e. Motion approved

**IV. Secretary Report**

- a. Yield

**V. Treasurer’s Report:**

- a. Update on SCFA Assets was provided by the Treasurer. No outstanding bills or checks. My term is slated to expire at the end of the spring. I also purchased stamps recently. A pay request for insurance of CCEBT (Community College Employee Benefit Trust) Trustees was also received and will be paid.

**VI. Vice-President’s Report:**

- a. Membership report was provided with FT members at 196 and PT (part time) members at 166. I wanted to also add onto Debby’s report and have some additional information to share.

**VII. Dispute & Resolutions Officer:**

- a. Yield

**VIII. Equity, Inclusion, and Social Justice Director Report:**

- a. Yield

**IX. President’s Report**

- a. I also had a chance to meet with CTA Ethnic Minority Early Identification Development (EMEID) participants Jason and Rafa last week about what they’re looking for in training and in terms of membership and different committees.

**X. Chief Negotiator’s Report:**

- a. We had our first negotiations meeting last week, also had Off Agenda meeting with a focus for PT faculty having health benefits. It is extremely optimistic. My hope is that it

is going to work out and hopefully at the same rate as FT faculty. We have meetings coming up with hoops to jump through the Chancellor's Office and with EPIC and SISC. That would be great since we've been working on this for a while.

- i. Participant 2: What is the amount for FT, what would that be?
- ii. Chief Negotiator: It would be different on if they are individual and what plan they would choose, there are various plans like high deductible and whether they are individual or plus one. We would be offering regardless of the workload, the same rate as what we offer FT if we are able to do it. We have had our heartbroken about this for quite some time, but outlook is hopeful.

## **REPRESENTATIVE COUNCIL REPORTS:**

### **XI. Wayne Barbee**

- a. Yield

### **XII. Debby Carter**

- a. Issue: Part-time faculty are not compensated for any of the work performed outside scheduled hours for lecture/lab. This includes no pay for prep time for lectures, grading, syllabi preparation, video creation and captioning, updating Canvas courses, and emailing or phone calls to students. Compensation for the required work above is not acknowledged in the contract. However, part-time faculty are expected to perform the above.
  - i. As the union is responsible for wages and working conditions, I am requesting the Negotiations team take this to negotiations with the District. As exempt employees this is the only way Part-time faculty can be compensated for the above.
  - ii. A class-action lawsuit was certified by the California court against community colleges over its failure to "pay part-time staff a minimum wage for required work" Source: [CTA press release](#).
- b. Update on WEP GPO legislation: excerpt from John Pernorio email re: HR 82 Social Security Fairness Act
  - i. "Congressman Graves and Congresswoman Spanberger have officially filed a historic bipartisan discharge petition for H.R. 82, the Social Security Fairness Act. This decisive action is aimed at bringing the bill to the floor for a vote, highlighting the critical need for equitable treatment of all public servants in their retirement years.
  - ii. This petition reflects strong bipartisan support and underscores a united effort to rectify long-standing inequities within the Social Security system. It's a step forward in our ongoing advocacy to ensure that our members receive the retirement benefits they deserve, without unjust reductions."
  - iii. [Full press release from US Congressman Garret Graves](#).

- iv. [The Congressional Budget Office confirms](#) "...if H.R. 82, the *Social Security Fairness Act*, is not signed into law this year, \$195.6 billion in Social Security benefits will be stolen from public service retirees over the next decade. And since CBO only looks forward, not in the past, it is staggering to think of the literal hundreds of billions stolen from public service retirees over the last 40 years when they needed it most." Bipartisan bill. Required cosponsors; 218. As of Sept. 10, 2024: 326 cosponsors. [Learn more.](#)
- c. Summary: *Social Security Fairness Act*. Source: [Congress.gov](#)
  - i. This bill repeals provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from a state or local government.
  - ii. The bill eliminates the *government pension offset*, which in various instances reduces Social Security benefits for spouses, widows, and widowers who also receive government pensions of their own.
  - iii. The bill also eliminates the *windfall elimination provision*, which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes.
  - iv. These changes are effective for benefits payable after December 2023
- d. FT faculty get a 5% increase in years 1-20, that works out to a 1% bump for every 6 units taught or 5% for every 30 units . PT faculty should get a 1% increase for every 6 units. I have brought this to the union multiple times and would like this to go to negotiations because it is equitable for all faculty.
  - i. Vice President: There is a bipartisan bill to get of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). Call (844) 912-1779 to speak with your representative. Tell them: Your name, that you are a constituent, and that you want them to sign the bill / discharge petition.
    1. Participant 3: If you worked in the private sector and then go to the public sector (firefighter) social security will deduct up to 50% of the benefit because you're getting STRS and PRS retirement
    2. Vice President: If we had the same job in 12 states, this is affecting them. I still work private sector jobs.
    3. Participant 3: there were high ranking people in Washington DC and they would leave and have their social security job and would have the pension - and people got mad at that and didn't take into account that it would affect us. If my husband dies I get all of his benefits, but if I die, my husband only gets a portion of my retirement.
    4. Participant 4: A lot of those public safety officers we don't pay into social security and law enforcement doesn't pay into social security. A lot of us coming from the private sector into social security. Government Pension Offset, Windfall Elimination Provision. Social Security fairness acts.

5. Participant 2: To avoid the Windfall Elimination Provision (WEP), you need to work at least 30 years in a qualifying position with substantial earnings. In 2024, substantial earnings are \$31,275 or more per year. This amount increases annually based on average wage growth and cost-of-living adjustments. The discharge would help avoid this issue.
6. Vice President: I get asked about this a few times this week. When they mistakenly retire from CalSTRS, it would go down. I had to go through a lot of hoops and sign an affidavit, and struggling enrollments.
7. Participant 3: The general public doesn't understand this happens, unless they have a family member that this affects. It would be important to let family and friends know and have them talk to their reps to vote.

**XIII. Doug White**

- a. Yield

**XIV. Angelina Rivers**

- a. Yield

**XV. Dom Calabrese**

- a. Yield

**PROCEEDINGS/MOTIONS:**

- XVI.** None

**DISCUSSION ITEMS:**

**XVII. Open Forum - Monday, September 30<sup>th</sup> 3pm**

- a. WEP, GPO
- b. Different types of contract language for Artificial Intelligence
- c. Weingarten Protection for Faculty

**XVIII. Negotiations Update - Year End Budget/Payouts**

- a. First MINT meeting is tomorrow, we get year end budget for 2023-2024 tomorrow and we will know what surplus is and more info to report

**XIX. Meeting adjourned at 4:40pm**

Minutes Recorded by: SCFA Secretary Jason Sumi