



**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES
January 19, 2022**

Meeting is called to order at 3:01 pm

QUORUM [X]

EXECUTIVE BOARD		REP COUNCIL	
President	Dimitri Keriotis [X]	Agriculture/Environmental Sciences	Mike Morales [X]
Vice President/MJC	Steve Choi [Absent]	Allied Health	Jill Ramsey [X]
Vice President/CC	Brian Greene [X]	Arts/Humanities/Comm	Haleh Niazmand [Absent]
Secretary	Iris Carroll [X]	Behavioral/Social Sciences	Steve Choi [Absent]
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 [Absent]	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 Rogers [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 January December 8, 2021
- Approve Michael Jackson as the YFA Rep to the MJC Student Success & Equity Committee

There is a correction to the minutes. An equal sign needs to be removed from the Negotiations Update section.

Ben Riley moved to approve the Consent Agenda with the change to the minutes as discussed and Theresa Stovall seconded. The Consent Agenda with discussed change passed.

Action/Discussion/Continuing Projects

Spring 2022 On-Campus Issues, Existing and Potential – Dimitri Keriotis

- Columbia College has a lot of issues with their lack of an institutional plan for return to campus. They are going to have “honor” rapid testing for everyone, which will not begin until the third week of the semester. People will test on their own and uploading their verification status is voluntary. Therefore, it is the faculty member’s responsibility to check the status of their students, but the students aren’t required to show verification because it’s voluntary. Even though Cal OSHA came out and said that workplaces cannot rely on self-testing, this is what Columbia has decided to do. Employees can stop any student at any time and ask to see their green screen. If the student is under 18, they will not have a green screen because the app will not allow them to sign up. Also, they are asking for individual departments to decide how they want to handle this situation, meaning that there may not be a consistent procedure across campus. This approach is not meeting the goal of making people feel safe on campus. Faculty feel unseen and unheard. Especially because faculty have recommended using the one-point of entry for the campus as a place to check the health status for everyone coming onto campus.
- There were reports of MJC faculty not knowing what to do when their student tests positive or is sick. One representative described a situation in which a faculty member advised their student, who had tested positive, to drop the course. YFA is concerned that this faculty member may not have been trained on how to handle this situation and may feel that their perspective on this situation is unknown.
- Our MJC Nursing representative informed the group that the process is as follows: a student is referred to student health and there is a form they fill out to gather information. Health services takes care of quarantining. It is up to the student to inform faculty if they tested positive.
- Based on comments and a lack of general understanding among representatives, it is clear that the system lacks communication.
- Also, concern was raised that the dashboard does not offer much information beyond broad test results.

Announcements, Updates, Reports, and Other Business

President’s Report – Dimitri Keriotis

- Dimitri commented on the numerous issues for which YFA has been working to represent faculty during the end of December and early January:
 - We have reintroduced the District to the issue of our part-time faculty colleagues having the possibility of purchasing life insurance through the District. In fact, this issue is part of the Governor’s newly-proposed budget with an amount of \$200 million having been set aside.
 - As you may recall, during the General Membership Meeting earlier this month, one faculty member brought up his concern that the COVID testing company would sell our data to China. Dimitri has inquired about that and has been assured that the company is destroying all samples.
 - MJC recently needed to intervene when the VP of Student Services was going to require all counseling faculty to work on campus. YFA was able to stave off this proclamation.
 - There was a lot of discussion about the new Self Service add system and the fact that it is causing a lot of extra work on the part of faculty.
 - We also discussed many issues with the new bookstore. One of the biggest being that Columbia College completely got rid of their physical bookstore and opted to have a completely online bookstore that is centrally administered at MJC. This change has caused extra work on the part of library faculty at Columbia and frustration for students who get contacted that their textbooks have

arrived, when the communication really means that the texts have arrived at MJC and not at Columbia.

- MJC faculty expressed complaints about the bookstore's new Copyright approval process: the increased amount of time it takes to get materials approved and the increased cost to students. There was also concern expressed about the frequency with which the bookstore did not order enough books for every student needing one.
- YFA also got involved to help faculty who were affected by the 44 sections that would not have COVID verification at the entrance of their buildings.
- At the last board meeting, Board Member Milt Richards said that he wanted to see a breakdown of information on the COVID dashboard. YFA would like that too but Dimitri does not know where that request stands now.
- Dimitri gave us an update on the August YFA dues that the District did not collect and thanked Geri Wend for all of the work she has put in to try to retrieve those dues without any help from the District. Jim Sahlman reiterated that according to Article 24, the District should be collecting dues. A conversation ensued as to what assurances we have that the District will not make a dues deduction again.
- MOUs – there are three that are moving forward for signature: Part-time office hour pay, Large lecture to include more than 3-unit courses, and Evaluation cycle. The last MOU that we've been working on is PT committee work.
- Dimitri also clarified that general meetings are held for YFA members. Apparently, some faculty who are not members, got upset that they weren't invited to the January General Membership Meeting. He encouraged those faculty to join YFA.
- Dimitri concluded by thanking the Representatives for their liaison work in which they work so closely with YFA leadership and the faculty they serve.

Vice Presidents' Updates – Steve Choi / Brian Greene

- Steve was absent but Dimitri reported on many of the issues above.
- Brian (Columbia College) reported that a complaint at Columbia College was resolved in the faculty member's favor. He continued by discussing the general malaise among Columbia College faculty caused by the changes in the bookstore (noted above), their lack of direction regarding COVID procedures, and all the extra work caused by the new Self Service add system.
- Secretary/Membership Coordinator Update – Iris Carroll
 - Iris reported that she had just completed the part-time faculty audit from the December pay period. We have 60 Part-Time members with 11 more for whom we have not received new member forms from Payroll. One Full-Time member wants to withdraw because of finances and impending retirement. Geri contacted her to explain the bylaws timelines and she is fine with that.
- Treasurer's Update – Larry Scheg
 - Larry reported that we are still about 40% of the suggested balance for a healthy union.
- College Council Reports – Ross McKenzie / Craig Johnston
 - Ross: No report
 - Craig: Nothing to report because their first meeting at Columbia College is Friday, January 21, 2022.
- Negotiations Update – Shelley Akiona / Negotiations Team
 - In Shelley's absence, Brian Greene reported that we had our first negotiations session on Friday, January 14. We continue to work on establishing a sustainable benefits model that would require little to no cost to faculty. We have not made much progress so far. The District really wants to

talk about developing a Total Compensation Model, which could garner faculty more salary in the short term but we haven't seen data in order to evaluate its impact in the long term. Our current salary model will be up for negotiations when our current contract expires in 2023. For now, we have a deadline of March 31 to develop a benefits model that we are working on meeting.

- Other: Anyone
 - Allan McKissick talked about policies under review at the Policies & Procedures committee. He talked about the proposal to increase the reserves. This proposal is on hold for now. All constituent groups were against it. He continued by talking about BP 7250. He asked the body to keep an eye out for this policy as it moves through its process. The policy would allow an administrator, who meets minimal quals for an open position in a unit, to move into a faculty position if they lose their managerial position. That administrator may not even have any teaching experience.
 - One representative brought up an issue pertaining to enrollment for Dual Enrollment courses. The issue, which other faculty have experienced, relates to inconsistent handling by deans of enrollment issues with these classes. Some deans advocate for their faculty and some simply refer their faculty to Patrick Bettencourt. We need to have consistent handling of these issues. Shelley Akiona reminded the group that faculty have input on the hiring of Dual Enrollment faculty and that YFA needs to ensure no side agreements have been made.

ADJOURNED

We adjourned at 4:49 pm.