



**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES
March 16, 2022**

Meeting is called to order at 3:02 pm

QUORUM [X]

| EXECUTIVE BOARD | | REP COUNCIL | |
|------------------------|-----------------------|------------------------------------|-------------------------|
| President | Dimitri Keriotis [X] | Agriculture/Environmental Sciences | Mike Morales [X] |
| Vice President/MJC | Steve Choi [X] | 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 [X] |
| Treasurer | Larry Scheg [X] | Business | Linda Kropp [Absent] |
| 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 [Absent] |
| Other Positions: | | Science/Math/Engineering | Tom Nomof [X] |
| Faculty Liaison: | Allan McKissick [X] | Science/Math/Engineering | Hardev Dhillon [X] |
| Lead Negotiator: | Shelley Akiona [X] | 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 February 16, 2022](#)
- [YFA Calendar of Meetings-Fall 2022/Spring 2023](#)
- Online Education Committee Representative: Steve Miller
- Elect YFA Exec Board and Rep Council Positions by Acclamation:
 - MJC Vice President/Grievance Officer – Steve Choi
 - YFA Secretary – Hardev Dhillon
 - MJC College Council Representative – Iris Carroll
 - MJC Part-Time At-Large Representative – Duane Brooks
- Accept Council & Committee Reports:
 - Professional Development Committee – Amy Carnahan-Cook [February 25](#)
 - Student Success & Equity Committee – Michael Jackson [February 11 & February 25](#)

- Resource Allocation & Facilities Committee – Iris Carroll/Mike Morales [March 4](#)
- College Technology Committee – Iris Carroll [February 15](#) [March 8](#)
- Online Education Committee – Linda Kropp [February 28 Report](#)
- [Course Enrollment Questionnaire Executive Summary](#) / [Questionnaire Analysis](#) / [Presentation](#)

Theresa Stovall moved to approve the consent agenda with Hanna Louie seconding.

The consent agenda was approved unanimously.

Action/Discussion/Continuing Projects

- Reassigned Time Percentages – Dimitri Keriotis/Shelley Akiona/Larry Scheg
[Proposed Reassign Changes Work in Progress](#)

We began a discussion about reviewing reassign time with the goal of reducing the reassign time to save the union money. Changes have already been discussed in Exec. Board.

- For the Columbia College VP/Grievance Officer the change would begin at the end of current term. The discussion of the reassign time for this position is ongoing.
- Secretary would drop from 20% to 10% because the Membership Coordinator duties would revert back to the Executive Assistant and Treasurer.
- The MJC College Council rep. position would be paid an hourly rate with a cap of 20 hours per semester.

Discussion ensued. Brian Greene felt it was reasonable to include negotiations time into the VP/Grievance Officer positions especially because it clarifies that those officers are expected to be part of negotiations as part of their jobs. The group agrees with this.

We then talked about the differences between the MJC College Council representative position and the Columbia College At-Large/College Council position. Due to the differences in the two positions, we decided that we need to rename or rethink the Columbia College position.

We decided not to take a vote on these changes now but to wait until our next meeting when we'll vote on all the reassign time changes together.

- Flex System – Dimitri Keriotis

We had a lively discussion about the new flex system (Vision Resource Center). Dimitri encouraged all faculty to report problems or issues they have experienced with the new system. YFA will be sending out a survey soon to solicit faculty feedback regarding the new system.

We also learned that you can check your FLEX activity credits in the Vision Resource Center (VRC):

1. Login to VRC
2. Hover over **Learning** in the green top navigation bar.
3. Select **Learner Home** from the menu that appears.
4. On the left of that screen, you'll see how many activities you've completed (Completions) and the number of hours you've been credited (Hours).

Announcements, Updates, Reports, and Other Business

President's Report – Dimitri Keriotis

Memorandums of Understanding (MOUs)

The following MOUs were recently signed and put into place:

- [Compensation for Part-Time Non-Credit Office Hours](#)
 - This MOU ensures that part-time instructors teaching non-credit courses get paid for holding office hours.
- [Resuming the Faculty Evaluation Process and Timeline](#)
 - The suspension of tenured and part-time evaluations during the time of COVID created a backlog of evaluations now past due. To bring tenured faculty evaluations up to date without creating a burden for academic divisions, District and YFA mutually agreed to the following plan and timeline:
 1. The evaluations will be completed in order of past due date to become current.
 2. All tenured and part-time faculty evaluations that were postponed due to the [COVID-19 Impacts Side Letter](#) and [Side Letter Extension](#), will be completed in three phases:
 - a. Originally due 2019-2020 = due by Spring 2022
 - b. Originally due 2020-2021 = due by Spring 2023
 - c. Anything due 2021-2022 = due by Spring 2024
 3. The date of completion will reset the new evaluation cycle moving forward.
 4. All evaluations will be completed and made current by the 2023-2024 academic year.

The following MOU is currently in the pipeline:

- **Compensation for Part-Time Instructors Performing Committee Work**

This MOU makes certain that part-time faculty members who have been approved to serve on committees are compensated for their work.

Board Reserves

The Board of Trustees is considering raising the reserves from 10% to 17%. The motivation for this change is a recommendation from the State Chancellor's office for districts to have 2 months of operating costs in reserves. At present, District reserves are large. The Academic Senates, YFA, and CSEA are not in favor of this change. In addition, the District Council recommended keeping the reserves at 10%. The position of YFA is that such an increase would tie up funds that should be used for education. In addition, we were reminded that the Board refused to touch reserves even during the financial crisis in which faculty lost jobs and programs were discontinued.

Board Policy 7250

At the most recent Policy & Procedures Committee meeting, there was much discussion about proposed BP 7250, which would allow administrators who have never taught here to move into vacant faculty positions if they desired. This issue falls under Senate purview and YFA supports the Senate in its opposition to this proposed policy.

Testing Mandate

The Board held a study session that turned into a meeting in which they voted to rescind the COVID testing requirement. YFA did not support the process; however, the reality is that YFA represents members with varying opinions about COVID issues and the union does not take a side on these issues.

Counselors Remote Operations

Counselors are working on a proposal whereby they continue to have the option to work remotely. MJC counselors have a long history of working remotely, so being made to go back solely in person is regressive. Article 37.3 would be extended to include non-instructional faculty.

Missing Dues Issue

We have two members who have not responded to requests to make their dues whole after the district's dues deduction snafu. A discussion ensued about ways to recoup the remainder of the dues. It was agreed that Dimitri would talk to the Chancellor about the possibility of the district's covering the last two outstanding payments that resulted from their payroll error.

Vice Presidents' Updates – Steve Choi/Brian Greene

Columbia College – Brian Greene

Brian reports that he has been working on two serious issues.

Brian continued by talking about part-time faculty point accrual. This is important for our part-time colleagues because the part-time rehire language in Article 7 of the contract hinges on points accrued. Accrual of points is triggered when you have a successful evaluation. Therefore, untimely evaluations could affect your ability to earn points. Brian urged Representatives to let their faculty know that if they have an evaluation that has not been completed on time, they should contact the VP/Grievance Officer for their College.

MJC – Steve Choi

Steve reports that he has been extremely busy.

Secretary/Membership Coordinator Update – Iris Carroll

Iris reports that there has been a huge increase in PT membership. We welcome all of our new part-time members and thank them for becoming voting members of YFA.

Treasurer's Update – Larry Scheg

- Larry reported that the cost of reassign time hit us hard. He talked to the district about the reassign time billing schedule, which has been billed to YFA once per year. District agreed to bill us twice a year instead of once to spread out the burden.
- Larry reported that he contacted the bookkeeper and auditor to ensure the YFA could have one signature on signed checks be a stamp signature. In addition, we can talk about having other check signers. This is a topic that was brought to light as part of our bylaws revision workgroup recommendations.

- Larry reviewed our account balances and reported that the Foundation for CCCs website do not show an estimate for healthy union reserves. Even though we have been able to grow our reserves a little bit, Larry feels that we could do better. Larry volunteered to create a chart showing our funds.
- Larry reminded us that the second part of our dues increase goes into effect In August.

College Council Reports – Ross McKenzie/Craig Johnston

Columbia College – Craig Johnston

Craig reported that they meet once per month and they will meet this Friday. He continued by telling us that the new Columbia College President will attend the upcoming meeting. Columbia has been holding the shared YFA/Senate Exec meetings. At the last one, concerns about the new Flex system took up most of the meeting.

MJC – Ross McKenzie

Ross reported that the most recent meeting was very short. Mostly, they looked over Senate proposals (smoke free campus and transcripts). They received an update on the college strategic plan and COVID testing requirements. They also talked about accreditation.

Negotiations Update – Shelley Akiona/Negotiations Team

Shelley reported that the negotiating team continues to meet twice a month primarily to negotiate a sustainable benefits model as outlined in accordance with the Tentative Agreement. Our team went into the first March meeting with hopes of inking the deal but soon realized that that we were further from reaching a deal than we thought. The Tentative Agreement established March 31 as the ideal deadline. Meeting this deadline remains a goal but at this point seems lofty. The ultimate deadline is May 31. YFA continues to seek a fully-funded benefits options, especially in light of the large Board reserves (approx. \$30 million) currently being held.

Disclosure

A disclosure was made from a member of the Exec. Board.

ADJOURNED We adjourned at 5:00 pm.