

Minutes

RCCDFA/CCA/CTA/NEA
November 26, 2013
RCC, DL 404

Present	Absent
Dariush Haghighat (Faculty Association Pres)	Tim Wallstrom (Nor Rep)
Mark Sellick (Riv VP)	
Shari Yates (Secretary)	
Leo Truttmann (Treasurer)	
Cindy Mahon (MV PT Rep)	
Joe Eckstein (Nor VP)	
Rhonda Taube (Riv FT Rep)	
Chris Rocco (MV VP Rep)	
Nick Sinigaglia (MV Rep)	
Jacqueline Lesch (Guest)	
John Sullivan (Riv PT Rep/CCA)	
Dorothy Reina (Nor PT Rep/CCA Dist K Dir.)	
Cyn-D Gobatie (Guest)	
Mark Carpenter (Guest)	

- 1) Call to Order 1:05pm
- 2) Motion (Eckstein/Sullivan): to approve November 19, 2013 minutes. Approved. One abstention.
- 3) President Report—**Dariush Haghighat**
 - a) Dariush sent a major report regarding the health care fiasco to the RCCD-all listserv. Now that the plans are being implemented, some of our colleagues are being hit with huge bills. It has been an unbelievable nightmare for some of our stakeholders with their PPO health and prescription plans. Faculty, staff, and administrators are coming to Dariush asking for help. Even some of our trustees have been affected by the new health coverage plan. Dariush has been communicating all those problems to the DHR, Keenan and Associates, Chancellor Azari and some of our trustees –especially President Blumenthal – and is urging them to work on a speedy resolution to all of these problems. If a sensible and timely resolution is not reached soon, lawsuits by the Association and individual stakeholders will be imminent.
 - b) Chancellor Azari informed her cabinet that they would be moving forward to address the issues. An emergency meeting with representatives of the two unions, management and the DHR will be held tomorrow in hopes to get rid of the grandfather clause, lifetime cap of one million dollars, and include preventive care. More than just the PPO plan has been affected; the HMO plans were affected as well. Dariush, Mark Sellick and Amber Casolari will represent Faculty Association in that meeting.
 - c) Dariush articulated to the Executive board that he is “not going to let anyone play Russian roulette with our health care.”

- d) Dariush, Mark and the Association Board are outraged that the benefit committee did not receive any notifications of the changes in these plans. Dariush indicated that the Faculty Association no longer has faith and confidence in the Benefit Committee as it is currently structured and has put the administration, Art Alcaraz, and the DHR on notice. If they call for a meeting of the Benefit Committee with its current structure and discuss any faculty health and Benefit related matters, the Association will immediately file against Art Alcaraz and the administration.
- e) The DHR and the administration has to work directly with the Faculty Association on any faculty and benefit issues for faculty.
- f) Dariush has been working around the clock to clean up the mess of the health care plans. We are not experts on health care. Dariush and Mark have contacted Marianne Reynolds and the CCA/CTA liaison about hiring a health care consultant. We need a health care expert since we are in over our heads.
- g) Kathy Rollins, the CTA health care specialist, won't be able to accept a job working as a consultant for hire but she can review the documents and provide details and explanations about the proposals.
- h) Dariush asked the Association College VPs and Representatives to please notify the faculty to forward their problems with their health care and prescription coverage to the Keenan representatives and to make sure to Cc Mark Sellick and Dariush on their correspondence. Dariush has indicated that when faculty members directly contact their insurance, the insurance is not responsive. All the concerns and complaints that have been sent to us have been addressed and are not ignored.
- i) *[Faculty reading these minutes: If you are experiencing difficulties with your health plan, please contact Dariush, Mark and/or an Executive Board Member so we can assist in resolving your complications.]*
- j) Dariush and Sharon Crasnow spent several days communicating back and forth and working on the Distance Education letter/statement and its supportive documents to make it acceptable to the Faculty Association as well as to ACCJC standards.
- k) Dariush and Sharon have finally reached the following agreements:
 - i) The Distance Education letter will be reduced to one statement acknowledging that faculty members have received the state and ACCJC regulations and standards. The new statement which will be uploaded on the web advisor will not include any mandated requirements and regulations included in the previous proposed Distance Education letter that was supposed to be signed by online faculty members.
 - ii) Statement on the WebAdvisor [check box]: I have read the *Summary of Regulations for Regular and Effective/Substantive Contact for Distance Education* and the *RCCD Guide to Recommended Best Practices to Achieve Regular and Effective/Substantive*

Contact in Distance Education which clarify regular and effective/substantive contact with students for distance education courses.

- iii) The document asking faculty to sign the best practice standards was deleted.
- iv) All the best practices languages were modified to “Recommended Best Practice.”
- v) The supportive documents of the rules of regular and effective communication were revised. Those documents no longer include all the mandatory requirements and regulations which had major impact on faculty working conditions.
- vi) All these documents have been modified to a summary of the state rules and regulations and meet both ACCJC standards while safeguarding Faculty members’ rights under our collective bargaining agreement.
- vii) All parties were extremely helpful in the spirit of cooperation and moving forward. The Faculty Association extends a special thanks to Sharon Crasnow and Carolyn Quinn for their diligent work and their constructive and valuable cooperation on this matter.
- l) Motion (Sullivan/Taube) move to accept the Distance Education document revisions. Approved unanimously.

4) **Vice Presidents’ and Representatives’ Reports**

5) **Riverside City College—**

6) **Mark Sellick.**

- a) Mark met with interim President Isaac today about faculty online class load.
- b) Mark will be attending the health benefits subcommittee meeting tomorrow as grievance chair.
- c) Some faculty members and department chairs have complained to the Association that RCC administration has notified RCC APC that the administration has decided to limit full time faculty to only 0.4000 of contract load for online courses. The Association has notified RCC administration that while the administration has the right of assignment, it still needs to negotiate with the Association the impact of its decision on faculty members working conditions. Our contract does not limit courses by the mode of delivery. If RCC makes this decision, it also impacts the entire district faculty at NC and MVC.
- d) Mark stated that he has been told that the district receives less apportionment from online courses because the mode of the delivery is cheaper to implement. Success rates, efficiency rates, and attrition rates were cited as reasons for limiting online courses. It is

also presumed that some faculty members are not providing quality coursework and/or contact with students in online courses.

- e) Mark and Dariush reminded the RCC administration that this important decision has to go through the faculty association—we represent the entire faculty district-wide. We admire the resolve to help students become more successful and we appreciate the fact that the administration has the right of assignment, but the administration must negotiate with the Faculty Association the impact of its decisions on faculty members working conditions.
- f) Mark and Dariush have already consulted with the CTA legal counsel on this matter and will also contact Alan Fry, the CCA expert on budgetary issue regarding the whole notion of apportionment for online and face-to-face classes.

7) **John Sullivan**.

- a) John will facilitate Affordable Care Act workshops next week on Tuesday, December 3rd from 3:00-4:00 pm in Digital Library 205 or Friday, December 6th, 1:00-2:00 pm in DL 205. A Covered CA representative will be on hand to answer questions. Everyone is welcome, so if you can make it to this workshop, feel free to come.
- b) Khalid Khalil, Bill Bogle have been responsive to part time faculty asking questions about the payroll information on their paystubs. Web Advisor will soon have a screen with term assignments including the faculty pay-by-pay periods. Part-time faculty and full-time faculty teaching overload courses will be able to view a breakdown of their rate being paid including lecture, lab, individual paychecks, and step and column on the part-time hourly pay schedule.
- c) Part-time faculty member who is pregnant was denied a class in spring and does not want to say anything for fear. Part-timers find themselves at risk if they reveal their health conditions for fear of not receiving a class. John is appalled that there is a department chair who discriminates against women. Unbelievable. [Part time faculty have the right to request reasonable accommodations for a temporary disability such as childbirth. Pregnant women are in a protected class and could notify the Office of Civil Rights based on discrimination.]

8) **Norco College—Dorothy Reina**. Dorothy sent an email to all the part timers that she would be offering workshops on applying for unemployment benefits on Tuesday, Wednesday, and Thursday from 5-6pm until the end of the semester.

9) **Moreno Valley College—**

10) **Chris Rocco**. MVC does not have a full time choir director and they want to assign a part-timer to do the job. Discussion ensued.

11) **Treasurer's Report**—**Leo Truttmann** needs executive board member receipts by next meeting.

- a) Leo reported that he went to his building last Friday to conduct a tutoring session and he could only get into his office but could not get into conference room, lecture or lab rooms. The students were unable to get into the building at all. Apparently three buildings were affected experiencing problems with the swipe key cards, two buildings at RCC and one building in Norco. There needs to be a solution since students are being affected.

12) Secretary—no report

13) Benefits Committee—no report

14) CCA/CTA State Report— no report

15) Academic Senate—no report

16) Open Session—none

17) Closed Session—one issue discussed

18) Adjournment 2:45pm