**VVC Faculty Association Meeting Minutes**

**Thursday, April 29, 2021**

**Online Zoom meeting @ 3:30PM**

Attendance:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Area |  | Area Representatives |  | Executive Officers | Members/ Guest |
| Academic Commons |  | Wendt, Julia | √ | Butros, Michael, President | Garcia, April |
| Allied Health/Child Care |  |  | √ | Tracy, Davis, Vice President | Glickstein, Lynne |
| Allied Health/Child Care | √ | Portillo, Silvia | √ | Rubayi, Khalid, Secretary | Reynolds, Marianne CTA |
| ATC |  | Adell, Tim | √ | Cerreto, Richard, Treasurer | Brown, Regina P |
| ATC |  | Ruiz, Maria |  |  | Heather Hammond-Williams |
| Liberal Arts | √ | DiBartolo, Brian |  |  | Lisa Harvey |
| Liberal Arts |  | Golder, Patty |  |  | Yvonne Reed |
| Library/ Counseling | √ | Huiner, Leslie |  |  |  |
| Library/ Counseling | √ | Insley, Lyman |  |  |  |
| PAC | √ | Heaberlin, Ed |  |  |  |
| Kinesiology | √ | White, Christa |  |  |  |
| Science | √ | Gibbs, David |  |  |  |
| Science | √ | Gibbs, Jessica |  |  |  |
| Vocational/ Public Safety | √ | Bonato, Anthony |  |  |  |
| Vocational/ Public Safety |  |  |  |  |  |
| AT LARGE |  | Beach, Kelley |  |  |  |
| AT LARGE | √ | Dube-Price, Melanie |  |  |  |

**CALL TO ORDER** – Meeting called to order @ 3:30 pm

1. **Action Items**
   1. Approval of the March 18 , 2021 minutes. Approved unanimously as presented
2. **President’s Report and Announcements**

Michael started with the topic “Know your contract”, Tracy went over an overview of the contract, Michael shared with faculty the online location of the contract through VVCFA.org. Also Michael showed faculty how to search the contract for key words. Tracy urged members to read and know what’s in the contract. Tracy went over couple major topics in the contract, bargaining and grievances, she also mentioned that some topics such as sexual harassment is an HR issue and not part of the contract. Also Tracy mentioned MOUs as temporary agreements, and Michael showed faculty how to navigate and view the MOUs on the VVCFA.org website. Also mentioned at the end of the contract there is fillable forms such as sick days and sabbatical, currently these forms need to be downloaded, printed and filled, maybe in the future VVCFA will having these forms fillable online. Michael also mentioned that the union cant grieve other faculty member or AFT and classified, any complaints or conflicts with other faculty member or AFT or classified has to go through HR.

Tracy also added some HR issues such as academic accommodation, union faculty rep may come with you for support. Michael opened the floor to Q & A in regards to the topic “know your contract”. Michael told faculty if there is any part of the contract need to be discussed, they can send an email to the exec team with the topic and will discuss it in the next general meeting.

Area Rep Report:

No Report.

President Report:

Michael mentioned CCA Spring conference which was focused on membership, the online virtual meeting was plagued with technical difficulties. There was some good discussions about membership and how to reach out to members. Michael attended a session about using an APP to reach out to members. Also he attended a session on bargaining during the COVID, such as negotiating terms on when to come back to campus and re-opining the campus, the answer is no, but the union can negotiate the impact of reopening on working condition. Also Michael mentioned the next CCA meeting will be in the fall and it will focus on bargaining, also Michael told faculty where to go online to fill the forms to attend the fall meeting, which is free if the meeting will be virtual, otherwise you will be reimbursed for any expenses attending the meeting. Also Michael strongly urged members to attend a retirement workshop during the CCA conference, it will show you all the steps needed to be prepared for retirement.

Michael mentioned that an announcement was sent to faculty stating the VVCFA VP election was completed and the results are in. The new VP will be David Gibbs, he will start fall 2021.

Tracy and Michael met with cabinet on Monday, there is an FAQ sent by the president to employees. If you’re a faculty member coming back to campus on May 10, please read the FAQ and take the opportunity to ask the president any questions or concerns in the upcoming chat virtual meeting with the president on May 7. During the cabinet meeting it was mentioned that HR will be sending an email to employees for a safety training, which is mandatory for everyone. Also mentioned in the cabinet the new phone system with the app in your smart phone, this how the district will know which building you are in. Its voluntary to download and install the app on your smart phone, the intent is to trace any COVID outbreak.

Also mentioned by Michael a return to work survey sent to faculty, the survey is used by other community colleges in the area used to negotiate returning to campus. We are trying to get a feel of faculty returning to campus and how they feel coming back to campus. Also Michael reiterated that the union can’t control the reopening of campus but it can negotiate its impact on working conditions for faculty.

Also Michael mentioned that HR sent email for open enrollment for benefits. You need to login if there is any changes you want to make to your benefits, and make sure to do the changes before the deadline May 17, otherwise it will automatically roll over from previous year.

1. **Negotiations**

Included in the VP report

1. **Executive Officer’s Reports**

**Vice President**

Tracy is conducting an Equity team training on May 7. The training will be virtual and faculty are welcome to join the training.

Membership and social activity chair Jennifer Fowlie will be sending out another newsletter, the links to VVCFA office hours will be listed in the newsletter but might change in the fall.

Negotiations:

Compensation for expenses incurred teaching classes from home Stipend MOU, as it stands now, $750 in addition for the HR Safety training $50 bringing the total back to $800.

Also asked the district for DE certified faculty to stay online or remote through fall 2021, the district response was only if you have special accommodation arrangements with the district otherwise the answer is no.

The district is reviewing accommodations very carefully, if you’re a faculty member with health issue, you need to be talking to your doctor now to find out if you are able to come back to campus, the district will review your request, they hired a consulting group to review all accommodations. If you already have an accommodation, it will be reviewed on regular basis, the district have the right to re-evaluate.

**Secretary**

Still waiting to hear from the college wide Technology Committee. Reported on PAC as PAC treasurer; We need more faculty to donate to PAC, we had significant drop in PAC revenue due to recent faculty retirements, we also need to recruit new members to serve in the political action committee. Also reported on VVCFA Technology Committee, still waiting for more faculty to join the committee, also mentioned the attempt to have one meeting for the technology committee before the end of the semester.

**Treasurer**

Richard stated to members, there is no activity for this period.

**Past President**

No Report

1. **Committee Reports or Special Reports**

**Membership Committee:**

Close to send a membership newsletter coming out, it also features a spotlight on a faculty member of the month. You should have received and email to down load your digital CTA membership card.

**Equity and Diversity:**

Included in the VP Report

**Social Activities Committee:**

No report

**Political Action Committee:**

Need more faculty to donate to PAC, need to recruit members to the committee

**Distance Ed Committee:**

Newsletter comes out every week, more workshops coming soon this spring and summer.

**Foundation:**

No Report

**Other:**

**ADJOURNMENT** - Meeting adjourned @ 5:00 PM