**VVC Faculty Association Meeting Minutes**

**Thursday, October 21, 2021**

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

Attendance:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Area |  | Area Representatives |  | Executive Officers | Members/ Guest |
| Academic Commons | √ | Wendt, Julia | √ | Butros, Michael, Past President | Glickstein, Lynne |
| Allied Health/Child Care | √ | Truelove, Terry | √ | Tracy, Davis, President | Fowlie, Jennifer |
| Allied Health/Child Care |  | Portillo, Silvia | √ | Rubayi, Khalid, Secretary | Brown, Regina |
| ATC |  | Adell, Tim | √ | Cerreto, Richard, Treasurer | Francev, Peter |
| ATC | √ | Ruiz, Maria | √ | Gibbs, David Vice President | Kaiser, Hinrich |
| Liberal Arts | √ | DiBartolo, Brian |  |  | Viehweg, Jarom |
| Liberal Arts | √ | Golder, Patty |  |  | Weis, Anh |
| 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 September 16 , 2021 minutes. Approved unanimously as presented
   2. VVCFA Resolution on the Bookstore. Approved unanimously as presented
   3. VVCFA Virtual Meeting Enhancement annual subscription. Approved, 14 in favor, 1 not in favor
   4. VVCFA Donation to VVC Amenities Committee of $100. Approved unanimously as presented
2. **President’s Report and Announcements**

As part of the monthly workshops to learn the contract, Tracy discusses the topic “*is it a grievance or HR matter*”, Tracy went over the basics of a grievance, such as you can’t grieve another faculty member, this becomes an HR matter. Also mentioned a grievance is a contract, MOU or past practice based, otherwise interpersonal issues then it’s an HR matter. Also mentioned that faculty not getting along can get CTA/CCA help, they have people available to help through remediation, in addition if you have a grievance because the contract has been violated it is important to know who is responsible for the part of the contract that you want to grieve when you’re ready to file it. Also mentioned that you can only grieve the district, Deans and above, not classified, adjunct or full time faculty. In addition classified can’t grieve faculty such as department chairs, they have to grieve the dean.

Tracy also addressed a question in the chat if VVCFA can help in HR issues, and the answer VVCFA can accompany you for an HR issue, our role to make sure that your rights are not violated by HR, and if the faculty member hires a lawyer, then by law, VVCFA can’t participate anymore to help you with HR matter. Another question was if you can grieve a faculty in a position as a program director, and the answer is no, you have to grieve the dean.

Continuing the discussion on grievance, it was mentioned as a CTA member you have the ability to consult with a CTA lawyer.

**Area Rep Report:**

One area rep reported their department/discipline is concerned with the district move to 8 week classes. Also mentioned by another area rep voiced their concerns about technology issues affecting their working condition and student registration which might get worse going to 8 weeks, since its not getting resolved in 16 weeks semester.

Another are rep mentioned that in Orange County, low enrollment classes where not canceled by management, and low enrollment classes where let to run, also there was funding to colleges who had classes cut due to COVID.

Are rep in nursing voiced their concerns with technology issues which is impacting their job and making it harder for them to teach.

**CCA Fall Conference:**

Michael mentioned that the CCA board decided to spend money accumulating in the reserve since all meetings are virtual with minimal spending there was a lot of savings in the past year, one of the ideas suggested is to send back some of the money back to the locals in terms of grants to help them become better and stronger locals.

Also mentioned by Michael, he is going to suggest to CCA board to purchase Zoom subscription instead of Webex because of all the glitches using Webex.

David mentioned that he attended a workshop on grievance writing, was given a template on how to write a grievance, the wording to use, timeline and how not to leave anything out.

David and Tracy met with college cabinet, our issues was safety, working conditions, and told them about our faculty bargaining survey we recently completed. Also reported to the cabinet the continued custodial issues.

Tracy mentioned that she also meet with AFT and CSCA counterparts, to discuss and share common issues such as COLA. CSCA and AFT want to be part of a clothing drive to help student dress for interviews and the workforce, it will be coming in the spring.

Tracy also reminded members that there is two mandatory trainings, one for sexual harassment and the other is about cyber security.

District didn’t send the draft calendar on time, VVCFA had to send couple notices to the district, finally they send us a draft calendar. We will review the draft calendar make any changes and submit it back a week from today.

Tracy mention the next faculty workshop will be coming on November 18, it will be on social media and the dangers of social media from a union perspective.

Also mentioned by Tracy, that the union is forming it’s on Safety Committee.

Mentioned by Tracy, the majority of the 8 week classes proposal is negotiable, it impacts scheduling and other working conditions.

Tracy mentioned an in person VVC holiday party, December 3rd.

1. **Negotiations**

Tracy shared the results of the bargaining survey:

55% more compensation

33% benefits

26% remote learning

23% Hi Flex classrooms

19% online/ distance learning

17% compensation

More information from the survey will be shared in the November meeting

1. **Executive Officer’s Reports**

**Vice President**

Included in the president report.

In addition, David mentioned attending the 8 weeks listening session, it was very good and lots of great comments.

**Secretary**

Reminded members if they have any technology issue to contact me and I will take these issues to the college wide technology committee

**Treasurer**

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

**Past President**

Michael shared with members the new VVCFA website

1. **Committee Reports or Special Reports**

**College Council:**

**Membership Committee:**

**Equity and Diversity:**

**Social Activities Committee:**

**Political Action Committee:**

**Distance Ed Committee:**

**VVCFA Technology Committee:**

**Foundation:**

1. **Other:**
2. **ADJOURNMENT**

Meeting adjourned @ 5:00 PM