



**Minutes
RCCDFA/CCA/CTA/NEA
September 7, 2021
Zoom Meeting**

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	
Emily Philippsen (Secretary)	
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
Darius Haghghat (RIV VP)	
Garth Schultz (RIV FT Rep)	
Wyn Moreno (RIV PT Rep)	
Peter Boelman (NC VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Faculty Guests	

- 1) Call to Order 1:00 pm
- 2) **President's Report: Rhonda Taube** – Rhonda reported that the IOI and evaluation for part-time faculty MOUs need to be updated to reflect the new language in the contract. Vice Chancellor Kim sent the FA a draft of the updates for the Executive Board to approve.
- 3) Motion: Extending the IOI and part-time faculty evaluations MOU for classes for that had to transition from face-to-face to online due to having to quarantining during the pandemic. The MOU stated that faculty would recreate the face-to-face evaluation and IOI as much as possible for the online modality. (Lee/Emily) Approved unanimously. This will now be presented to the District for a new MOU.
- 4) Rhonda reported that she and Dariush met with the RCCD Benefits Committee on Friday and one of the issues was the PPO that generic prescriptions would be

lower cost but name brand would be a higher cost. The cost savings for this was supposed to go into the retirement healthcare program and we are ahead of schedule. There was a decrease of 11% which increased our retirement subsidy that was passed on to our retiree rates for the PPO plan.

- 5) The long-term care plan has been narrowed down to two different company proposals. It would be for conditions that the participant cannot be recovered from it and participants would need to opt-in the program. If you have a symptom or condition that lasts longer than 90 days, that would qualify for long-term care. The details that are still being negotiated is who can opt-in, how long will the long-term last for, and how much coverage of expenses there will be. So far, the two proposed companies submit their proposals so that a decision can be made. Once a plan is selected, then participants will have the opportunity to opt-in outside of the open-enrollment period and then during open-enrollment thereafter. It seems that if you opt-in at a younger age, it is cheaper and rate is locked in for the lifetime of the policy.

Moreno Valley College

- 6) **Fabian Biancardi** – Fabian is part of the RCCD Sustainability Committee and met last week. It is a complex project that will take years to complete but the District is on track to working towards a more sustainable outcome.
- 7) Rhonda asked whether the sustainability pledge that was sent to faculty is part of this initiative effort. Fabian replied that the pledge is part of this long-term effort.
- 8) Fabian reported that there are a lot of concerns from some areas of the college where issues are coming up regarding the return to campus. Fabian reminded faculty to reach out to the administration for solutions and to be patient as we are working together.

Norco College

- 9) **Peter Boelman** – Peter reported that he, Araceli, and Diana met with President Green for their monthly meeting. They stressed that there is a need for more consistency between the colleges across the district.
- 10) Diana Campuzano – Diana raised some issues that concerned part-time faculty with President Green. Some of the issues were with key cards, copies, and other resources for faculty that are teaching in the afternoon and evenings. President Green was receptive to working with Diana on solutions to this issue.
- 11) Diana was appointed to be the CTA State Council High Education At-Large Representative.

Riverside City College

- 12) **Dariush Haghighat** – Dariush reported that he and Rhonda met with the directors of the Health Services from each campus. Some directors were

pressured to give medical exemptions to students with disabilities which they were uncomfortable doing so and refused to act on such an instruction. The District must stay in compliance with ADA laws so for students with disabilities that are not vaccinated, the District cannot deny them access to our classes.

- 13) Due to concern for the health and well-being of our faculty, the Association immediately issued a demand to bargain with the District to negotiate adequate safeguards in place when and if a non-vaccinated student with disability attends a face-to-face class. After several rounds of negotiation sessions with the district, the District and the Association signed a side letter of agreement only providing an exemption if their course cannot be taught online or any other alternative mode of education is available. Even in these cases, the student must provide a negative Covid-19 test within 48 hours to come to campus and submit to regular testing while attending our courses. By law, Faculty cannot be informed of a student with a medical exemption directly, the only information that faculty will know about status is via Cleared4.
- 14) Dariush reminded faculty that the IOI and evaluation process for contract and part time faculty must still be completed on schedule for the Fall semester. There were many issues that happen when IOI and evaluations were delayed in the past due to the pandemic.
- 15) Dariush reported that he and Rhonda have informed Vice-Chancellor Few regarding issues with part-time faculty evaluations and preference. Some part-time evaluations are missing and it is unknown whether the evaluations were lost by the IDS or in HR. Vice Chancellor Few will look into this pressing issue and provide a report to the FA.
- 16) Dariush is impressed with Vice Chancellor Few's promptness and communication. It is refreshing to have finally a Vice-Chancellor of HR who is so responsive.
- 17) Dariush reported that the Faculty Association has issued a Demand to Bargain to the District regarding a Covid-19 case number dashboard for the District. This dashboard will hopefully help give clarity of the reality of cases across the District and extinguish some of the rumors that have been causing anxiety for many faculty members. Since the Demand to Bargain was issued, the District has been working on creating this for the District based on what other districts are using. Rhonda reminded the District that the information on the dashboard needs to be updated on a continual basis so that faculty can be fully informed of current cases and what the threshold is for case counts. The Faculty Association has also issued a demand to bargain on the Tipping point for the District when and if the Covid-19 cases spin out of control in our district.
- 18) A faculty member contacted Dariush with a concern regarding students that receive notification from the District that they were exposed to Covid-19.

Students that have been exposed but are fully vaccinated are allowed to still come to campus if they are not showing any symptoms. The FA issued a Demand to Bargain over this issue and Vice-Chancellor Brown assured the FA that the District is able to immediately test anyone that is exposed or having symptoms on all three campuses. The FA demanded that all stakeholders would have access to on site testing once they are exposed to covid-19 or showing any symptoms. The District has agreed to such practice and has assured the Association that the District has such a capability and has established safe and reliable on-site testing centers at each of our three campuses along with two off site centers for our stakeholders to receive immediate on site testing.

19) Dariush has issued an official demand on behalf of the Faculty Association that an update message clearly informing our stakeholders regarding such practice to be communicated to all stakeholders including our students.

20) Dariush reminded faculty of the four types of additional compensation that faculty can receive:

- a. Compensation for Department Chairs or Assistant Chairs for the extra work they conducted in making the last-minute transitions of some of the courses for the Fall semester to online and switching some of the assignments around to accommodate the Board Vaccination mandate.
- b. Compensation for full and part time faculty who volunteered at the welcome boots during the first week of semester,
- c. Compensation for full and part time faculty who had to transition their face-to-face classes to online classes that was not in existence and is offered in that modality for the first time.
- d. Compensation for full and part time faculty for transitioning their face-to-face classes to online for two weeks due to quarantine and exposure.

21) The Association has been working with the District Academic and Business offices to get clarity in the timeline and processes for those compensations. Faculty that volunteered to work in the check-in booths need to work with their deans for that compensation.

22) Dariush reported that there some faculty investigations that are still dragging on despite the claims being unfounded and the many hours that have been given by the FA to resolve them.

23) Dariush reminded faculty that the booster of the Covid-19 vaccine is now available for individuals between six to eight months after your second dose. It is covered under all of our health plans. Dariush shared that some health insurance companies are contemplating about dropping coverage for covid related expenses if a member is not vaccinated. Of course, such a policy has not been adopted yet and might have some ways to go before becoming an standard

practice. But some insurance companies have started the initial discussions about such requirements.

- 24) **Garth Schultz** – Garth inquired about the printed copies of the new contract. Garth will pick-up the printed copies to distribute to faculty at Riverside and to send to Norco and Moreno Valley college as well.
- 25) **Secretary: Emily Philippsen** – Emily and Lee are working with the college to move all of the information from the old RCCD Faculty Association website to the new one.
- 26) **Treasurer: Lee Nelson** – No report.
- 27) **Open Hearing** – A faculty member shared that after September 20th the booster of the Covid-19 vaccine will be widely available.
- 28) A faculty member asked about fully vaccinated students that are exposed. As of now, students are able to come back to campus if they are showing no symptoms. Those that have been exposed should still get tested on campus as a precaution. We are one of the unique community college systems that have a vaccine mandate and most other community college districts are working with the honor system and no documentation.
- 29) A faculty member asked if they can use their Covid sick days for their children being exposed and yes, you can use your Covid sick time for that. The faculty member would contact their IDS to use that time and Risk Management.
- 30) A faculty member asked about electronic forms for IOI and evaluations and Rhonda replied that Adobe sign is the plan for the future.
- 31) **California Community College Association (CCA) – Dorothy Reina** - The CCA Fall Conference will be held in a virtual format Friday, October 15, 2021 – Sunday, October 17, 2021. Registration is now open and can be accessed via the www.cca4us.com website. ALL CTA members are welcome to attend the Conference General Sessions and Workshops; however, only designated delegates may attend the Council sessions.
- 32) CCA Leadership Zoom meetings will be held on the fourth Tuesday of each month, except for December. The meetings will run from 5:00pm – 6:00pm. An email with the link to the meeting will be sent to the local President in advance of the meeting. The next meeting will be on September 28, 2021.
- 33) **Closed Session** – Five items were discussed.
- 34) Adjourned at 2:53 pm