



Minutes
RCCDFA/CCA/CTA/NEA
October 24, 2023
Riverside City College Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
Sonya Nyrop (Secretary)	
Jeff Rhyne (Moreno Valley College VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Virgil Lee (Norco College VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Mike Chavez (Riverside City College VP)	
Garth Schultz (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Marianne Reynolds (CTA [California Teachers Association] Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:02 pm.
2. Motion to approve [minutes from October 17, 2023](#) (Campuzano/Nelson). Motion approved unanimously.
3. President's Report: Rhonda Taube

- a. Rhonda welcomed guest VC of HRER Tammy Few who addressed some of the behind-the-scenes complexities of working in a multi-college district.
- b. Rhonda was contacted by John Geraghty, controller for District, who is creating a steering committee for content management and asking for a union representative. Garth volunteered to represent the FA. This steering committee will be tasked with a number of things including looking for an alternative to Adobe Sign.
- c. VP DiMemmo contacted Rhonda as RCC is recruiting for a Dean of Equity position and asked for an FA member to represent RCC.
- d. Rhonda has a meeting on Thursday with President Oliveros; Jo Scott-Coe, the RCC Academic Senate President; and Casandra Green, the CSEA President, about the process for hiring committee appointments.
- e. At least sixty CSEA members attended the last board meeting, including members from other colleges and the regional CSEA representative. Their messages were heartfelt and powerful and lasted about an hour and a half.
 - i. Some of the CSEA members' complaints included the District using outdated or incorrect job descriptions and data in the class and comp study, which has an enormous impact on salaries.
 - ii. Rhonda reported at the meeting that the FA stands in solidarity with CSEA and believes that our classified professionals should be well-compensated. Labor united makes all of us more powerful. The FA is extremely pleased with the positive relationship that we have developed with CSEA and noted that only the administration benefits from the bargaining units being divided.
 - iii. Jeff suggested inviting Casandra Green to a future FA meeting.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. Faculty are reminded that they need to follow board policies when traveling out of state for work-related purposes during work hours, including conferences. They should try to start the paperwork at least two months in advance as there are multiple parts to the process, including board approval. Once they have board approval, faculty can ask their deans for a substitute for their classes.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer, Rhejean, and Jeff had a productive meeting with VP Amezquita. One of the issues discussed was the articulation officer contractual reassignment, which does not have a clear appointment process or term length. VP Amezquita is working with the

curriculum chair and Academic Senate on processes for this position.

- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

a. Vice President's Report: Virgil Lee

- i. A faculty member asked if retirement constitutes a qualifying life event that allows for healthcare insurance changes. The Family and Medical Leave Act defines what a qualifying life event is, and retirement does not qualify. The same faculty member asked if a retiree could change their medical insurance carrier during the District's regular open enrollment periods. Yes, they can.
 - 1. Details about the District's insurance plans can be found in the healthcare plans that are linked to the [District's HRER website](#).
- ii. Some faculty members had questions about the process when they disagree with their placement on the salary scale. Virgil contacted VC Tammy Few, who told him that faculty members need to contact the HR liaison at their college if they question their salary-scale placement.
- iii. A dean asked if an associate faculty member can have preference for two different classes. Yes, they can, but they have to meet the preference qualifications for each course.
- iv. The healthcare negotiation team received an initial proposal for part-time health insurance from the District. The FA team provided comments on the District's proposal, which they discussed during a productive and positive meeting with the District negotiation team members last week. The FA negotiation team expects to bring an edited version of the proposal to the Executive Board next week for review, as a prelude to the next meeting of the negotiation teams on November 2.

b. Full-Time Representative's Report: Araceli Covarrubias

- i. A faculty member asked when they would be able to work part-time in the District if they take the golden handshake. This is specified in the [Memorandum of Agreement from October 4, 2023](#) and can be six months or five years depending on which retirement incentive is selected.

c. Part-Time Representative's Report: Diana Campuzano

- i. No report

6. Riverside City College

a. Vice President's Report: Mike Chavez

- i. Concerns about the consultants hired for Trade Tech are ongoing. Union partners have a pipeline for relevant activities but are not being engaged, which is still problematic.
- ii. Some faculty members will be organizing events about the Palestine-Israel conflict, transgender rights issues, etc. and are worried about academic freedom and hostilities directed towards them. The relevant section in the Contract applies to both class and campus activities ([XX.J](#)) and is in alignment with [Board Policy 2030](#).

b. Full-Time Representative's Report: Garth Schultz

- i. Garth was asked about retirement and healthcare.
 1. Faculty keep their healthcare if they retire between the ages of 55-64.
 2. At age 65, faculty must go on Medicare. They can choose to purchase the supplemental insurance from any of the District's options (Kaiser, HealthNet, or PPO).
 - a. Of these, the most expensive option is the PPO. The District helps to defray the cost of the PPO after age 65 for faculty who have had the PPO for at least ten years prior to retirement.
 - b. Faculty can still choose the PPO option even if they have not had the PPO for at least ten years, but they will have to pay for it.
- ii. People who are contemplating taking the golden handshake should be aware that there may not be another golden handshake for at least five years.

c. Part-Time Representative's Report: David Martinez

- i. No report

7. Membership Chair: Emily Philippsen

- a. Emily was asked if faculty on reduced load still are required to hold office hours. Yes, but the office hours are adjusted for the reduced load.
- b. The children's center will be installing cameras for safety reasons, and faculty at the children's center are supportive. While there have been concerns about possible surveillance with camera use in other areas of RCC, this situation is different as it involves the safety of children. An MOU should be created to clarify that recordings cannot be used to evaluate faculty. Marianna Reynolds will send a sample MOU to Rhonda and Emily.

8. Treasurer: Lee Nelson

- a. Lee will let Cassandra Cisneros at the Inland Empire Labor Council know who will be attending the Gala. Marianne clarified that social activities, even when political, can usually be paid out of regular account.

9. Open Hearing

- a. VC Tammy Few answered faculty questions and addressed concerns.
 - i. VC Few was asked what she thought RCCD is doing well and what it can do better.
 - 1. Few thinks RCCD is behind some other states in technology, such recordkeeping and data. Personnel files are finally all electronic, and recruitment files will eventually be as well. HR is also moving to a fully online benefits system. IOI documents, however, are an academic issue and not the jurisdiction of HR.
 - 2. RCCD has excellent overall health benefits. For example, the District pays better and has better benefits than UCR. In fact, RCCD is one of the top ten employers in the Inland Empire.
 - 3. RCCD also does well in building relationships both within and outside of the organization and moving the organization forward more efficiently than some other higher education systems. It tries to ensure that people are not left behind, such as during the 2008 economic downturn and the pandemic.
 - ii. VC Few was asked about the understaffing in HR and plans for recruitment and retention. The work environment has an impact on retention, and HR personnel themselves speak to the high turnover, particularly of VC positions.
 - 1. Few is working on development of the team and maintenance of relationships.
 - 2. HR currently has fifteen people, which is a far cry from the industry standard of 1 HR person per 100 employees. Unfortunately, additional requested HR positions are unlikely to be approved.
 - iii. Issues should be brought to VC Few's attention so she is aware of them and can work on resolving those issues.
 - iv. She reminded faculty to keep information such as addresses current with HR.

- v. Diana let VC Few know how helpful Ndea Moore and Celeste Baldonado were with a payroll issue.
 - b. A faculty member asked about the process for absences for personal reasons. Faculty should let the IDS know and specify personal necessity for the absence. Although the form states that a specific reason must be provided, faculty do not need to do this; they can simply write *personal* on the form.
- 10. Closed Session: Three items were discussed.
- 11. Meeting adjourned at 3:38 pm.

The next meeting on November 7 will be at Norco College in CSS 217.