



**LBCCEA Rep Council Meeting**  
**Friday, December 17, 2021**  
**10:00 a.m. – 12:00 p.m.**  
**Zoom Web meeting**

**Minutes**

**Call to order:** The meeting started at 10:02 a.m.

**MEMBERS PRESENT:** Robyn Arias, Emily Barrera, Becky Black, Ama Boakyewa, Megan Campos, Kirk Canzano, Vanessa Crispin-Peralta, Kimberly Davis, Sean Dinces, Suzanne Engelhardt, Nicole Evans, Mitzie Garcia, Alex Hatlestad-Shey, Nicholas Herrera, Michael Hubbard, Janét Hund, Jerome Hunt, Shaheen Johnson, Pierre Jues, Dele Ladejobi, Hayarpi Nersisyan, Stas Orlovski, Frances Outhwaite, Velvet Pearson, Natalia Schroeder, Damon Skinner

**MEMBERS ABSENT:** Veronica Alvarez, Christine Charles-Bohannon, Susan Chen, Leslie Forehand, Brian Garcia, Barbara Jackson, Greg Ling, Martha Pamintuan, Brad Wilson, Kate Vokoun

**CTA Regional Uniserv Staff:** Angel Maldonado

**VISITORS:**

- I. Minutes: M/S/U (M. Garcia/Carroll) approved as read.
- II. Approval of Agenda –M/S/U (Pearson/Black) with change of moving Negotiations report to end of agenda due to a negotiations meeting at the same time as this meeting.
- III. Committee Reports –
  - a. Health & Welfare Benefits Committee report in packet.
- IV. Department Reports – none in packet.
- V. Presidents Report – Suzanne Engelhardt, report provided in packet.
  - a. MOU updates:
    - i. Covid 19 Pandemic Response.
      1. 100% online through Spring 2022.
      2. Article 10.6.4.2 Faculty Member’s Schedules was reviewed.
      3. MOU doesn’t supersede vaccine requirements.
      4. No extension of MOU.
      5. Contract supports faculty being contacted via email if changes are made to schedule.
    - b. Vaccine:
      - i. Mandatory Vaccination Requirements will be signed and uploaded to the FA website soon. The process has been extended through the winter session
    - c. Salary schedule 5A Full-time faculty Step Placement
      - i. In collaboration with FA, HR agreed to accept the interpretation of the negotiated language.
      - ii. HR has worked to identify those who have satisfied the requirements.
    - d. Exemption and Accommodation Process:
      - i. Velvet Pearson is the person to reach out to if an FA member is considering or going through the exemption process. She sent out an email to faculty this morning with information, regarding accommodations for vaccinated persons only.

- ii. If a faculty member has reached the final step in grieving the exemption process it would be hiring a private lawyer. This will be verified.
- e. If an accommodation has been denied for a vaccinated member contact Velvet Pearson, Grievance Chair for representation.
- f. MFA (Multi-factor Authentication)
  - i. College is doing this for security reasons.
  - ii. Personal phone can be used, or a key fob type of hardware authentication.
  - iii. Faculty working winter session will be the first to be doing this process, please keep FA informed of any issues.
- g. Current enrollment numbers:
  - i. Report was added in the chat for all to see.
  - ii. Winter enrollments have dropped a bit.
  - iii. Spring enrollment is improving.
- h. FA Office update:
  - i. FA will be sharing an office with AFT in the college's O2 building, room 236. Rent will be \$250 per month for FA.
  - ii. A moving company has been contacted for the move.
- i. Faculty Ombudsman and Conflict Resolution Facilitators:
  - i. Half a dozen applicants were reviewed. 1 Ombudsman and 2 Facilitators were chosen. HR is contacting the individuals and they will be announced at the beginning of the spring semester.
- j. Return to campus:
  - i. The winter process will stay the same, reduced number of screening tables. Information is on the college website.
  - ii. The spring process will give access to campus for vaccinated or qualified exemption faculty and students.
  - iii. Updates will be emailed through campus email. Update on the college website.
- k. Spring 2022 Vaccination updates:
  - i. Timeline to submit proof of vaccination or exemption:
    - 1. FT & PT Faculty – December 17, 2021. February 1 if working winter intersession.
    - 2. Students
      - a. January 3, 2022 for on campus instruction and/or student support service access.
      - b. There will be restrictions after January 24, 2022.
      - c. The Viking system is being updated to accept proof of booster shots.
- l. Article 7, Working Conditions:
  - i. Get involved in the Reimagining Safety conversation if you haven't yet done so.
  - ii. Become familiar with current cleaning protocols.
  - iii. Health & Safety is a union matter. Please contact FA if you have any concerns.
- m. Article 1, Salary
  - i. Several faculty members have successfully applied for salary advancement through the Flexible Salary Advancement Committee for lower division course work.
- n. Committee has been formed to address HyFlex instruction and technology.
  - i. Concept of instruction was discussed.
  - ii. Involves technology and therefore training will be needed.
  - iii. FA would like at least two volunteers to attend the meetings to represent faculty. Hopefully faculty with knowledge of this concept will volunteer.
  - iv. Meeting scheduled is not known yet.
- o. Suzanne thanked the Rep Council members for their support and hard work this past challenging semester.

VI. Vice President – Vanessa Crispin-Peralta, no report.

- VII. Secretary – Robyn Aria, no report.
- VIII. Treasurer Report – Ryan Carroll, report in packet.
- IX. Grievance Report – Velvet Pearson, no report in packet.
  - a. Level 2 grievance received response from district. Faculty members now needs to accept or decline the offer.
  - b. Counseling just filed an informal grievance.
  - c. Working with HR Personnel on the process and improve and improve it in the future.
  - d. Leaves: in service training on types of leaves, especially family leave.
  - e. HR has separate forms for religious belief or medical concern exemption requests.
- X. Communications Report – Sean Dinces, no report.
- XI. Probationary Report – Ama Boakyewa, no report.
- XII. Equity Report – Jerome Hunt, no report in packet
  - a. The hiring committee for the college Superintendent/President did put forth 3 candidates. One candidate dropped from moving forward.
  - b. 30 Million dollar grant committee.
    - i. Has met 2 times. One more meeting in January before recommendations will be made for spending the funds. Some ideas are scholarships, strategic investments, investing or endowing funds by socially responsible companies. Hopefully supporting Long Beach companies.
    - ii. Discussion on other items that the funds would be spent on were discussed. Curriculum audit team was discussed.
- XIII. Membership Report – Michael Hubbard, no report.
- XIV. PCC Report – Greg Ling, absent, no report.
- XV. LAC Report – Shaheen Johnson, no report.
- XVI. PAC Report – Damon Skinner, no report in packet.
  - a. Election season is starting.
  - b. PAC has given small donations to two of the BOT candidates, Sonny Zia, Herlinda Chico and will soon donate to Ginny Baxter.
  - c. LBCC Board of Trustees redistricting is in the process of being finalized. There could possibly be other BOT that would be running in the upcoming election.
- XVII. Uniserv CTA Report – Angel Maldonado, no report.
- XVIII. Old business – none.
- XIX. New Business
  - a. Winter Conference February 11-13, 2021
  - b. Spring Conference and WHO Awards April 29-May 1, 2022
- XX. Faculty Member Comment or Questions while waiting for the Negotiations Chair to join the meeting.
  - a. Alex Hatlestad-Shey asked if students could register without proof of vaccination status. It was discussed that nothing has been done to restrict them from registering at this point.
    - i. How much of a role does faculty have in enforcing vaccine status. It was discussed that FA feels that faculty does not have to be an enforcer.
  - b. Natalia Schroeder’s department would like clarity on the 60% maximum online rule. Her DH would like the union to ask the college for better direction on how it is done. Also, DH would like direct guidance on requesting an exception. A DH would need to work with the Dean and HR to extend the online teaching past 60%. Language is being worked on to make the process easier.
  - c. Velvet Pearson wanted to discuss the HyFlex teaching. K-12 has been trying this style of teaching, with compensation. Types of teaching in the future was discussed.
  - d. Dele Ladejobi brought up the point that the job description in hiring a librarian stated that it was a professor to be hired. There is a process in becoming a professor and it seems unfair that a qualified person is ineligible because of a title. It has been worked out in her department, but it is something to be aware of in the future.

- e. Ryan Carroll asked if the MOU that was just received could be distributed to their department and the answer is yes.

XXI. Negotiations – Janet Hund, report in packet.

- a. A robust conversation is being held with the college.
- b. FA is opening with the financial being salary and the none financial being working conditions and hours of employment and service load. FA is going to ask for a very robust salary raise.
- c. LBCC is in the top 5 in most of their columns compared to other colleges, other than the Doctoral column. Discussion was held on the many ways FA can present in negotiations.

XXII. Uniserv CTA Angel Maldonado was asked by Suzanne what can be done for an FA member that has exhausted all of the procedures that are set up to ask for a vaccine exemption? Depending on the case by case basis it could be reviewed if they qualify for CTA legal representation. CTA representation only pertains to workplace violations. If a faculty member felt it was something more, they could seek their own legal representation.

XXIII. Meeting was adjourned at 11:23am.