



**Approved Minutes, E-Board & Rep Council**  
**Wednesday, April 28, 2021, 3–5pm**  
**Zoom virtual meeting**

- I. Quorum—Call to Order, 3:02 pm
- II. Public Commentary: Public comments were given regarding multiple sections
- III. Agenda: On motions duly made and carried (Pashaie/Delshad), the agenda was approved
- IV. Liaison/Committee Reports: Racial Justice & Equity Committee (RJEC) Chair—Ziza Delgado, provided an update of various activities of the Committee including a well-attended, thought-provoking CCA spring conference presentation on the topic of RJEC, UF, and the District; finalizing RJEC's statement on the relevance of equity in negotiations; developing a FLEX event on critical equity and following up with a second presentation for a larger workshop in fall 2021 for faculty and administrators. Overall, RJEC has been building relationships and creating a community within the District and its three campuses, as well as outside the District with other colleges and districts.
- V. President Diep's Report:
  - A. UF has received an award from CCA as the chapter with the greatest increase in the number of full-time faculty membership. CCA recognizes the current UF's dedication to advocacy for faculty rights, faculty contract, and faculty unity and strength.
  - B. Information about the April 27 BoT meeting and the trustees' insulting and disturbing reactions to a speaker reading commentary on anti-Asian hate crimes. While the District talks about support for diversity and equity, the Trustees' actions and the District administration's acquiescence by silence are indications of insincerity.
  - C. UF has taken action supporting Dental Hygiene Program faculty at Cypress College. Administration had decided to exclude faculty from the process of hiring a program director, and the trustees had signed their approval on this matter. The trustees reversed their negligent approval at their April 27 meeting and director position is being resubmitted with faculty having a voice.
  - D. Administrative Policies (APs) 7120-4 and 7120-5 are important to know and understand. AP 7120-4, outlines faculty's role in managerial hiring. AP 7120-5 (hiring interims), however, is problematic because it gives the college presidents the right to hire interims for anything up to two years without going through any kind of process. These APs will be up for review next year.



E. In hiring faculty, the notion that the college president has final say is a myth. Board policy clearly states that faculty on the hiring committee have final say and the college president and/or VP cannot override the hiring committee's decision. If the president does not want to abide by the hiring committee's choices, then the president must go before the senate and provide compelling reasons to explain the decision

F. Summer intersession: Article 10 of the faculty contract has the rules and procedures regulating summer intersession. The maximum assignment a faculty member can have is 10 units, and if a faculty member wants all 10 units, the dean has no authority to refuse (so long as the units are in place for the term). Unit members are to be given first consideration for all unit assignments to indicate their preference. This is done on a rotation basis per summer based on seniority, and the dean is responsible for logging the rotation for subsequent summer sessions. Part-time faculty are given consideration for leftover units once the full-time faculty have made their choices.

G. Contract Article 27: Summer hiring work needs to have prior written approval from the college president in order to be paid for the work, otherwise there is no compensation, and the work will have been done for free.

## VI. Negotiations Report: Mohammad Abdel Haq, Robin Devitt:

### A. CCA conference

1. Advanced negotiations session: relevant information included how to increase negotiating power and the use of uncertainty as leverage; also, Best Alternative to Negotiated Agreement (BATNA) and strategies for changing perceptions.

### B. 75<sup>th</sup> percentile workgroup, budgets, and other ongoing negotiations

1. Work on 75<sup>th</sup> percentile is about to be finalized, and work on lab-lecture parity is even closer within the space of one or two emails. District has from CARE \$77m, \$35m is to go to students, and the other \$42m will be in the hands of the district.
2. These amounts are independent of the district's reserves which were \$102m last year and have probably increased this year. The numbers will be available when the district files its audit actuals sometime in September or October.
3. Regarding dual enrollment, the district receives \$1,700 per student but none of it has been spent on instructors teaching in the program.



## C. MOU COVID-19 negotiations

1. The district had been remiss in committing to negotiations on this but has been doing so due to pressure from UF. The MOU's major points include:

- a) incorporating language to ensure that returning to campus will be on a voluntary basis for faculty
- b) As much compensation as possible for expenses faculty incurred during the shutdown.
- c) 80-hour increase in personal necessity time
- d) Other COVID-related safety measures

(It was noted that FC administration would like the library to be open this summer with librarians on duty, but the librarians have issues with this. Only one of the FC librarians wants to work over summer, so that resolves the issue.)

Adjournment (King/ Delshad), 4:41pm