



Minutes, E-Board & Rep Council
Wednesday, October 12, 2022 – 3pm
Zoom virtual meeting

I. Quorum: Call to Order, 3:04pm

II. Public Comments: None

III. Agenda: On motions duly made and carried (Rosen/Peters), the agenda was approved.

IV. Minutes: On motions duly made and carried (Rosen/Peters), the September 28, 2022 minutes were approved.

V. Racial Justice & Equity Committee: Chair Ziza Delgado reported that the committee has been working on plans to propose a process of restorative mediation to help colleagues work through disagreements without resorting to complaints filed with HR. This is because HR's method of dealing with complaints is only punitive, and their investigations, known to be biased, generally end up with a reprimand for both parties. The committee's mediation proposal will be voluntary, and it will focus on full-time faculty while recognizing that issues can arise between full-time faculty and others, including classified and AdFac.

VI. Extensive Lab Committee: Chair Jeremy Peters reported that currently, around 80 applications have undergone the review process and are certified, and there are some 300 more applications in cue to be reviewed. Around 50 of these were received just since the previous Rep Council meeting two weeks ago. Altogether, the committee will have reviewed and processed around 400 courses this semester.

VII. President's Report:

A. Per Article 16 of the CBA, Dept. Coordinator duties must be approved by a majority of the department's full-time faculty and the dean. Furthermore, these duties and the agreements must be on record before coordinators start their duties.

B. Open Enrollment ends this Friday.

C. To clear up any confusion, the fringe rates we are receiving from the District are 12-month rates which, if one is on a 10-month calendar, should then be divided by 10.

D. The unfair labor practice trial that UF has been preparing against the District for interfering with union activity and protected speech will be in partnership with CTA legal, and it will have a PERB judge sitting.

- E. VP Katie King informed the Trustees and their Board meeting last night that FC administration has been willfully disregarding the Trustees' COVID mandate and has allowed around 900 students this fall semester to enroll and attend classes without vaccination or exemption. At the same time, however, HR's Julie Kossick has put some 60 faculty members on notice and threatened them with disciplinary action for supposed non-compliance with the same mandate. Any full-time faculty that has been so threatened and/or told that something was placed in their personnel file, should contact President Diep ASAP.
- F. State legislation has just passed extending COVID sick leave through the end of 2022. This will provide up to 40 hours of sick leave (aside from the regularly accrued sick leave) for eligible employees, and an additional 40 hours of leave to be used in caring for family members with COVID. Only employees who have not already used COVID sick leave in the past are eligible to use this extension. HR has the duty to send this information to all employees and has said that they will do so quickly.
- G. Legislation states that the District must in a timely fashion contact employees that have been in contact at work with anyone who has COVID, although HR has so far failed to follow this regulation. UF is putting in an EERA Request to find out exactly how many COVID cases have so far been reported at the campuses.
- H. Retirement: COLA this year is projected to be 8.5% (one of the largest ever). Members have been requesting sessions on retirement, and when asked, HR told President Diep that they are planning to provide these.

VIII. Grievance Reps Linda Borla (CC) and Katie King (FC) provided an update of current issues.

IX. Faculty Survey: Rep Council finished revising the faculty survey. It will be sent to members tomorrow (Thursday) afternoon and run for a week. Once the results have been analyzed, UF will immediately put in a Demand to Bargain based on findings.

X. Meeting adjourned at 4:48pm.