



**Minutes
RCCDFA/CCA/CTA/NEA
October 19, 2021
Zoom Meeting**

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

- 1) Call to Order 1:04 pm
- 2) Motion: Move to approve the minutes from October 12, 2021. (Lee/jeff) Motion unanimously approved.
- 3) **President's Report: Rhonda Taube** – Rhonda reported that Vice President of Academic Affairs for RCC agreed that the Dual-Enrollment and CCAP courses should be offered online for the spring 2022 term since the local K-12 school districts do not currently have a Covid-19 vaccine mandate. Rhonda shared with VP Wright the faculty Association's recommendation that online courses would be the safest for faculty that teach those courses.
- 4) Motion: send condolence flowers to a FA Executive Board member (Rhonda/Emily). Motion unanimously approved.

Moreno Valley College

- 5) **Fabian Biancardi** – No report.
- 6) **Jeff Rhyne** – Jeff reported that the Accreditation visit is scheduled for Thursday, October 21 and thanked all of the faculty, classified, and administrators who worked hard to address our recommendations and to write the report.
- 7) **Angelica Barraza** – Angelica asked about compensation for a part-time faculty member that had to move their class online at the last minute.

Norco College

- 8) **Peter Boelman** – Peter reported that he became aware of faculty that have the HealthNet HMO plan being turned away from the Covid vaccine and flu shot clinics that have been on campus and also at pharmacies. The FA will follow-up on this issue.
- 9) **Araceli Covarrubias** – No report.
- 10) **Diana Campuzano** – No report.

Riverside City College

- 11) **Dariush Haghighat** – Dariush reported that the Benefits Committee met last week on Friday and spent several hours interviewing different vendors for the RCCD PPO health care 3rd party administrator. After listening carefully to their proposals, and reviewing their services, cost and overall package each vendor presented to the committee, all committee members voted unanimously to retain HealthNow, our current 3rd party administrator for another year.
- 12) Some committee members including both Faculty Association representatives to the committee expressed some of their concerns and dissatisfaction with some of practices by HealthNow. But they all agreed that HealthNow's overall package was much better than the other vendors. As such, the committee decided to renew HealthNow's contract with the condition that the contract will be renewed for only one year with a solid understanding that HealthNow must improve on all the areas that the committee has brought to their attention. The committee also made it clear that HealthNow's contract cannot be renewed by HR without a proper evaluation of the performance and services of HealthNow at the end of the contract.
- 13) Motion: Continue with the current 3rd party administrator, HealthNow, for the PPO plan with a one-year contract and an evaluation before another contract is signed in the future (Fabian/Lee). Motion unanimously approved.

- 14) Dariush was impressed with our health insurance specialist, Edwina Cardenas during these interviews. Edwina asked direct questions and let HealthNow know that she was upset with their lack of communication about the breadth of their services.
- 15) Dariush has some serious reservations and concerns about some of the challenges our colleagues have experienced with the full accounting of their sick leave.
- 16) Dariush has called for a meeting between the Faculty Association representatives and Vice-Chancellor Brown and Controller Geraghty to discuss the problems we have encountered with the accounting of sick leave in detail and if necessary call for an independent audit of the sick leave for all faculty for the past few years.
- 17) Motion: Official Demand to Bargain for an comprehensive audit for all faculty (part-time and full-time) in the District. This audit should be conducted by an agency that is outside of the District. The audit needs to focus on the timeframe before 2018 to make sure that there was not an issue before then. Included in this Official Demand to Bargain is the District will move to an electronic payroll process for faculty paychecks with all three sick leave banks differentiated (full-time, part-time/overload, and summer pay banks). There will be a clear deadline for this Official Demand to Bargain that will be negotiated between the Faculty Association and RCCD. (Fabian/Garth) Motion unanimously approved.
- 18) Dariush asked about some retirees emails being disconnected. Rhonda stated that Vice Chancellor Few searched for a policy in the District and could only find mention of this in a golden handshake document. Vice Chancellor will provide an update soon.
- 19) **Garth Schultz** – No report.
- 20) **Wyn Moreno** – Wyn thanked Dariush for working on the sick leave issue. Many part-time faculty members are thankful that the union is communicative and pushing for this issue to be resolved.
- 21) **Secretary: Emily Philippsen** – No report.
- 22) **Treasurer: Lee Nelson** – Lee shared the PERB report and the latest budget for FA Executive Board approval.
- 23) Motion: approval for the Faculty Association PERB report (Lee/Fabian). Motion unanimously approved.
- 24) Open Hearing – OPEB Committee Meeting Report to RCCDFA. Date: September 20, 2021. By: Dr. Amber Casolari. The Other Post-Employment

Benefits (OPEB) Irrevocable Trust asset allocation committee met on September 20, 2021. During the meeting we reviewed the investment strategy (medium risk CERBT with CalPERS) and requirements for the irrevocable trust. Every month 0.2% of salaries are added to the trust and then at the end of the year withdrawn for 'pay-as-you-go' (or current employee benefits) medical expenses so that interest may be earned on those deposits. The district guarantees that a minimum of \$250,000 will be added to the account annually (last year \$355,000 was added). As of June 30th, there were approximately \$1.2 million in earnings for an ending balance of \$3,472,473. If the district were to fully fund the future retirees each year we would need interest earnings of approximately \$3-4 million. This would likely need to be a fund balance of approximately \$100 million. The committee agrees that saving this amount of money in the next few years is not realistic; however, a larger fund balance could earn interest to defer some of the costs of the retiree health costs. The next meeting will be held March 2022.

- 25) A faculty member asked how should faculty check their pay checks for discrepancies in sick leave. Another faculty member shared that they ask their payroll technician about total overload worked on an annual basis to make sure that they were paid correctly each pay check. Also, faculty can check on Webadvisor for what they taught each term and then they can divide their overload hours by 18 to check their overload sick bank time. They can do a similar calculation for the intersession bank as well.
- 26) A faculty member stated that the part-time faculty list that they received from their dean was incorrect. The dean sent them an updated list from District Human Resources and it was still incorrect. The faculty member was told to evaluate faculty according to their recollection of what part-time faculty member evaluation is due from their own records. Dariush advised for the faculty member to follow the list that they received from DHR because some of the part-time faculty members may need evaluation due to the schedule or because their previous evaluations might be incomplete or wrong.
- 27) A faculty member reported that they had to submit Covid time and that their emails to the DHR Director, Diana Galindo, have not been responded to. Dariush stated that unfortunately this is a common issue for our District administrators to be unresponsive to emails. The faculty member stated that Monica Esqueda has been very responsive and informative.
- 28) A faculty member asked about receiving TA information from before 2014 since Webadvisor only goes back that far. Rhonda suggested to ask your IDS for that information.

29)A faculty member asked if part-time faculty sick leave is combined to full-time sick leave? These are two separate sick banks and are not combined until you retire.

30)A faculty member asked about a follow-up on the Ben Clark issue. Fabian clarified that his understanding is that the BOT and the Chancellor are working on resolving this issue.

31)A faculty member reported that the CCA conference was this past weekend.

32)**California Community College Association (CCA) – Dorothy Reina** – No report.

33)**Closed Session** – Three items were discussed.

34)Adjourned at 2:57 pm