



Mt. San Antonio College Chapter 262
Chapter Meeting Minutes
May 20, 2022

Executive board Members in Attendance

<input type="checkbox"/> President, Robert Stubbe	<input checked="" type="checkbox"/> Chief Union Steward: Melissa Andrewin	
<input type="checkbox"/> Vice President #1: Rosa Asencio	<input checked="" type="checkbox"/> Communication Officer: Marlene Espina	
<input checked="" type="checkbox"/> Vice President #2: Brandon Gillett	<input type="checkbox"/> Site Representative: Melissa Andrewin	
<input checked="" type="checkbox"/> Secretary: Gizelle Ponzillo	<input type="checkbox"/> Past President: Sandra Bollier	
<input checked="" type="checkbox"/> Treasurer: Zak Gallegos	<input type="checkbox"/> CSEA Labor Rep	
Agenda Item		
Discussion		Outcome
Call to Order Pledge of Allegiance		Time: call to order at 12:03 Pledge of Allegiance: Robert Stubbe
Meeting Minutes – Review & Follow-up	<div><div>1. Agenda</div><div>2. Minutes</div><div>3. New members</div><div>4. Communications</div><div>5. Old business<div>a. Negotiations update</div></div></div>	<div><div>1. Agenda: the agenda was reviewed and approved by acclamation</div><div>2. Meeting minutes from April 20th, 2022: Gizelle Ponzillo moved to approve, Brandon Gillett 2nd the motion.</div><div>3. No new members</div><div>4. Communications: Juneteenth Holiday and Summer hours. The Summer schedule begins on June 13th, 2022 and will last for 8 weeks. Classified staff will be working 10 hours a day, 4 days a week. You can use 1 hour of leave time (16 hours of your own and 16 hours from the District), so you can shorten your workday to 9 hours. You can also shorten your workday to 8 hours a day, but you need to talk to your manager and will need to use your own time for the extra daily hour. If you have any issues with this, reach out to a job steward. Just last year, we negotiated the option of using Personal Necessity leave to shorten the day as well due to impact with childcare and for other reasons. That previously had not been allowed.</div><div>5. Old business<div>a. We are drawing the straw design for one article and for remote work, we will begin the straw design next week.</div><div>b. The threat of COVID for being on campus is very low, but we are still working with the District. The President of the Union thanked Brandon, Rosa, and the Eboard for their work with negotiations</div></div></div>

		and with the Eboard. The chapter was in good hands, and even though Robert Stubbe was out, he was still checking his email and text messages.
Old/Ongoing Business	1. Annual conference delegates	1. The annual conference delegates have been confirmed and Zak has booked their hotel and has registered them.
New Business		1. No new business
Officer / Committee Reports	1. Pres 2. VP1 3. VP2 4. Treasurer 5. Secretary 6. Chief Steward 7. Communication Officer 8. Site Rep 9. Past President	1. Pres: Working on Accreditation and serving on other committees. There are some opening for shared governance, and in case anyone is interested, email Robert. 2. VP1: nothing to report 3. VP2: All caught up with hiring committees. All caught up with assignments. Brandon has a list of those who contacted him volunteering to serve on hiring committees. He will contact them when new opportunities arise. 4. Treasurer: See attachment for the Treasure's report for the month of May. Combined amount in the accounts \$21,353.10. Open enrollment is coming up. If you plan on making changes, you need to make an appointment with American Fidelity in person or on Zoom. If anyone is having any challenges with SISC or with prescriptions, send an email to the Eboard, so that we can work on those. If we don't know about your issues, we cannot do something about it. 5. Secretary: Gizelle Ponzillo is Chair of CSEW and is inviting the classified staff to attend one of the Bingo sessions tomorrow and the Goofy Gold & BBP on Friday. She is reminding everyone that we work hard on serving our students and that it's time for the staff to have some fun too. 6. Acting Chief Steward: nothing to report 7. Communication Officer: Come out to the events for CSEW. 8. Site Rep: Still handing out the blue CSEA shirts. If anyone has not picked up their shirt, they can email Melissa to request one. 9. Past President: nothing to report
Good of the Order		1. Q&A: See questions that were asked below: 2. Will we be receiving COLA? We are hopeful that we will get more COLA for the balance of last year's COLA. We are still working on COLA for this year. 3. More info on remote work: currently, we do have accommodations for temporary remote work in lieu of sick time, but only for a short duration, like someone who has had surgery and shouldn't be on campus, but that can work from home. Manager's approval is required. We are negotiating permanent remote work.

		<ol style="list-style-type: none">4. 80 hours of COVID leave? It has been reset/extended twice. This is up for discussion, and we will push for it. As of now, those hours will not be reset.5. When will chapter meetings be held in person? We want to have hybrid meetings. We have had higher attendance since we began meeting on Zoom. Classified staff are very busy, so it might be hard to take an hour to attend this meeting even though it's on release time. There is a room that has been upgraded, so we might be able to hold our hybrid meetings there; however, availability of that room might be challenging since it's being used for offices. We will keep working on trying to find a room for our meetings.6. The balance of the COLA will be backdated to July 1, 2021 if it's given to us.7. In regards to negotiations with the District, the COLA discussion came up first because that was a big priority for the membership. We asked that in the fall. Remote work was a close second, so we agreed to address COLA first and remote work second.8. There is no drop down for a Summer Schedule: Personal Necessity code. Do we go ahead and submit regular PN requests for the summer schedule? You need to do a request. Go into workforce, and for the duration of however long you need that, just enter a PN request for those days that are listed and put 1 hour in for each day for the duration of the Summer Schedule.9. What is happening with reclassification requests? If there is a request that is taking a particularly long time, send Brandon an email, and he will get back to you.10. Is there more information that we can share about remote work? The way that the IBB process works, is that we lay out the merits and drawbacks, then we look at how the whole thing works together. It's hard to get into specifics, but it seems like both sides are in agreement on certain things like giving a 7 days' notice or a 30-day notice. How remote work is being assigned, it might be more than just your manager making a unilateral decision. We are looking at how others will have their eyes on that request. Managers used to just sit on your request and not do anything about it, so now, when you have a vacation request, their VP is included in that to provide some oversight to ensure that decisions are fair and equitable to ensure that no one is being denied their request. When you put in for vacation, your manager should not just say no, they need to justify why they are denying it. This is what we are looking at here. It seems like both sides of the negotiations team are open to broadening the 5 categories that we currently have for remote work to have more
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		<p>options. Our goal is always to have negotiations finished by June 30th, but it doesn't seem like we will be able to do that. We will be working through the Summer on this. It's hard to know the exact date because if there is a sticking point, that could delay the process.</p> <p>11. Can HR override a manager or department and reject ongoing remote work? HR can do that, but they don't like to step on toes. One instance in which you may have a case is if everyone in your department is working remotely but you are not.</p> <p>12. Survey results? Those were shared with the District and those results have helped to make our case. Dr. Scroggins relies heavily on data, so having that type of data comes a long way. Most managers are in favor of remote work. Some managers cannot approve it because their VP has told them not to, and we will address that separately. Lots of colleges have remote/hybrid schedules. The negotiations team is pushing this as hard as they can.</p> <p>13. Great staff retreat is coming soon and will be in person. Submit if you want to attend it. In person, 3 days, at Lake Arrowhead. Preference will be given to new members who have not attended it. They will follow the same format they did before the pandemic.</p> <p>14. COLA and the May revise. The concerns that the District had about funding that COLA ongoing. The extra funding the District has for 2022-2023 should make the District more comfortable in agreeing for the rest of the 2021-2022 COLA.</p> <p>15. Keep your blue shirts ready. If we need to storm out the Eboard, we can do it.</p> <p>16. #blueshirtfriday Let's wear our blue shirt on Friday. If you need a blue shirt, please email Melissa.</p>
Meeting Adjournment		Meeting Adjourned: 1:04pm
Action Items		

Notes: 111 people were in attendance.