

# FARSCCD FACTS

Faculty Union Newsletter  
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February 2021

## New Safe Return to the Workplace Plan

FARSCCD would like to welcome everyone to the Spring 2021 semester. As we continue to be mostly remote and online this semester, we are ever hopeful that over the next months and through the summer the Covid pandemic will improve and that the Fall semester will bring us a renewed sense of hope and outlook as we plan to return to campus.

We would like to thank Michelle Macintyre from SAC Counseling and Susan Hoang from the SAC Library for participating in the discussion regarding the “Return to Work” document on January 22<sup>nd</sup>. Getting input from all faculty is vital to creating a plan that best suits everyone’s needs. Having Michelle and Susan involved in the live discussion of this document was instrumental in getting other much needed updates in the document.

As discussed in the meeting, this document was renamed “Safe Return to the Workplace” and other updates included in this new document are the state mandates on reporting a positive Covid-19 case that occurs at a worksite.

Please continue to review this document here: <https://www.rscsd.edu/Departments/Human-Resources/guidelines-for-a-safe-return-to-the-workplace/Pages/introduction.aspx>.

## FARSCCD EXECUTIVE BOARD ELECTIONS THIS SPRING SEMESTER

As we begin the Spring 2021 semester, we are will be holding our Executive Board elections for the next term. The following positions with the current office holders are: FARSCCD President (Mark Smith), Vice President of SCC (Barry Resnick), Secretary (Mary Castellanos), Treasurer (Morrie Barembaum), Members-at-large (Maria Aguilar-Beltran, Rudy Carrion), and Adjunct Member-at-large (Karen Hersom). Election announcements with all the details will be sent out culminating with an election at the end of the semester.

# Friday Morning Brunch @ 10am, Friday Feb. 19<sup>th</sup>

Our first Spring faculty *Friday Morning Brunch* zoom is scheduled for Friday, Feb. 19<sup>th</sup>. Please use the link below to join your FARSCCD Executive Board for an open-ended zoom for faculty to come together and support each other in this time of isolation. See you all at 10am Friday.

Topic: Friday Morning Brunch - FARSCCD

Time: Feb 19, 2021 10:00 AM Pacific Time (US and Canada)

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/97567324864>

Or iPhone one-tap (US Toll): +16699006833,97567324864# or +12532158782,97567324864#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 253 215 8782 (US Toll)

+1 346 248 7799 (US Toll)

+1 646 876 9923 (US Toll)

+1 301 715 8592 (US Toll)

+1 312 626 6799 (US Toll)

Meeting ID: 975 6732 4864

International numbers available: <https://cccconfer.zoom.us/u/azvy0gCae>



Or Skype for Business (Lync):

SIP:97567324864@lync.zoom.us

**If you have any questions or need any help, please don't hesitate to email us at [FARSCCD@gmail.com](mailto:FARSCCD@gmail.com). Please visit our website ([FARSCCD.org](http://FARSCCD.org)) for more information, current contracts and MOUs, and Executive Board member contacts.**

**THE NEXT BOARD MEETING:  
Monday, February 8<sup>th</sup> @ 4:30 pm.**

**THE NEXT FARSCCD Rep:  
Council MEETING Wednesday,  
February 17<sup>th</sup> @ 4:00 pm.**

## Is the “Culture of Conflict of Interest” Back Again?

Conflict of interest was a decade-long culture in our District under the watch of our previous chancellor, Raul Rodriguez.

Among the many examples include retired Vice Chancellor of Fiscal Services, Peter Hardash who was exposed for the gifts he received as a result of granting contracts to various vendors. Executive Vice Chancellor of HR and Educational Services, John Didion was involved for years with the governance of the Joint Powers Authority (ASCIP) that provided District employees' health insurance.

Fortunately, our elected trustees put a stop to the "pay for play" contracts by Mr. Hardash and created a board policy against such conflicts. A health insurance broker was hired last year and for the first time in many years the District solicited bids from multiple insurers in addition to ASCIP.

Regrettably the practice of conflict of interest has begun again. The District has announced two new cabinet-level positions, Vice Chancellor of HR and Vice Chancellor of Fiscal Services. These hiring committees are chaired by Marilyn Flores and Jose Vargas, respectively.

The problem with this assignment of chairs is that each of these individuals currently hold an interim cabinet level position as college president and have announced they are applying for the permanent positions. By chairing the committees that will hire two new vice chancellors, it's possible Flores and Vargas will be leading the hiring of colleagues that may serve with them on Chancellor Martinez's cabinet should either or both be selected as permanent college president. To add to what could be seen as impartiality is the fact new interim head of HR, Enrique Perez is leading the presidential hiring committees whose applicant pool includes Flores and Vargas. This entanglement could lead to conflict at the highest administrative levels of the District with each of the potentially five cabinet level administrators (two new vice chancellors, Flores, Vargas and Perez) having some sort of indebtedness to the other. Not only does the assignment of these three chairs create a conflict of interest, they do not represent the District's diversity.

The chairs for these important hiring committees should be a diverse group of managers serving in permanent positions who are not members of the Chancellor's cabinet nor will they be upon the hiring of the college presidents and two vice chancellors. Our District is fortunate to employ several managers who could undertake these important responsibilities.

Both Flores and Vargas must be replaced from chairing the vice chancellor hiring committees and Perez should step aside from his role overseeing the hiring of the two college presidents.



# Retiree Dental Insurance Coverage:

## An example of the District not following the Contract

Recently a number of retired faculty members have contacted FARSCCD expressing their concern that they are being required to pay for retiree dental coverage. Our Collective Bargaining Agreement (CBA) regarding dental coverage reads as follows:

### Article 5.4.1 District Contributions

Retired unit employees and eligible dependents shall receive district-paid benefits in accordance with the current medical/dental plans...

Based on the CBA language, retirees are to receive dental coverage to the age of 70 or for life, depending on the year hired and longevity in the District.

Requiring retirees to pay for dental coverage began a few years ago when the District changed dental insurers. A clause in the new insurance carrier's contract prohibited coverage for retirees 65 and over and HR started billing these retirees in violation of the CBA.

Retaining an insurance carrier that locked out retirees age 65 and over in violation of our contract should have never occurred. This issue was among many that were part of the HR dumpster fire former Vice Chancellor of HR, Judy Chitlik left when she retired.

Earlier this month FARSCCD presented the history of retiree dental coverage to the new interim HR staff, Jean Estevez and Alistair Winter. We were informed HR has turned the matter over to the District's legal counsel.

FARSCCD will file a grievance and support our retirees 65 and older to obtain premium refunds if the District continues this practice in violation of what has been included in our CBA for decades.

