



Classified Senate Meeting Minutes

October 27, 2021 | 11:00 a.m. - 12:00 p.m. | Zoom Meeting

Senators	Attendance	Senators	Attendance
Vanessa Ayala	Absent	Katie Olivier	Present
Karen Bowen	Present	Andrea Rangno	Present
Kris Cutting	Present	Ashley Rippeon	Present
Heather Dominguez	Present	Teresa Rodriguez	Present
Kayla LaBounty	Absent	Eva Shaffer	Present
Jasmine Nguyen	Present	Leo Stiles	Present
JohnPaul Nguyen	Present	Jillian Whistler	Present
Connie Oh	Present		

Guests

Carlos Amescua, Michelle Auduong, Jay B., Angelina Bargeran, Jessica Bravo, Alex Buus, Eduardo Cervantes, Maureen Crawford, Denise D'Amore, N. Danci, Theresa De Los Santos, Hung Dinh, Kat Donahoe, John Fawcett, Veronica Garcia, Mireille Halley, Vickey Hay, Tiffany Huynh, Michelle Khuong, Kelly Lam, Karen Latham, Rebecca Morgan, Martha Munoz-Sanchez, Thuy Nguyen, Julie Nguyen, Thu Nguyen, Virginia Nuzzolese, Laflamme, Michelle Ozuna, Eva Pok, Liz Parker, Heather Pecora, Victor Pino, E. Quiroz, Jenifer Rivera, Beatriz Rodriguez-Vaca, M. Rossi, Cecilia Schreyer, Mette Segerblom, Daisy Segovia, Rosio Soto, Thomas Stephenson, Rini Sukaesih, Emylie Tran, Tere Vasquez, Marie Vaughan, Scott VR, Phukhanh Vu, Michelle Wang, Jenny Williams, Eric Wilson, Alexia Wood, Janine Wood, Chris Yagerman, Shannon, Yesenia and Ilona.

Recorder of Minutes: Beatriz Rodriguez-Vaca

1. Call to Order - Classified Senate President:

President Jasmine Nguyen called the meeting to order at 11:01 a.m.

2. Approval of the Minutes - Classified Senate Body:

Motion 1: Senator Heather Dominguez moved to approve the October 20, 2021 meeting minutes; motion seconded; motion approved unanimously.

3. Officer, Senator, and Committee Reports:

A. President's Report – Jasmine Nguyen:

1. Halloween

- Today is the last day to enter our Halloween contest. We have two categories: Decorated Work space and Costume. Please submit your entries to OCCClassifiedSenate@ccd.edu.
 - The students will be voting on the best decorations and costumes.
2. Town Hall with Dr. Suarez
- November 10th at 11 am – usual meeting time date.
 - President Jasmine Nguyen asked classified professionals what they would like the goal of the town hall to be. The options were a listening session or a Q&A.
 - There were the following comments:
 - A listening session would prevent administrators from having pre-prepared statements that do not necessarily address the issues.
 - A listening session would allow to flush out recent and emerging issues.
 - A listening session is a good idea but also having key topics and guiding questions or guiding topics would get the conversation started. If there was to be a listening session, it would be helpful to have a follow up conversation in case there are action items to take.
 - In respect to hiring committees, the concern is that Classified Professionals' voices are heard at the beginning part of the process but are not strongly considered at the end of the process. Classified Professionals are placed in a difficult position because people are not supposed to talk about the hiring process outside of the hiring process.
 - Classified Professionals feel intimidated to speak up during the hiring process because they worry about their jobs. There is a concern about when executive administrators, such as VPS, come in at the last minute, having not been part of the hiring process at all, and completely disregard everything that the hiring committee has recommended.
 - The District needs to reevaluate where the district is going as a whole. For example, there are currently only two staff members in Online Learning serving over 800 faculty members and over 25,000 students. It is very stressful. The pandemic has changed everything in the way education is taught and the District and the administration need to do something about it.
 - When there are conversations about reorganization, there are no conversations with Classified.
 - There are questions about how classified positions get approved and through what channels are those happening. It was suggested that this was done through the ARR process.
 - Classified Professionals would like to know where the hiring process starts and where it goes. There is a department that has been wanting to open a position for the past 15 years and it does not get approved in the ARR process.
 - It seems like the District prefers to hire temp hourly workers than hire a full-time classified professional.
 - The College uses FTEs for the reason why they do not hire more staff but it takes current evaluators about 12 weeks to evaluate incoming transcripts for out of state and 4-year schools. Students give up and go somewhere else.
 - There are currently no mechanisms for load leveling. It might be extremely busy for some offices at times but other classified professionals cannot just jump in to help. The questions or administration would be, why cannot other classified professionals cross-train and do that? this is might be a Union question.
 - It would be nice for Classified Professionals to be recognized and valued. Some key positions need to be replaced.
 - President Jasmine Nguyen will put together a document to collect questions and put topics together. If any Classified Professional has concerns and/or specific stories to

share she asked to be brave and express it. If someone has something to say, let E-board know and they will provide a slot for them to speak.

- It was commented that if anybody shares a story be sure to not violate the NDA that everybody signs in a hiring committee.
- Since this townhall will be on a regular meeting day, would you be interested in doing a Teams discussion board meeting? Or move the November meeting to a different date?
 - Teams Virtual Meeting
 - Post agenda and allow space for classified professionals to ask questions about the topics.
 - It would be an informational "online" meeting and not voting items will be added to the agenda.

Motion 2: Katie Olivier moved to move the November 10 meeting to November 17 due to the President Town Hall with Classified Professionals on November 10; motion seconded; motion approved unanimously.

4. Unfinished Business:

5. New Business:

A. Rebecca Morgan – COVID Vaccination/Testing Mandate

- She is part of the Districtwide Vaccine Mandate Task Force. They have met twice and they have not met since early September. Their task was to put together a timeline. However, the implementation for the timeline was not a function of the Task Force. The timeline was presented to the Board of Trustees on the September 27 meeting.
- Everybody needs to take one of the three action by December 1, 2021. Employees need to either:
 1. Verify that one has been vaccinated and upload that documentation (QR Code, vaccine card, etc.). The Chancellor has already sent out the link for this on his October 4, Beyond the Blueprint message. It takes a couple of minutes to upload.
 2. Medical Exemption - it is not ready to be accepted yet. This might require a doctor's note.
 3. Religious/strongly-held belief exemption - it is not ready to be accepted yet.

When the exemptions are ready to be accepted, everyone should receive an email either from the Chancellor or Dr. Baeza.

- You are considered an employee if you receive a paycheck from payroll District.
- If approved for any of the exemptions, then you will go into a testing protocol. It starts on January 3rd when we come back from Winter Break. People are required to test weekly. The results will be uploaded to a dashboard. If positive, someone will follow up with you. If the results are negative, then you are fine. Testing will be onsite at various locations across the District. More than one day of testing will be offered. The vendor will be communicating with employees to tell them their testing dates.
- Staff who do not act by December 1 could be subject to disciplinary action. That is what is been negotiated with the Union. The consequences for missing testing are also being negotiated with the Union.
- Impacts and effects related questions can be referred to the Union.
- Booster shots are not factored in, yet. They are just a recommendation for now.
- If someone got their first shot but not their second shot by December 1, then they need to get an exemption and follow the testing protocol until they show proof of their second dose.

- It is unknown who will accept or deny exemptions.
- All new hires will be required to submit proof of vaccination or follow the testing protocol in their onboarding process. It will be in all job announcements. They will have seven days prior to hire date to upload their vaccination card or will need to go into the testing protocol and have a negative test before coming to campus.
- If someone submits a medical exemption, there is no need to state medical diagnosis. The doctor's note can simply say something like this "my patient is under my care and I have requested that they do not receive a vaccination at this time".
- Managers should pass along the information to their departments that their staff need to take action by December 1.
- False negatives and false/positive will be treated case by case and will follow the contact tracing procedure. They can also retest and go with the latest result.
- There is no official name of the vendor who will conduct the testing. Biocept has been mentioned before but that is under Dr. Serban's purview.
- In terms of payment, the vendor will ask for insurance information and try to get payment from them. If they do not recoup enough dollars from insurance carriers, they will go to the state or federal government for their own HERF funds. If they do not get enough funds from the insurance carriers or the government, then they will charge the District and the colleges at approximately \$70/test. Neither employees nor students will ever have to pay for testing.
- All the data will be presented to the Board after the vaccine mandate and testing implementation in terms of enrollment, expenses, etc.
- PCR Nasal swab is the test that the county health department recommends. It is the most accurate.
- Students received communication last week.
- Students have exemptions in incarcerated programs and students in the military that are out of state and are not coming back.
- Students that are not working on campus still need to get tested or vaccinated.
- It is unknown if vaccinated staff can opt in for testing on campus.
- It was suggested to put the vaccine and testing mandate information on the website.
- There are flu shots available for students at the health center.

6. Open Forum:

a. Employee questions and comments covered the following topics:

- Friday is the ribbon cutting for the College Center at 10:30 am.
- There is a green coast session hosted by Garrison Honors Center and Coast Report later today from 2:30-3:30 pm. There is a panel of prestigious speakers. They will answer questions from journalism students. Thank you to Eric Wilson for setting up the webinar.

Motion 3: Senator Eva Shaffer moved to adjourn the meeting; motion seconded; motion approved unanimously.

7. Adjournment of the Regular Meeting:

Meeting was adjourned at 12:05 p.m.