

# MCCAAF



*MiraCosta College Academic Associate Faculty  
One Barnard Drive, Oceanside, CA 92056*

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October 21, 2020

Dear Colleagues,

In May, 2020, your Union conducted an election for officers of the Executive Board. Susan Pynes, a candidate for President, and William Dawley, a candidate for Secretary, filed challenges to the election with CTA. Your Union officers do not know when the challenges were filed. We do not know the nature of the challenges. We have never seen the challenges.

In August 2020, CTA requested documents related to the election. We responded to the request with some statements and questions related to the challenge. These statements and questions raised important issues about the timing of the challenge, the validity of the challenge, and the due process requirement of notification of the substance of the challenge. We asked CTA to give us this information so that we would have an opportunity to be heard. CTA said it was reviewing the challenge and would get back to us. It never did.

On October 20, 2020, CTA sent us a notice of the CTA Board Decision and Directives. It said we must re-run the entire election. You may view that document below.

On October 21, 2020, your officers responded to the Decision and Directives. You may view that document below.

So, at some point, there will be a new election for officers. As we stated in our response to CTA, the responsibilities we have to represent you when you have individual issues about your working conditions, the time and energy we need to negotiate a new MOU for Spring 2020 and a new Collective Bargaining Agreement, and the time we need to teach our classes, make it impossible for us to do what CTA has directed. We welcome CTA to come in and appoint an Elections Committee and chairperson and conduct a new election as they see fit.

Some or all of the current officers of your Union may be candidates in a new election. We hope that you will consider running for one of the positions.

In Unity.

Krista Warren-Yagubyan – President [president@mccaaf.org](mailto:president@mccaaf.org)

Al Nyman – Vice President [vicepresident@mccaaf.org](mailto:vicepresident@mccaaf.org)

Joe Chirra – Secretary [secretary@mccaaf.org](mailto:secretary@mccaaf.org)

Dawn Diskin – Treasurer [treasurer@mccaaf.org](mailto:treasurer@mccaaf.org)



October 20, 2020

**President**

E. Toby Boyd

**Vice President**

David B. Goldberg

**Secretary-Treasurer**

Leslie S. Littman

**Board of Directors**

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Jesse Aguilar

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Bill Freeman

Margie Granado

Shelly Gupton

Mel House

Erika Lynn Jones

Sergio Martinez

Angela K. Normand

Mike Patterson

Roberto Rodriguez

Eva Ruiz

DeWayne Sheaffer

**Executive Director**

Joe Boyd

TO: Krista Warren-Yagubyan, President  
William Dawley, Challenger  
Susan Pynes, Challenger

FROM: E. Toby Boyd, CTA President

RE: **CTA Board Decision and Directives**  
**MIRACOSTA COLL ACAD ASSOC FAC – Elections Challenge**

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An investigation was conducted by the CTA Elections and Credentials Committee in response to MIRACOSTA COLL ACAD ASSOC FAC's officers election – office of President and Secretary. Based on the Committee's recommendation, the CTA Board of Directors rendered the following decision and issued the directives below on October 13, 2020:

1. An Elections Committee and Chairperson to be appointed.
2. The elections challenge is upheld.
3. MIRACOSTA COLL ACAD ASSOC FAC to re-run the entire election.
4. MIRACOSTA COLL ACAD ASSOC FAC and its Elections Committee to go through elections training – email [ctaelections@cta.org](mailto:ctaelections@cta.org) to schedule training.

ETB:JM:jr

c: David B. Goldberg, Vice President  
Leslie Littman, Secretary-Treasurer  
DeWayne Sheaffer, CTA Board of Directors  
Jerry Eaton, Board Liaison  
Joe Boyd, Executive Director  
Peg Tracey, Co-Consultant  
Jim Rogers, Co-Consultant  
Sandra Jones, Co-Consultant

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October 21, 2020

To: E. Toby Boyd, CTA President  
William Dawley, Challenger  
Susan Pynes, Challenger

From: Joseph Chirra, Secretary of MCCAAF

Re: CTA Board Decision and Directives  
MIRACOSTA COLL ACAD ASSOC FAC – Elections Challenge

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I have been authorized by our president, Krista Warren-Yagubyan, to respond to your email of October 20, 2020 in which you set out the decision and directives related to our last election for officers of our union.

To this date, our union and its officers have not received any notice of the nature of the election challenge. In an email sent to the Elections Committee on August 20, 2020, I raised important issues about the timing of the challenge, the validity of the challenge, and the due process requirement of notification of the substance of the challenge. I received a two-sentence response indicating that the Committee was reviewing the challenge and would be in touch. The next communication we received was your notice of the decision.

Fundamental fairness required that we be given notice of the nature of the challenge so that we could have had an opportunity to be heard. It is perplexing that such fairness did not occur here.

We represent more than 500 non-tenure track colleagues operating from home in a dangerous pandemic. Our college will continue remote instruction in the Spring 2021 semester. Consequently, we must negotiate a new MOU for the Spring. Also, we are about to begin negotiations for a new CBA. We expect those negotiations to be contentious. All of this is on top of our own teaching responsibilities. We do not have the time to do what you have directed.

We welcome you to appoint an Elections Committee and Chairperson and to conduct a new election. Some or all of the current officers may decide to be candidates in the new election.

Cc: David B. Goldberg, Vice President  
Leslie Littman, Secretary-Treasurer  
DeWayne Sheaffer, CTA Board of Directors  
Jerry Eaton, Board Liaison  
Joe Boyd, Executive Director  
Peg Tracey, Co-Consultant  
Jim Rogers, Co-Consultant  
Sandra Jones, Co-Consultant

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