

MCCAAF



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

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

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