

LMCC Meeting Minutes

July 1, 2026

Present: WPEA Rep. Shelley Withee, WPEA Union Stewards: Marlowe Zoller, Sarah Safouane, Becky Turnbull, Julie Griffin, Laura Gettleman; VP of Human Resources Frances Dujon-Reynolds, VP of Administrative Services Jorge de la Torre.

Updates, Follow ups & Ongoing Items

1. Back-Pay Distribution

1. Included in paycheck: still planned for July 25th paycheck for active employees.
2. HR and Payroll are mailing out info to separated employees next week to learn who is still at a state agency. The method of payment (check, direct deposit, etc.) has not yet been determined.

2. Sick Leave Issue

1. Frances will email with an update.

3. Union Boards and Posters

1. Valencio's and Shelley's concerns: who can update WPEA bulletin boards and when?
2. Next steps: Frances will work with Alicia Tarigan and her team in HR to document all the locations for union boards and labor law posters, then notify all managers of those areas to make sure they know WPEA can post flyers there. Then stewards and Shelley will make a plan for who will post the flyers and when.
3. Feedback from LMCC/stewards on locations:
 1. Federal board posting areas make sense and have specific rules about where to post ("Federal employee signs and mandatory labor law posters must be placed in highly visible, well-lit, and easily accessible locations where employees congregate or naturally pass

through daily. Examples include break rooms, employee lounges, cafeterias, near time clocks, or main building entrances.”)

2. If we don't have classified staff in a specific area/building, we don't need to post there (unless it's a break room that classified employees can enter).
3. We should also include academic division offices and departments, since they may have Classified/WPEA-represented staff.

Employee Concerns

1. Special meeting request: Stewards and WPEA rep requested Ben Pryor, interim provost and Judith Hernández Chapar, vice president of Student Affairs, to attend the LMCC meeting to discuss reorganizations, communications, and layoffs. They were both unavailable, but Frances will try to schedule a special LMCC meeting with Judith (outside of scheduled August 5 and September 2 meetings) on August 24 (when she returns to the office).
2. Reorganizations
 1. In the four months she's been Bellevue College's WPEA staff representative, Shelley has seen an unusually high level of employee dissatisfaction with how the reorganizations are carried out, with no real mechanism for incorporating employee feedback and a lack of transparency. Additionally, there has been employee confusion over the logic for and connections between budget, reorganizations, and layoffs.
 2. Frances noted the following:
 1. There has been long-standing employee concerns over a variety of things surrounding impacts, transparency, focusing on strategic and timely communication, understanding the “why?” for changes.
 2. The current cuts are focused on Academic Programs, not Classified staff.
 3. The Program Viability Task Force was just selected.
 4. The college wants to focus on strategy and long-term vision.
 3. Stewards and WPEA representative noted the following issues:
 1. Lack of communication growth from badly received layoffs in 2025.
 2. Issues with delivery and timing of the information, like scheduling vague one on one meetings the afternoon before a long weekend without a brief introduction to the topics of the reorganization.
 3. Feedback on Organizational Changes in Academic Affairs meeting: staff felt that VP and Interim Provost were cutting people off, being

overly defensive, and were not adequately able to provide data and logic for changes (like an employee request for data backing up the benefit of laying off program managers and asking them to reapply for new positions that will replace their prior positions).

4. A reminder that BC Strategic Plan Foundational Priority 2 is People: "Bellevue College will be recognized nationally for cultivating a purposeful, collaborative, and caring culture where people lead innovation, advance equity, and strengthen the institution's impact. The college fosters leadership at every level and supports professional growth, ensuring faculty and staff thrive as partners in innovation and transformation" including the following points:
 1. Increase employee collaboration and trust as measured through institutional climate and engagement surveys, with at least 75% of employees reporting strong collaboration, trust, and alignment with the college's mission and purpose.
 2. Expand employee capacity and agility, with 70% or more of employees reporting they have the skills, resources, and support to adapt, innovate, and lead change.
 3. Strengthen community care and pride, with 80% or more of employees indicating they feel valued, supported, and proud to work at Bellevue College.
5. Understanding that the college and its staff do not want to repeat the actions of prior administrations that made the budget and cuts more of an open forum in a negative way (for example, finding out a position will be cut in a public forum before the employee finds out, feeling like departments/staff are turned against each other).
6. Concern that discussions about layoffs/rehire of program managers and reorganization of High School Programs didn't include the employees impacted.
7. Even though the 2025 cuts and reorganizations included an equal number of exempt and Classified positions, the exempt staff cut were largely student-facing, not high-level positions like vice presidents, associate vice presidents, deans, etc. If you're in a position of leadership, you have a higher level of responsibility and accountability to those under you, and we would all benefit if leadership considered us not as those 'under them' but rather as partners.

New Business

Becky and Shelley brought up safety concerns about overgrown vegetation impeding access to ramps on campus. Jorge directed staff to submit a work order and noted that Grounds has been and will be working on clearing out plant obstructions on campus this summer.

Next Meeting: August 5.