

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
March 16, 2016

Present: Dean Murakami, Robert Perrone, Belinda Lum, James Telles, Gabriel Torres, Hali Boeh, Clarence Stokes, Teresa Aldredge, Linda Sneed, Annette Barfield, Jason Newman, Sandra Guzman, Peg Scott, Angelo Williams, Beth Verhage, Dennis Smith, Donna Nacey, Wayne Olts, Alex Peshkoff, Kris Fertel, Bill Miller, KC Boylan

Excused: Lanny Hertzberg, Zack Dowell, Diana Hicks

Absent:

- I. Convene the LRCFT Executive Board 3:00 PM
- II. Approval minutes for March 2, 2016 by consensus with changes. Agenda is approved by consensus with changes.
- III. Public Comment: Nancy Chaires Espinoza, EGUSD Board Member, speaks to the board about her upcoming campaign.

IV. Liaison Reports:

- 1. *AS* – No report.
- 2. *FACCC* – Murakami reports on upcoming FACCC elections and reviews list of candidates. Murakami discusses FACCC's proposal to LRCFT to be a contract district with FACCC.
- 3. *CFT* – Murakami reports CFT's \$2.73 per cap was approved at the CFT convention. CFT's lobby days will be held April 18 & 19.
- 4. *SCLC* - Murakami reports on Measure Y. SCLC's lobby day will be held on May 3. Murakami reports on: California Labor Federation's Legislative Conference, the SCLC's support for CFA and the Fight for \$15 rally.

Action

- V. **Member Bill of Rights and Grievance Handling Policy: (1st Reading)**
Telles reviews Member bill of Rights and Grievance Handling policy for board members. Discussion regarding changes to document is held.
- VI. **Endorsment of Children's Education and Health Care Protection Act of 2016: (2nd Reading)**
Resolution passes by consensus.
- VII. **Endorsement of fight for \$15: (2nd Reading)**
Resolution passes by consensus.
- VIII. **Academic Senate Raffle Contribution: (1st Reading)**
Boylan moves to suspend the rules, Torres seconds the motion. Telles move LRCFT contribute small electronic device to the Spring Fling, Torres seconds the motion. Motion passes by consensus.
- IX. **Fight for \$15 Rally: (1st, Suspend, Action)**
Murakami discusses Fight for \$15 rally and the need for transportation from Sacramento to Oakland. Nacey moves to suspend the rules, Miller seconds the motion. Nacey moves LRCFT contribute \$1500 to Fight for \$15, Torres seconds the motion. Motion passes by consensus.
- X. **Celebration of Excellence Contribution: (1st Reading)**
Aldredge discusses the Celebration of Excellence ceremony. LRCFT has contributed \$2500 every year. The celebration will be held on May 13th.
- XI. **Food/Sock Pantry for Homeless/Hungry Students at ARC: (1st Reading)**
Fertel discusses the start of the Food/Sock program at ARC. The program's goal it to have six bins at six locations on campus for the students. The program would is requesting a contribution from LRCFT to help start the program.

XII. David Bacon Event at CRC: (1st, Suspend, Action)

Newman announces March 30 event at CRC with David Bacon. Sneed moves to suspend the rules, Torres seconds the motion. Motion passes by consensus. Boylan moves LRCFT contribute \$500 to the David Bacon event, Torres seconds the motion. Motion passes by consensus

Discussion

XIII. Strategic Plan:

Murakami updates the board on Strategic Plan and upcoming charrettes. LRCFT needs a representative at the April 11th charrette, Stokes will represent LRCFT.

XIV. Organizing Reports:

1. Olts reports on EDC event. Three agency fee payers converted to members. Baltimore will be following up with new members and will be contacting part-time faculty at the Part-time Conference.
2. Miller has contacted 6 agency fee payers at SCC, 1 has converted to member. Miller will contact all agency fee payers by the end of this semester.
3. Sneed has signed up a part-time agency payer to membership. Sneed will be tabling after spring break to recruit members and inform faculty about Prop 30.

XV. AB 2017:

Murakami updates board on status of AB 2017 and upcoming hearings.

XVI. CFT Convention:

Murakami reports on CFT convention. Boylan thanks Sneed and Telles for their work at the convention.

Reports

XVII. Negotiations Report:

Boylan gives Steering Committee Update:

EEO Funding and Performance review: the district is seeking to add a diversity statement to the faculty Self-Study under *VI. Future Directions* in order to meet Federal requirements and remain eligible for EEO funding. The statement would be added to the non-exclusive list of areas of reflection (in areas such as, but not limited to, student learning outcomes, professional growth, program development, etc...)

Emeritus Program: during contract negotiations, LRCFT & LRCCD agreed to explore other pathways to developing a district Emeriti program. The district has begun the process to develop policy rather than contract language. Draft language will be available for review and discussion at the next EB meeting.

Coaches: discussions continue about workload issues and the impact of shifting to .486 from .5 for head coaches. Since .486 occurs during season of sport, the under load impact is negligible (i.e. no impact on load balancing). (See Ongoing Issues below).

Dual Enrollment: DVC Lorimer is still drafting MOU language and clarifying inconsistencies.

1. LRCFT has developed a list of questions and concerns to be added to the working group's matrix of concerns raised by the local Academic Senates.
2. Many questions still remain about implementation and locus of authority for faculty who teach Los Rios curriculum within local feeder high schools, and whether faculty are LRCFT bargaining unit members.

3. Local Senates engaged in workgroup—pay attention.

Inmate Education: currently, FLC is only college participating. LRCFT requested a copy of the grant and a written explanation of how the district will ensure compliance with the contract.

AB 2017: LRCFT seeking LRCCD support. Funding issues and options might include a student health fee. District is conducting student survey to gauge interest.

Maternity/Paternity: changes to law has implications for negotiations.

Retiree healthcare: LRCCD is interested in reviewing and possibly rescinding recently negotiated language.

Overpayment issues:

1. LRCFT has disavowed language in Article 2 (2.11.2), as the language allows for salary deduction without the employee's consent, which is illegal.

2. LRCFT/LRCCD discussing options for adjunct who have been overpaid.

Continuing Ed units: LRCCD interested in distinguishing lower division units and professional conferences/workshops. HR having difficulty determining application to salary advancement.

Boylan reports on ongoing Issues:

Coaches Contract Campaign; LRCFT has been working with a core group of athletic coaches for the last year to prepare for the negotiations process. Initially, we (LRCFT—Robert, Jason, KC) began by seeking information anecdotally from the core group on a variety of topics related to coaches workload. We are currently developing a survey for kinesiology faculty and athletic coaches to help us prioritize issues and options. Data collection will be completed this semester, and we will begin to calendar dates for college forums next semester in order to fine tune our approach to negotiations in spring 2017.

Counseling (NCF): LRCFT has discussed several workplace issues related to non-classroom faculty workload that have not been resolved. Counselors in attendance at yesterday's LRCA annual conference identified a few such issues: an expanded definition of personal business, clarification on student contact time (definitions, limits, and flexibility) as it relates to peak time and reporting of sick leave. Counselors also raised the issue of compensation for bi-lingual faculty who are called upon to serve as interpreters for a variety of purposes.

XVIII. PAFC Report:

Kawamoto reports the PAFC endorse Jim Cooper and John Knight. The LRCFT will have a table at the Chavez March. The next two meeting of the PAFC will focus on the Twin Rivers Area 7 race and Sacramento County Ed seats.

Meeting adjourned 4:45 PM.

Dean Murakami, President

Donna Nacey, Secretary-Treasurer