

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
January 20, 2021

Present: James Telles, Jason Newman, Belinda Lum, Gabriel Torres, Oranit Limmaneeprasert, Linda Sneed, Robert Perrone, Teresa Aldredge, Paul Baltimore, Walter Kawamoto, Julie Oliver, James Telles, Josh Fernandez, Lingling Zhang, Kalinda Jones, Veronica Lopez, Tak Auyueng, Dennis Smith, Jesus Limon, Angelo Williams, Iris Dimond, LaQuisha Beckum, Nicole Griffin, Katie Carbary, Matthew Register, Leon Smith, Jackie Vargas-Ornate, Rebecca Goodchild, Valerie Bachelor

Excused:

Absent:

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved with changes by consensus. December 16, 2020 minutes approved by consensus
- III. Public Comment: BOT Member Kelly Wilkerson speaks to Executive Board members, hold a Q & A session with board members.

Reports

IV. Academic Senate: Julie Oliver written report –

Los Rios Ethnic Studies Council • The Los Rios Ethnic Studies Council held their first meeting Tues Jan 18, 2021. Co-chairs were selected: Tamara Cheshire FLC and Keith Heningburg SCC. Logistical help was offered by Surangi Frazier SCC. The council decided to submit all CRC and SCC ETHNS courses to CSU for Area F approval. Los Rios CCD Ethnic Studies Faculty Council Membership. One from each college ethnic studies faculty or faculty who meet min quals/equivalency requirements (4) o ARC Ricardo Caton o CRC Nym George o FLC Tamara Cheshire o SCC Keith Heningburg. One from each college related discipline faculty (4) o ARC Neue Leung o CRC Alex Peshkoff o FLC Victoire Chochezi o SCC Surangi Frazier ▪ One AO representative (1) Renee Medina SCC. One DCCC faculty rep (1) Juana Esty CRC Los Rios Reopening Planning. FLC VPI Monica Pactol joined the DAS at the Jan 19, 2021 meeting to discuss the process the four VPs are taking with colleting feedback and creating a reopening document. DAS will continue to have this as a standing discussion item for future meetings. Next DAS meetings- Feb 2nd. LRCCD Board of Trustees meeting, Wednesday February 10, 2020 5:30pm. ASCCC Part Time Institute (virtual)-Feb 18-19, 2021. Los Rios CCD Academic Senate Call to Action Approved Tuesday November 17, 2020 The four Los Rios Colleges and the District Academic Senate support the Academic Senate of California Community Colleges (ASCCC) Fall 2019 Plenary Resolution “Support Infusing Anti-Racism/No Hate Education in Community Colleges”. Specifically, to the following Resolved statements from that resolution: denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan; take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and infuse Anti-Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible. To achieve this, our Academic Senates are committed to:

- 1. Include a discussion of anti-racism/no-hate education on agendas. Remembering that we do not have to have an answer to start a conversation
- 2. Prioritize culturally responsive curricular redesign with our curriculum committees.
- 3. Acknowledge, without assigning blame, that the structure of our colleges house the biases and prejudices of their founding times. Those biases have privileged some and disadvantaged others, particularly African American and LatinX communities.
- 4. Prioritize the evaluation of hiring and evaluation processes with an equity lens.
- 5. Request services from the ASCCC about any of these topics if needed.
- 6. Evaluate our academic senates and find the voices among our faculties missing in governance. Find ways to empower those v

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7. Work with our administrations, classified professional colleagues, and students to find constructive ways students can express themselves about structural and historical biases that exist.

V. Insurance Review Committee: Rebecca Goodchild, LRCFT representative to the IRC
IRC - 12/16/20 Meeting Notes

All PDFs from EPIC & Benefits are in the winter/spring 20/21 IRC Google folder -

https://drive.google.com/drive/folders/1q1cBOOjiSgfPZXnm6D5q_rREo6Zx_Mcd?usp=sharing

Broad Summary:

1. New voluntary benefits via Voya.
 1. voluntary /optional extra insurance for all employees.
 2. Official quote by the end of Feb. 2021.
 3. Accident Insurance, Critical Illness Insurance, and Hospital Indemnity Insurance.
2. 2021 Renewals for health insurance.
 1. 6-8% rate increase expected (8% for Kaiser).
 2. If the district does not cover any of this increase and the same coverage retained, could almost double the monthly fee faculty pay.
 3. There are several options to mitigate this: the district could cover the increase, we could accept a few changes to our coverage (e.g. higher copays, etc.), or a combination of the above.
 4. [Pages 24-25 of the IRC meeting handout](#) show the increases if nothing is changed.
 1. Example Kaiser HMO
 1. Current monthly premium, the employee contribution = \$165.28 per month
 2. With increase = \$289.34 per month
 2. Example Sutter (SHP ML52 HMO)
 1. Currently monthly premium, the employee contribution = \$116.40 per month
 2. With increase = \$236.55 per month

Detailed Notes:

1. Introductions
2. **NEW - Voluntary Benefits Marketing** - pdf ([google drive link](#) above)
 1. Used to be limited to LRCEA, expanding to everyone else - Voya option only (Aflac examples provided because LRCEA currently has an Aflac option so it is useful for those who currently have Aflac to see how the Voya option would change)
 2. This is voluntary/optional extra insurance for all employees (not just LRCEA) starting in the next open enrollment. Official quote in the end of February 2021.
 3. Spouses, children, and family can also be covered (for additional fee per month).
 4. Accident, Critical Illness (including Cancer benefit) and Hospital Indemnity Insurance (3 options, of which an employee can pay for one, two, or three plans).
 - a. Accident Insurance:
 1. Accident insurance pays benefits for specific injuries and events results from a covered accident (on top of your existing medical insurance) and includes emergency treatment, hospital stays, and medical exams.
 - b. Critical Illness Insurance
 1. Pays a lump sum cash benefit if the policyholder is diagnosed with a specific covered illness (after one purchases this - i.e. no preexisting conditions, can't have cancer, purchase this insurance, and then have it pay out - must develop cancer after insurance is purchased), but it covers monthly living expenses that you wouldn't be able to pay as you would be recovering from a stroke, cancer, etc. Pays regardless of any other insurance, disability, etc.
 - c. Hospital Indemnity insurance
 1. Helps fill financial gaps from medial plans with higher out of pocket costs (like HSAs, etc.). This also includes cash benefits for each day an employee is confined in a hospital for a covered illness or injury.
3. Voya accident = \$5.29 per month

4. Voya Critical illness = based on age and coverage amount.
 - A. Example = age 40-49, \$10k coverage = \$10.90/month.
 - B. Example = age 40-49, \$30k coverage = \$32.70/month.
5. Voya Hospital Indemnity = \$14.23 /month
6. Decision needed:
 - A. Is LRCFT okay with going forward with Voya on this? The district will not move forward on the Aflac plans. They exist there to show the difference between Voya and Aflac. Again, this is voluntary insurance. It won't change anything for those who don't want it.
7. Epic will provide a simplified version of this plan for easier presentation.

3. Mental Health Benefits - IRC meeting 12/16/20 [google drive link](#)

EAP - Employee Assistance Program - an employer sponsored benefit that provides a set number of short-term counseling visits with a license clinician with no copay.

- a. Managed Behavioral Health - offered through your health insurance, more involved with prescriptions vs. therapy. Also, one has copays vs. no copays with EAP.
- b. Information on how to access mental health services through existing services (pg 2).
- c. We briefly went over the usage stats from these services.

4. 2021 Renewal Planning - IRC meeting 12/16/20 pdf [google drive link](#)

- a. Kaiser: 8% increase expected
- b. WHA: 6-7% increase expected
- c. SHP: 6-7% increase expected
- d. **As it is currently estimated, the 8% increase of the entire premium, will be passed on to employees, which will feel like our monthly payments double (in the case of Sutter, 75% increase for Kaiser).**
 1. Example, see page 24 under SHP ML2 HMO, currently, LRCFT members pay \$116.40 per month whereas the monthly premium is \$1,501.90 (the entire cost which is \$116.40 plus what the district pays which is \$1,385.50. With an 8% increase (which is to the monthly premium = \$1,622.05), LRCFT members will pay \$236.55 per month. To break it down, 8% of the monthly premium of \$1,501.90 is \$120.15 per month which the district which, in the current model, will be added to individual faculty members monthly payment. I.e. in the current model, the district isn't covering this increase and is instead placing the increase on the employees each month, so \$116.40 (current monthly payment) + 8% increase of total premium (\$120.15) = new monthly payment of \$236.55. To an individual faculty member, the monthly payment will more than double for Sutter's HMOs (it will go from \$165 to \$289 for the popular Kaiser HMO).
 2. Clearly, this is shocking, especially for those with any faculty members paying who have anyone using their insurance (spouses, children, etc.).
 3. There are a couple rays of hope. First, the final estimations aren't final until the end of January, which is when we will know what the actual increase is. Second, there are ways that the increases can be mitigated (i.e. copays can go up, etc.). Third, the district can pay part of the increase, which is what I vote for. The IRC meeting in the first week of March is the finalization date, so we need to talk to LRCFT members and Mario from DO to figure out if we have any wiggle room.

5. Open enrollment moved to Jan. 1? Any reason to move it? See pro/cons from the IRC meeting 12/16/20 pdf from email.

Year maximums will correspond to the insurance year (i.e. \$1000 for dental work in a calendar year vs. insurance currently goes via Los Rios fiscal year).

Email update from Nicole Keller 1/13/21

Q: Can employees pick between 2 or more versions of a plan for Kaiser, Sutter, etc. (e.g. with one plan that has higher copays but a lower monthly premium)? Especially in light of this rate increase?

A: Usually, carriers won't allow multiple versions of a plan; it's an all or none approach.

Q: When will the premium changes take effect?

A: Any premium changes will be effective July 1st, 2021.

Q: How are premium changes calculated? Are some calculated by district members or by members in the region?
 A: Each medical plan has a different way of computing the premium changes. Nicole Keller and Rebecca Goodchild will ask EPIC to explain how the premium changes are calculated in the next meeting.

Examples of cheaper options of coverage from Kaiser and Sutter - from decrements table
[Page 23 - Kaiser decrements table](#)

LOS RIOS CCD - ILLUSTRATED DECREMENTS				
Effective 2020				
	Current	Proposed	Rate Impact (Decrease)	ACTIVE RATES/IMPACT ^{1,2}
			2020 Rates	Composite
Kaiser HMO \$15			2021 Rates	TBD
Office Visit	\$15	\$20 OV / \$5 Well Baby	1.10%	(\$17.06)
Office Visit	\$15	\$30 OV / \$5 Well Baby	2.37%	(\$36.75)
Ambulance	No Charge	\$100 per Trip	0.05%	(\$0.78)
Ambulance	No Charge	\$150 per Trip	0.08%	(\$1.24)
Ambulance	No Charge	\$250 per Trip	0.13%	(\$2.02)
Ambulance	No Charge	20% per Trip	0.19%	(\$2.95)
Emergency Room	\$100/visit	\$150/visit	0.55%	(\$8.53)
Emergency Room	\$100/visit	\$200/visit	0.97%	(\$15.04)
Emergency Room	\$100/visit	\$250/visit	1.32%	(\$20.47)
Hospital	No Charge	\$500/ admit	0.32%	(\$4.96)
Hospital	No Charge	\$300 per day	0.69%	(\$10.70)
Hospital	No Charge	\$500 per day	1.14%	(\$17.68)
Hospital	No Charge	10% per admit	2.94%	(\$45.59)
Hospital	No Charge	20% per admit	5.90%	(\$91.50)
Labs & Imaging	No Charge	Lab & X-ray: \$10 Diagnostic Imaging: \$50	0.15%	(\$2.33)
Labs & Imaging	No Charge	Lab & X-ray: \$10 Diagnostic Imaging: \$150	0.31%	(\$4.81)
Surgery	\$15/procedure	\$50/procedure	0.05%	(\$0.78)
Surgery	\$15/procedure	\$100/procedure	0.12%	(\$1.86)
Surgery	\$15/procedure	\$250/procedure	0.32%	(\$4.96)
Rx Copay	\$10 G / \$20 B Speciality: 10%; up to \$100 max copay (up to 30 day supply)	\$10 G / \$25 B Speciality: 20%; up to \$100 max copay (up to 30 day supply)	0.36%	(\$5.58)
Rx Copay	\$10 G / \$20 B Speciality: 10%; up to \$100 max copay (up to 30 day supply)	\$15 G / \$30 B Speciality: 30%; up to \$100 max copay (up to 30 day supply)	0.78%	(\$12.10)
Rx Copay	\$10 G / \$20 B Speciality: 10%; up to \$100 max copay (up to 30 day supply)	\$15 G / \$35 B Speciality: 30%; up to \$100 max copay (up to 30 day supply)	0.93%	(\$14.42)

¹ Please note that these illustrated rate decrements are estimates only. Final rates will be subject to review and approval.

² Plan changes can be combined to realize more savings (i.e. Office visit copay change (1.10%) + Rx copay change (.78%) = 1.88%)

VI. Negotiations: Lum

Lum reports on MOU to create waiver that allows faculty to work 100% remote. Lum reports on key pieces that need to be clarified. Issue concerning the potential to force part-time faculty to work face to face is discussed. The focus is to make sure the waiver is for all faculty categories, not just classroom faculty. Lum reviews document distributed to board members and discusses what might be needed in each section. Seventeen different classes have been labeled impossible to convert since March 2020. Lum reviews options to address those classes such as load balancing. Concerns regarding status of counselors and the need to safely bring them back to face to face is discussed.

Lum written report –

Update on vaccinations

On the radar at state level

Will look for legislature

Probably no distinction between CC vs K-12 ‘in line’ for the vaccination

CC Professors will be in the Educators List. Based on region. Phase 1B

Is the ID EIN

Enrollment

As of right now, we are 10% down from last Spring -preliminary cuts already accounted for it

Neighboring institutions are down by 15% or more

Today UC talked about ‘mostly on ground’ in the fall

Equity Group

ESA for work delivered, didn’t want to fund for meetings, but for deliverables.

Belinda will discuss with Kalinda and Debra

Performing Arts MOU –no movement

Looking at the descriptions or lack there of

Look at the lack of equivalence on number of stipends

Amount of stipend discrepancy

Family Leave – no movement

Customer Service Issues

Brochure –will start working on it right now and to update it

Find some solutions -regarding recognizing LGBTQ+ families

Working through the customer service issues and circling in the other groups

Ongoing Negotiations

Figure out an order, and which ones need to be a revision.

Safety Center

1 time 6,000 Dollar payment from district to account for class cancellations in Spring 2020.

Safety

Couple plans – Libraries are aligning across the district. Want to do book/textbook distributions.

Simple no-contact model.

Athletics –no early spring sports

Based of Big 8 Conference

On-ground conditioning in Red tier

Coaches –voluntary

Outdoor only

No temp checks

Relatively open on number of days of the week (right now) provided that there are no space concerns

Athletic trainers –can go inside to get material and bring outside to treat them outsides.

Currently have 15 programs on ground.

Looking at what possible “impossible to convert’ courses

Possible 2nd 8 weeks for these

Canvas Updates

Found work-around for math.

Globally –still an issue

Tamara is following up on those issues

Counselor workflow

Sent Jamie the issues regarding the e-petitions.

Potential future items on negotiations –when counselors are using contact vs office time.

Setting up a monthly meeting with Lingling

District Committee meetings

Jason will send additions

VII. LRCFT PAC: Kawamoto written report

Attended MLK North planning meetings. Helped facilitate ARC president Melanie Dixon's and my participation in the program. I participated as an ARC faculty member and not as the PAFC chair.

Attended AD7 Progressive Labor Alliance meetings and helped to promote the slate and voting amongst the PAFC and the larger community.

Attended various Dem Party meetings, including the Dem Party of Sacramento County's Central Committee meeting where I was sworn in as an incoming elected member (12,419 votes). The meeting ended in honor of Dean Murakami.

Began working on the Spring 2021 plan for PAFC meetings in consultation with LRCFT president Jason Newman.

LRCFT President Jason Newman recommends to the board that GT be appointed vice chair of the PAFC to replace Jason.

Next PAFC meeting is Feb. 10, from 3-5 pm. Reina will send out invitation.

Action

VIII. Committee Appointments: Newman

Newman recommends executive board member committee appointments. Newman recommends Gabriel Torres as Vice Chair, DRT Katie Carbary and Jesus Limon Guzman as back up DRT chairs, Lingling Zhang to Budget Committee and Iris Dimond to the Calendar Committee. Angelo Williams will continue as SCC Part-time Rep. LRCFT has ten SCLC delegate positions available. Currently Walter Kawamoto, Jason Newman, Gabriel Torres and Robert Perrone are delegates. Newman recommends appointing Oranit Limmaneeprasert, Linda Sneed, Belinda Lum and Angelo Williams as delegates. This will open delegate positions for LRCFT. Anyone interested please contact Newman. Dennis Smith will continue as Past President. Limmaneeprasert moves to suspend the rules, Sneed seconds the motion. Lum moves to approve Newman recommendations, Limmaneeprasert seconds the motion. Motion passes. Smith suggests Kalinda Jones and Matt Register fill the last two available SCLC delegate positions.

Discussion

IX. LRCFT Membership Report:

Bachelor reviews membership data for board members. LRCFT's full-time membership is very good. Part-time membership is good but can be improved. Bachelor discusses options to improve part time faculty membership.

X. New Member Orientation for Feb 3 Executive Board:

Newman discusses upcoming orientation for new members. Orientation will be held for the first hour of the next three board meetings beginning February 3.

XI. Honoring Our Recent Executive Board Retirees:

Newman discusses resolutions to honor Executive Board retirees. The end of the year picnic will be a celebration of our retirees.

XII. Faculty Relief Fund:

Sneed discusses proposed name change to the fund. Discussion is held. Lum suggests separating name change and structure of the fund so the board can vote on the fund at the next meeting. Sneed submits written report - The LRCFT Dean Murakami Memorial Faculty Relief Fund exists to honor the late LRCFT President Dean Murakami and his commitment to faculty solidarity and quality of life. It provides temporary financial relief to dues-paying members of the LRCFT who experience unanticipated financial hardship. These funds consist solely of monies that have been privately donated specifically to this fund. The operations of the fund will be minimally supported by the LRCFT office. Examples of financial hardship include: " Involuntary reduction in assignment or income at Los Rios " Illness or accident of oneself or household/family member that resulted in loss of wages and/or exceptionally large medical bills " Victim of an accident, a crime, a fire, or other catastrophic events " Difficulty securing adequate housing, food, clothing, or other necessities for self or dependents This funding is for instances of financial hardship and is not intended as ongoing financial help for individuals. Total disbursement to any individual will not exceed \$500 in any 2- year period. A committee will review applications at least monthly and determine individual disbursements according to self-identified need and available funds. Eligible LRCFT members may apply by sending an email containing a completed application, available at the LRCFT website (www.lrcft.org), to a free Gmail account to be created and maintained for this purpose (for example, lrcftrelieffund@gmail.com). 1 Committee Composition: 1 The committee will be composed of a minimum of four (4) and a maximum of six (6) members and will include at least one (1) Executive Board member from each Los Rios college and at least two (2) Executive Board members who are part-time faculty. No more than two (2) members of the committee may be representatives from the same Los Rios college. " Committee members will make a 1-semester commitment and serve a maximum of 2 consecutive semesters at a time. " LRCFT Campus Presidents will submit recommendations from their campus to the LRCFT President for committee membership on a semester basis. " The LRCFT President will determine committee membership on a semester basis. The LRCFT Dean Murakami Memorial Faculty Relief Fund 2 Responsibilities: The fund committee will: " designate at least one committee member to monitor the fund Gmail account, upload applications to a Google Drive accessible to current committee members, and confirm receipt of applications through individual email replies with predicted decision date. " review applications at least monthly and determine individual disbursements according to satisfaction of eligibility requirements, self-identified need (with a maximum of \$500 to any individual within a 2-year period), and available funds. " communicate all relevant information to the Treasurer about successful applicants (name, amount to be disbursed) following committee determinations. " prepare envelopes and send checks with accompanying letter to each fund recipient at least once a month (possibly with help from LRCFT office). " email any ineligible applicants with explanation of determination of ineligibility. " keep accurate records of fund applicants, recipients and disbursements. " provide regular reports to the LRCFT Executive Board about the fund's activities and balance. The LRCFT Treasurer will: " monitor the fund's checking account activity and provide activity and balance updates to the committee upon request. " prepare checks to be disbursed to fund recipients. LRCFT College Presidents will: " submit recommendations from their campus to the LRCFT President for committee membership on a semester basis. " announce the fund to all faculty at their campus at least once per semester, preferably within the first two (2) weeks of each semester, accompanied by an application and information about how to apply. " engage in fundraising/donation solicitation on a regular basis. The LRCFT President will: " determine fund committee membership on a semester basis based on recommendations from the LRCFT College Presidents. " support the LRCFT College Presidents in fundraising/donation solicitation. Applications: Completed applications and copies of them will be available only to current fund committee members and will be destroyed after each disbursement cycle. Minimal records will be kept (fund applicants' and recipients' names, Los Rios campus affiliation(s), contact information, and disbursement amounts) to protect applicants' potentially sensitive information. The LRCFT Dean Murakami Memorial Faculty Relief Fund 3 The application will be available on the LRCFT website and emailed to all Los Rios faculty at least once per semester. This application will solicit and require² the following information: " Name " Los Rios campus affiliation(s) " Faculty position: Full-time or part-time " Active LRCFT membership status? (Must be active LRCFT member with union dues paid at least 2 months prior to application date.) " Contact information, including physical mailing address, email address, and phone number " Description of circumstances or nature of financial hardship warranting consideration for disbursement of funds " Amount requested, with maximum of \$500 [This may be the place to re-assert that someone could be awarded multiple disbursements if the total amount to that individual does not exceed \$500 in any 2-year period.] 2 Incomplete

applications will not be considered. Fund Accounting and Administration: The fund will be administered through a checking account set up by the LRCFT Treasurer, Lingling Zhang, for this purpose. This account will be completely separate. Checks written from this account must be signed by two (2) of the following three (3) individuals: LRCFT President, LRCFT Treasurer, and LRCFT Executive Director.

Newman reports the SCLC video honoring Dean Murakami is available and will share with the board. A golf tournament in honor of Dean is also being planned.

XIII. Part time Faculty Compensation as LRCFT College Reps:

Newman discusses a proposal to compensate all part-time faculty that serve on the board. Sneed supports the proposal.

XIV. Funding the FACCC Policy Conference:

Neman discusses the upcoming A&P conference. LRCFT contributed up to \$7800 last year and past years. A proposal will be brought to the board for a vote to continue contributing to the conference. Limmaneeprasert informs board members that the conference will be held virtually this year. Costs will be much lower.

Limmaneeprasert encourages board members to request funds from area deans, reminding board members there is \$100 per faculty member every year to attend conferences.

Beckum moves to extend meeting, Limmaneeprasert seconds the motion. Motion passes.

Reports

XV. LRCFT President Report: Newman

LRCCD Convocation

- “Fiscal prudence,” “the importance of equity and improving student outcomes,” “being fiscally responsible without compromising our human assets and employees.”
- Many LRCCD statements during convocation will assist us with on-going negotiations.
- I am curious what exec. board members and LRCFT faculty thought of the presentations.

LRCFT President committee recommendations for LRCFT appointments:

- **SCLC:** We have 10 delegate spots. Current: Newman, Torres, Perrone, Kawamoto. Recommended: Sneed, Limmaneeprasert, Lum, Williams. Two spots still open. Interest?

District: Budget (additional position): LRCFT Treasurer/Secretary Lingling Zhang; *Academic Calendar*: LRCFT CRC rep. Iris Dimond (replacement for Newman); *Cabinet* (additional position): Chief Negotiator. Lum currently serves as SCC President.

- In progress: *District Equity and Human Success* (new position); *Ed. Tech* (additional member); *AB 705 Team* (new position); *Online Coordinating Council* (additional member).

PAFC: Vice Chair recommendation: Replace Newman with Gabriel Torres.

DRT: Katie Carbary as new DRT representative for SCC because CN is also a campus president (by-laws). Jesus Limon Guzman as backup if Carbary cannot attend.

LRCCD RE-Opening Plan

- Plan includes a charter and four VPs, one from each campus.
<https://employees.crc.losrios.edu/collegewide/reopening-plan>
- Exclusion of Senate and LRCFT (and other unions and classified senate) from the reopening plan team is a major issue. I let Chancellor King know my problems with it.
- District agreed to allow us in the door at select moments and to vet documents with Senate and LRCFT prior to release to faculty. This is still a problem of limited access/input for LRCFT.
- Timeline: January 13-15=Listening Sessions with faculty. January 31=Reopening Feedback Report. February 28=Refined Reopening Report.
- Faculty are included in statewide K-14 teacher vaccine plan. We are not prioritized lower than K-12. We are Phase Two, Tier 1b.
- District is coordinating with the counties. Los Rios will not distribute vaccines. District does not decide who gets vaccines. Vaccines will be distributed based on county of employment through Kaiser, Sutter, etc. <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/VaccineDoses.aspx>

- Kaiser does not have enough vaccines for all tiers yet. Most of state is still in 1a tier. Some people in 1b now being vaccinated in some counties.
- CFT vaccine fact sheet: https://www.cft.org/sites/main/files/file-attachments/cft_covid-19-vaccine-info-sheet.pdf?1610751253
- Student and faculty vaccine timing is different.
- We may negotiate with district a waiver for faculty to teach 100% online in Fall.
- LRCCD sent first-priority list to county for vaccines=on ground lab teachers and their students (15 on ground lab programs this semester). More labs may be added in Fall.
- March deadline to decide schedule for Fall semester.
 - On ground and online schedules in process.
 - *May need to pivot in summer to decide to go online.*
 - FT faculty may be able to use their offices for zooming in Fall. Discussions in progress.

Honoring recent Exec. board retirees

- At our last board meeting, we voted to host a virtual party for our recent retirees Annette Barfield and KC Boylan to be held during the annual picnic in May, and to use the picnic funds for the celebration.
- Resolutions will be presented at our February 3 exec. board meeting.

Honoring our late President Dean Murakami

- *SCLC resolution*: <https://www.sacramentolabor.org/post/honoring-our-dear-friend-dean-murakami>
- SCLC video of Dean speaking at a rally.
- *BOT*: The board discussed Dean's contributions to the district at its last meeting and adjourned to closed session in his honor.
- The meeting was thirty minutes and Dean's honoring starts at minute 17: https://cccconfer.zoom.us/rec/share/nKSLFMO0ZvK2qLacyiKC4GqgzSE7GCu9dkd690uVwRU4sDog3F5ox6b3Ue3Rvx0Z.RHDxW6bn_dQVy-Ph?startTime=1610587814000
- *SacBee*: <https://www.legacy.com/obituaries/sacbee/obituary.aspx?n=dean-malcolm-murakami&pid=197366277>
- *Dean Murakami scholarship*: ARC faculty have created a memorial scholarship. There is a strong interest on the LRCFT exec. board to create an LRCFT-funded scholarship in Dean's name through the Los Rios Foundation. See agenda discussion item.
- The CFT exec. council is discussing the idea of creating a perpetual *Dean Murakami Memorial Award* given at its annual convention in March. They also discussed with me the idea of donating to our scholarship this year. I will report back on their efforts.
- We are going through Dean's former office at the union hall and will give away items to interested board members later this semester.

New Member Orientation

- Part of our next two or three exec. board meetings will include orientation information for new and continuing members. Topics include the district budget, the responsibilities of college union representatives, the internal structure of the LRCFT, and the by-laws, constitutions, and policies of the exec. board.
- This semester I would like to meet individually with new board members to discuss their interests and questions.

LRCFT membership #s analysis: 2018-2020

- On June 27, 2018, the U.S. Supreme Court in the *Janus* case ruled against AFSCME in a 5–4 decision that the application of public sector union fees to non-members is a violation of the First Amendment.
- LRCFT #s:
 - In June of 2018 we had **2393** faculty in the bargaining unit, and **2133** were union members: 988 full time and 1145 part time, or **89.1%** of the bargaining unit.
 - In November 2020 we had **2183** faculty in the bargaining unit and **1796** were union members: 918 full time and 878 part-time, or **82.2%** of the bargaining unit.
- There are currently 1178 part-time faculty in the district. 300 are non-union members.
- Our district lost approx. 230 part-time faculty from 10% cuts to classes in Fall 2020. Many were union members.

- Modest increase in full time faculty retirements in 2020. Most FT retirees were union- members.
- The current hiring freeze limits the number of new FT and PT faculty who would most likely become new union members over next two years.
- We should begin to recruit more members and finalize our membership form.
- Valarie Bachelor, CFT NorCal organizer, will present a deeper membership #s analysis during our board meeting. See agenda.

LRCFT Website *lrcft.org*

- Robyn Waxman, LRCFT graphic designer (.2 RT) is making changes to the website.
- Jane Hundertmark, CFT, can advise us if needed on making major changes to the site.
- We need to update the images, photos, and text to reflect equity and efficient usage.
- SCLC website is another model to examine besides the CFT site.
- We should form a subcommittee to suggest a plan of action achieved by August.

Sacramento Central Labor Council (SCLC) *sacramentolabor.org*

- I will be nominated at the SCLC to retain Dean's Murakami's seat on the SCLC exec. board for the remainder of his term which expires in March of 2022.
 - Dean Murakami was honored twice recently by the SCLC, including a video at its most recent meeting.
- We have 10 delegate spots on the SCLC.
 - Current: Newman, Torres, Perrone, Kawamoto. Recommended: Sneed, Limmaneeprasert, Lum, Williams.
 - Two spots vacant. Please let me know if you are interested.

Equity Audit

- This semester we will undertake an Equity Audit in the interest of anti-racism and removing anti-black and brown policies and practices within LRCFT.
- This work was started last semester and includes a scope of work, consultant, and a retreat.

Constitution, By Laws, and Policies overhaul

- I read closely our constitution, by laws, and policies. We are out of compliance on a number of issues that require attention.
- We should form a subcommittee to tighten LRCFT by laws and suggest new policies to meet new needs.

LRCFT Executive Board Retreat

- Following our equity audit, I would like us to convene a retreat as part of a re-examination of LRCFT practices.

Labor Solidarity Committee

- I would like to get this subcommittee formalized and running this semester to assist health care workers and other labor actions that arise this year.

Membership meeting end-of-semester

- In years past, our picnic served as our yearly membership meeting. I have an interest in formalizing it as a stand-alone meeting disconnected from the picnic. This meets the description in our by-laws.

Listening Sessions

- I have an interest along with our Chief Negotiator Belinda Lum in meeting with various constituency groups to get a better understanding of their contract needs: coaches, counselors, librarians, nurses, La Comunidad, Black Faculty and Staff Caucus, and CTE.
- I also plan to visit each campus virtually by asking each campus president to host a Q & A session with faculty.

Los Rios Trustees:

- Invite a trustee to each exec. board meeting this semester: Q & A.
- Kelly Wilkerson attends our first meeting.
- I will also meet with each trustee individually during the semester.
- We need to attend the trustee retreat March 5-6.

Al Rodda bronze bust

- To commemorate SCC's 100-year anniversary, and to acknowledge the role of former faculty member and legislator Al Rodda in establishing community college collective bargaining rights, the LRCFT in 2017 paid for the creation of a bust of Rodda to be placed potentially in Rodda hall at SCC. The cost was \$15,000. It sits in the union hall now.
- We need to figure out how to finish this legacy project of Dean Murakami.
- I will discuss with Chancellor King the idea of having the district pay for the base of the statue and place it on the SCC campus. I will suggest student involvement.

Picnic

- In lieu of a picnic this year, we will hold a virtual party for our recent retirees.

CFT

- CFT continues to pushback on a quick reopening of K-14 schools in person prior to universal vaccine distribution to students and teachers.
- A resolution was passed at the last CFT executive council in support of the continuation of online learning during the pandemic.
- A second more symbolic resolution was also passed against the recent terrorist takeover of the Capitol.
- CFT's annual conference is March 26-27.
 - All board members are encouraged to attend and serve as delegates.
 - Deadline for Resolution submission is February 12.
 - Deadline for committee choice and delegate lists is March 12.
- CFT committees from last year cycle meet January 30 from 10-1 during the all-day Exec. Council meeting.
- New CFT committee choices available after the CFT conference March 26-27. Any LRCFT exec. board member can join a committee of their choice via appointment by LRCFT President. Leticia Castro (lcastro@cft.org) can answer Qs.

FACCC Advocacy and Policy conference: March 12-13:

- Should we pay for faculty and students to attend?
- Should we pay part of FACCC's speaker fee?
- Last year, we provided \$7,800.00 for registration fees for faculty and students to attend the conference. We also provided \$2,000.00 for the speaker.
- Conference Rates: FT faculty non-FACCC members=\$100.00. PT faculty non-members=\$40.00. If a member, cost of attending the conference is half these amounts. Students=\$20.00.

Governor's Budget and CCs

- <http://www.ebudget.ca.gov/2021-22/pdf/BudgetSummary/HigherEducation.pdf>
- The recent state budget proposal for CCCs released by the Governor allocates \$800 million to pay down the \$1.4 billion in deferrals because of the pandemic this year.
- 1.5% COLA and .5% growth allocation also provided.
- Information on the CARES Act and CCs:
 - <https://www2.ed.gov/about/offices/list/ope/heerfiinstitutional.html>
Under the Formula allocations section, you will see a link that lists the exact allocation for each institution. That link takes you to:
 - <https://www2.ed.gov/about/offices/list/ope/314a1allocationtableheerfi.pdf>
On this page you can see the amount allocated for your college. According to folks at AFT this money could be flowing to schools' coffers very soon, perhaps in weeks.
- We will discuss with district in steering the allocation of CARES Act funds.

CFT Presidents meeting with CFT President Jeff Freitas 1/19:

- CFT Action Steps for Union Leaders on Reopening and Vaccines:
https://www.cft.org/sites/main/files/file-attachments/cft_covid-19-vaccine-info-sheet.pdf?1610751253
- AFT Pres. Weingarten on the Capitol crisis: <https://www.aft.org/news/amid-crisis-democracy-we-have-right-be-hopeful>
- AFT top 10 list for Federal Advocacy draft:
https://docs.google.com/document/d/1M5BL91Pn21KnVE7EMylkkYrMzdYbav_H78qjtubq06E/edit

Sacramento Central Labor Council meeting 1/19:

- Election announced for vacant CLC exec. board seat held by Dean Murakami. Nominations next time and election if necessary. I am running. 1.5 years left in the 2 year term.
- AFT voted SCLC top GOTV organization in the Georgia Senate campaign.
- Nurses Association labor actions Feb. 6: car caravan in CA. cities. Medicare for All movement.
 - <https://www.jacobinmag.com/2021/01/nurses-covid-19-pandemic-safe-staffing-legislation-california>
- Letter Carriers union: national petition. AWU.org
- \$1,000 approved to The Truman Club from SCLC PAC.
- Sac County Supervisor Patrick Kennedy and Doctor Olivia Kasiyre: overview of vaccine distribution in Sacramento.
 - Shortage of vaccine. They are still vaccinating tier 1a.
 - Farmworkers in Yolo and valley lack access to vaccine.
- Adjournment in honor of Dean Murakami and video.
- Cesar Chavez march this year named in honor of Dean Murakami. March 27, 11 am.

Georgia: U.S. Senate races

- Our efforts assisting the SCLC and CFT in the GOTV campaign in the Georgia Senate races were successful!

Meetings attended since last EB meeting Dec. 16:

- LRCCD Board of Trustees 12/16: Board votes to accept new contract. Negotiations overview.
- Budget discussion: 12/18: LRCFT Treasurer, Chief Negotiator, Exec. Director.
- CRC LRCFT representatives: succession planning.
- Labor summit: Chancellor King and other LRCCD union presidents.
- New member orientation planning: Aldredge, Lum, Perrone.
- SCLC toast for Dean Murakami 12/23.
- Labor summit: Chancellor King and LRCCD union presidents 1/14.
- CFT exec council 1/16: I attended as a guest. They discussed ways of honoring Murakami.
- Steering: Lum, Newman, Zhang, Perrone vs. Deputy Chancellor, District Counsel, VC Finance.
- CFT field rep and NorCal organizers: Valarie Bachelor and Bryan Perreira: How can CFT help us?
- CFA lobbyist Bryan Ha: Advice on CC budget.
- Insurance Review Committee w/Rebecca Goodchild: Kaiser rates up 8%!
- Reopening Plan at CRC with VP/faculty: Faculty unhappy because of lack of answers.
- Presidents meeting: LRCFT college presidents, Perrone.
- LRCCD Board of Trustees 1/13: short meeting, they adjourned in honor of Dean Murakami.
- CRC Senate-Union luncheon: many questions by faculty about reopening.
- Fabrizio Sasso, Secretary/Treas, SCLC: Our delegate list.
- Labor summit: Chancellor King and union presidents discuss reopening plans.
- Chancellor King and Dep. Chancellor phone calls: Reopening Plan.
- District Academic Senate: bimonthly meeting. I attend as the LRCFT rep. to DAS.
- Sacramento Central Labor Council (SCLC): new delegates appointed at next session. I will run to keep Murakami's seat on SCLC executive council. Nominations at next meeting.
- CFT Jeff Freitas and local presidents statewide: update on Covid-19 and public schools.

- Prison Ed: Chief Negotiator Belinda Lum, exec. board member Kalinda Jones: MOU discussion.

LRCFT Organizational Reform:

Priorities:

1. Equity and Anti-Racism Infusion
2. Communication with Members and Member Participation Enhancement
3. Exec. Board Operations Overhaul
4. Salary, Benefits, Safety, and Job Security Protection/Augmentation for all faculty

More specific ideas:

- **Equity infusion**
 - Audit of Exec. Board policies
 - Exec. Board Retreat
- **Membership Outreach**
 - Invite members to meetings: EB and PAC
 - Membership meeting end of semester
 - Financial report outs
 - Send out EB Agenda to faculty
 - Recruit faculty non-members
 - Union office hours: LRCFT Pres. and campus presidents
 - Faculty participation in campus activities
 - Online voting system implementation
- **Exec. Board operations**
 - By laws/constitution overhaul
 - New board member and new LRCFT faculty member orientation
 - Reassigned Time evaluation
 - Compensate all PT faculty serving on board
- **Communications committee (new)**
 - Social media usage increase
 - Website revamp
 - *Union News* resurrection
- **Labor solidarity committee (new)**
 - Coordinate with local unions/SCLC
 - interact with LRCFT Social Justice Caucus
- **Campus presidents meeting (new)**
 - steering updates from Exec. Director, CN and LRCFT Pres.
 - campus reports/questions from presidents
- **Student interaction with LRCFT committee (new)**
 - Train students for labor organizing
 - LRCFT scholarships: bring back w/equity focus. "Dean Murakami Scholarship."
- **Legislation Advocacy**
 - Working with FACCC
 - Maintain elected presence in CFT by LRCFT Pres. running for CFT VP in March.
 - PAC organization
 - Sac. Central Labor Council delegate participation
- **Union dues reform**
 - reform dues structure w/equity focus
 - last dues increase was 2018

XVI. FACCC: Limmaneeprasert

Upcoming Events Policy Forum: Friday, January 29, 2021, 9:30 a.m. - noon Theme: Putting Our Money Where Our Equity Intent Is " Board meeting: Friday, January 29, 2021 (1 p.m.) - Saturday, January 30, 2021 " Advocacy and Policy Conference: Fri, March 12, 2021 (10 a.m.) - Saturday, March 13, 2021 Theme: Building a Just Future: From Hope to Action Keynote Speaker: Barbara Ransby, Professor of History, Gender and Women's Studies, and African American Studies, University of Illinois in Chicago, <https://hist.uic.edu/profiles/ransby-barbara/> 2. Legislation and Advocacy Committee Meetings: Monday, January 11 and 19, 2021 The committee discussed the following: " The committee will make the following presentation at the FACCC Advocacy and Policy Conference Title: Connecting Dollars from Source to Budget to Program! Description: There are many different sources of funding for the districts and institutions in our system. This session will walk through how to identify the sources of funding on the budget and the spending plans required for those funding sources. Once the school year is underway, districts are required to complete CCFS-311Q reports quarterly and an annual CCFS-311 after the year-end. This session will review how to connect the budget with those required reports. Finally, we will wrap up with questions to ask and what reports/forms/statements to review. " Governor Newsom's January 8th budget and proposal " The 2021-22 FACCC budget positions based on the governor's proposal 3. Work in Progress " Planning meeting for the Advocacy and Policy Conference, January 11, 2021 " FACCC People of Color Committee meeting, January 13, 2021 " FACCC Diversity, Equity, and Inclusion Statement (draft dated 12/13/2020) by the FACCC People of Color Committee is nearly finished. (Oranit is on this project.)

XVII. College Presidents:

1. **ARC** - *Limmaneeprasert written report*

In addition to answering members' emails and phone calls and helping them with general union and contract issues, I did the following:

Met with ARC VP of Instruction, conducted two union team meetings where I introduced the new ARC representatives to the team, gave an update to the team on ARC union issues, and listened to stewards' reports. Organized and facilitated an EDD filing real-time help workshop (members received help from Valerie Bachelor, Linda, and Robert). Created an ARC union team holiday card and emailed it to all ARC faculty on behalf of the outgoing and incoming college representatives and area stewards. Met with dean of science of engineering to prepare for a flex workshop on load balancing and type C leave (per the CTL director's request). Attended A Toast to Dean Murakami, an event hosted by the Sacramento Central Labor Council. Met with ARC president and two current and one retired ARC faculty members to plan for ARC's tribute to Dean Murakami. January 11, 2021 - Emailed CalSTRS part-time educator event list to ARC part-time faculty. Attended LRCFT presidents' meeting (one-on-one) with LRCFT president. Worked with a member by phone and by email on union representation in an unlawful discrimination complaint against him (ongoing). Met with Tak Auyeung and three other ARC faculty members to record for ARC's tribute to Dean Murakami. Co-conducted a flex workshop on load balancing and type C leave. Attended and participated in the ARC Re-Opening Listening Session. Attending meeting with ARC VP of Instruction. Met with Linda Sneed to work on the faculty relief fund. Helped a member by phone and by email in filing a sexual harassment complaint against a student over two days. Upcoming Events " ARC college representative meeting " ARC union team meeting

2. **FLC** - *Telles written report*

Over the break - Robert and I dealt with a problematic performance evaluation.

Attended LRCFT Presidents' Meeting

The team ran a FLEX presentation, *Equity in the Contract, the LRCFT Social Justice Caucus, and Member Issues Forum*. It was well attended and there were many questions posed.

Attended and participated in Campus Reopening Listening Session

Emailed all faculty the FLC-LRCFT welcome message. Thank you, Belinda, for the great template! Ongoing - scheduling a monthly meeting of the team, scheduling multiple workshops for this semester, scheduling a membership meeting(s). Will continue offering two Union "Office Hours" per week

3. **CRC** – *Aldredge written report*

Meetings attended:

CRC Health & Safety Committee

LRCFT College Presidents Meeting

Fall 2021 MOU Draft

Vaccine distribution

Returning to Campus

Onboarding new members

Ongoing negotiations issues

Preference list

Joint Senate and Union Social Hour during Flex on 1/14/21 – listened to concerns from faculty

Meet the Presidents (Senate, Union, College) – Flex 1/14/21- listened to concerns from faculty

Council of Chairs Meeting – 1/14/21 – training on Ad Astra software; next meeting 1/29

College Reps meeting planned bi-monthly – first meeting on February 5th at 9:00 am

Upcoming meetings scheduled: DAS (1/19); SUJIC (1/25); Chancellor's Cabinet (1/25); DRT (1/27);

Meeting with CRC President (1/28); BIRT (2/1)

Grievances - one active grievance in process

Campus Reopening Listening Sessions

Monitoring issues coming out of campus reopening listening sessions

4. **SCC** – *Lum written report*

Will convene membership meetings on the First Fridays of the month, with the exception of April since we will be on Spring Break. We will do our meetings from 2:30-4:00 on February 5th, March 5th, April 10th, and May 7th.

The team is in the process of organizing a weekly office hour. Each one of us will pick a date and time to meet during our assigned week.

Per the constitution, SCC must appoint a person to represent on the DRT when the college president is also the chief negotiator. Katie Carbary will sit in on DRT with Jesus Limon backing her up in the event she is unable to attend.

Want to create a series of short 2 minute videos focused on KYR issues that we can send out weekly or every other week to educate members.

Want to continue our workshops that support PT faculty –including how to apply for TT jobs and how to interview.

Interest in a number of issues around racial justice and equity. There is a strong interest in being part of convening conversations with campus police on race, microaggressions, and policing policies.

Meeting adjourned 5:18 PM