

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

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Walter Kawamoto, Linda Sneed, James Telles, Lingling Zhang, Kalinda Jones, Dennis Smith, Iris Dimond, LaQuisha Beckum, Katie Carbary, Matthew Register, Arthur Jenkins, Gabriel Torres, Veronica Lopez, Tak Auyuang, Nicole Griffin, Jackie Varga-Ornate, Leon Smith, Josh Fernandez, Veronica Lopez

Excused:

Absent: Jesus Limon, Angelo Williams

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Agenda approved by consensus. October 6, 2021 minutes approved by consensus.
- III.** Public Comment:

Reports

- IV.** **AS Report:** Oliver submits written report

Oliver announces upcoming Financial Aid and Admission & Records Redesign Project meetings. The meetings are open, but college specific. All the information will be shared on the webpage for those who can't attend. To improve regular and transparent communications, Parrish Geary and Yolanda Garcia are committed to providing monthly updates.

Prison and Reentry Education Program - The DAS ad hoc committee presented a proposal they will be taking forward to become a stand alone committee in the district. They will be sharing their proposal with other groups including LRCFT, Chancellor's Cabinet, and at the local levels. The DAS had many questions and suggestions but overall supports their efforts. Report from Senate-led District Equity and Student Success Committee: Please see attached list of Financial Aid and Admissions & Records Redesign Coffee Sessions scheduled one at each college Nov. 1st and 2nd. New professional development sessions will be offered in November by Lasana O. Hotep on the topic of "Lesson Plan Scan: Lesson Planning for Student Engagement". ASCCC Fall 2021 Plenary: Belinda Lum and Julie Oliver will be presenting a session. Setting a Higher Standard: Partnering with Unions to Embed DEI Expectations in Evaluations. The Vision for Success DEI Implementation Recommendations include intentions for local colleges to embed DEI into personnel evaluations. What could this look like? What are the roles of the Chancellor's Office, of statewide associations like ASCCC, of local senates, of local unions, and of local HR offices? Presenters will share stories of their efforts so attendees can leave with ideas for advancing DEI in evaluations at their colleges.

Future Events • Future DAS meetings- Nov 2 & 16, Dec 7 • LRCCD Board of Trustees Meeting, Wednesday, Oct 20, 2021, 5:30pm • ASCCC events-many other events and institutes are listed on the website o Fall Plenary Nov 4-6 Los Rios CCD

Action

- V.** **Correction of LRCFT Executive Board Constitutional violations: (First Read/Suspension/Action)**

Smith moves the executive will declare that any actions it has taken during the unpublished and unrecorded "special meetings" in the summer of 2021 were outside of the constitutional requirements of the LRCFT and will be declared invalid. In support of an agenda action item, Smith reviews a chronology of events and personal observations to point out that the decision process followed by the LRCFT Executive Board in "special meetings" over the summer of 2021 were not in accordance with LRCFT Constitutional requirements and any decisions made therein are invalid. The executive board was out of compliance during the summer meetings according to Robert's Rules of Order. The nature of a multiple format to vote on is one issue. No record or minutes from the Special Executive board meeting, not informing membership of the summer meetings, and the board made or recommended options without the required Robert's Rules of Order. Aldredge speaks in favor of the motion. Aldredge discusses the work the Equity Audit committee has done on over the summer addressing the processes of LRCFT to make the documents clear and succinct. Carbary clarifies that supporting the motion will have no consequence on the move to improve the salary schedule, considering there have been changes to the salary schedule that was voted on over the summer. Jones requests clarification on process. The board has met and voted

on decisions to recommend to the membership in past summers with no consequence. Why is this vote out of compliance? Newman clarifies that the meetings over the summer were not negotiations meetings but executive board meetings. Executive Board meetings must have minutes and record of votes. The meeting also violated Robert's Rules of Order. Newman realizes he should have pushed for a vote during the September 1 executive board meeting. Jenkins's interpretation of the meeting and vote was to investigate options for the salary schedules. Register suggests LRCFT obtain options for salary options earlier in the year, possibly April or May. Jones requests clarification regarding the implications for voting yes to the motion and why the meetings were unconstitutional, considering the board has met in the past during the summers to make decisions regarding money. Newman clarifies that because he announced the meetings as "Special Executive Board" meetings, they are required to have minutes and record votes. Aldredge points out that for the reasons she previously mentioned, LRCFT needs a revision of the Constitution, By-laws and board policies. LRCFT needs to have clear processes to do the work that needs to be done. Jenkins suggests LRCFT possibly look for outside help to investigate salary. The time it takes to do the required work puts the board under pressure to make decisions quickly. Jones moves to table the motion for discussion and action at the next executive board meeting. Smith informs the board that the reason for the motion is to protect LRCFT governing. The motion will be discussed and up for a second reading at the next board meeting.

VI. LRCFT Board vote to confirm the new 25-step salary schedule:

Lum discusses the new 25 step salary schedule and moves to approve the new salary schedule. Jones moves to suspend the rules, Register seconds the motion. Motion passes by consensus. Carbary clarifies that the salary schedule to be voted on is the same salary schedule that was discussed at the last executive board meeting. Lum discusses tax implications for this year and next year, along with timelines to start getting checks to faculty. If the vote is ratified the new schedule will go into effect in January 2022. Lum informs board the salary schedule that was submitted for review at the last board meeting represents the actual salary for each new step and class on the proposed new 25 step schedule. Faculty who were 'stuck' at step 15 and longevity 1 will be repositioned based on their initial step placement plus years of service to the district with a maximum step placement of Step 25. Those who are on longevity 2 will be placed on step 25. The cost of doing this used up all COLA dollars and therefore we could not infuse extra dollars into each class and step as we had hoped to do. Smith calls for the question. Limmaneeprasert seconds the motion. Jones calls for roll call vote.

Lum – yes
Jones – yes
Fernandez – yes
Aldredge – no
Carbary – yes
Limmaneepraert – yes
Beckum – yes
Torres – no
Dimond – yes
Register – yes
Telles – yes
Griffin – yes
Zhang – refrain
Sneed – yes
Auyueng – yes
Ornate-Vargas – yes
Smith – no
Jenkins - yes

Motion passes with two no and one refrain. Lum discusses next steps.

Discussion

VII. Equity Audit Update:

Alredge reviews submitted Equity Audit update for board members. The committee's work focused on an Equity Audit and Governance Review. The committee included an examination of the informal and formal practices,

policies, procedures, organizational documents and finances of the LRCFT. Recommendations from the committee are:

1. Hire a consultant to assist with this work and arrange a retreat for early 2021.
2. Prepare documents and materials needed for the equity audit and governance review
3. Review board documents (i.e, bylaws, constitution and other documents)

Engage Board members using an assessment and member interviews

Provide Board Governance training

Prepare final report for the Board

Implementation of Equity Audit Plan

Part 1 – Develop a Board Governance Plan

Review bylaws, policies and procedures and board meeting structure and make recommendations for changes including best practices according to good governance principles. The plan was completed August 2021.

Part 2 – Conduct analysis/review of communication materials

Review Communication Materials & Communication Processes; Review the website, newsletter, communications, recruitment materials and make recommendations for changes. Completed September 2021

Additional funding will be needed to complete Part 3 & 4

- A. Administer Board Assessment survey and include results in final report
- B. Conduct interviews with board members and sample union membership including the Executive Director
- C. Create a written report on the development and implementation of the LRCFT Equity Audit and Governance Action Plan

Part 4 – Organize Board Retreat

Plan, attend and facilitate a Board Retreat and compile minutes; utilize information from Board assessment to help structure retreat

Aldredge discusses the need to organize LRCFT meetings. Available options are Outlook OneDrive, Google Drive, BoardDocs and Live Binder.

VIII. Professional Behavior and LRCFT:

Newman discusses professional behavior within the LRCFT. Newman has received phone calls and emails regarding communications on the board. Newman is available to all board members to address any concerns or issues board members have with any issue. Aldrege informs board members there is board governance training available to help board members with communications. A board assessment can help with communications. Fernandez suggestions setting some expectations and leading with kindness. It is not helpful to go after certain members or villainize individuals which puts people on the defense. A retreat might help the board. Register feels that the board is dealing with serious issues that affect everyone differently. Board members should make sure to talk about issues regarding our constituents and not personal things. Torres reminds board members to make sure to follow process and invest some parliamentary rules training. Carbury discusses the level of Robert's Rules LRCFT is following. There are different levels and formalities of Robert's Rules. LRCFT tends to vote to suspend the rules quite often which makes what we are doing confusing. If LRCFT is going to use Robert's Rules, we need to agree to what level of formality we are going to use. If we are constantly suspending the rules, we need to reevaluate. Jones points out for LRCFT to be a healthy group, there needs to be room for disagreement and for compromise. There also needs to be room for cultural differences. Beckum discussed equity and points out CFT's statement on equity. Beckum discusses how she has been targeted and mischaracterized. She has been called names and criticized how she has grieved. She discusses the how she may not have known Dean and Paul the way many have on the board but she has grieved then in her own way. Beckum does not want to be targeted anymore and would like individuals stop. Lopez would like to know how we are going to hold people accountable. Jenkins reminds everyone to be easy on ourselves, we need to talk about motives and supportive accountability. Smith suggests board members consider what a union brotherhood and sisterhood is. What is camaraderie and what is the spirit of a union. Dimond suggests recording meetings and keeping recordings for a short period of time. Limmaneeprasert discusses an attorney's view given during a FACCC meeting on recordings and how they can become liabilities. Jones discusses her concern about people using power to exclude people from participation. People abuse power by holding onto information and excluding others. It looks bad if the people that are being

excluded are people of color. Looks like racism. An example of excluding people is the meeting held addressing the vaccine mandate training. Lum acknowledges she asked certain board members based on timing. Lum apologizes and acknowledges she should have included everyone. Lopez feels LRCFT has a history of excluding people, what are we going to do to be inclusive to all? It looks especially bad when we are excluding people of color. Newman encourages board members to approach him when encountering these situations. Jenkins feels LRCCD has a toxic work environment, and we need to make sure we don't bring that toxicity into the union. Jenkins has been treated as suspicious. Jenkins does not want to preference who he is or what he does for his work on campus. Most board members have the luxury of "passing", Jenkins does not and is first viewed as suspicious. Newman will agenzize this topic again in the future for further discussion.

Other Reports

IX. **Chief Negotiator:** Lum reviews written report.

1. Religious Exemption Clarification. The current religious exemption from vaccine communication from HR indicates that if an individual does not keep up with the agreed upon accommodations, their exemption will be 'suspended.' This created a lot of confusion and many PT faculty asked if they could lose assignment. Here is the clarification:

- a. "Suspension of exemption" is synonymous with 'out of compliance'.
- b. It will not trigger discipline
- c. It will not count against someone's assignment. Having filed the exemption and successfully received it counts towards meeting the conditions of assignment. (In other words, they don't need to show 'cleared' status during that 45 day contingency period.
- d. DO originally used the word 'revoked' instead of 'suspend.'" The problem is if it's revoked, that would mean folks would have to start from the beginning of the process.
- e. By extension --someone is out of compliance with their exemption protocols (for example: not testing weekly) still holds their exemptions status, but if they need/want to come onto campus facilities, they are expected to make sure they comply with the conditions of their exemption. If they come to campus and are in 'not cleared' status, it will trigger discipline.

2. Faculty who have students who aren't cleared

- a. Faculty on-ground are now expected to notify their area dean within 12 hours if they have a student who was not cleared in their class.
- b. Faculty can opt to tell the student they aren't in compliance and let them know they aren't allowed back until they are in compliance, or they can hand the students a form letter.

3. Astrozeneca is still not on the approved list of vaccines for district

4. Reviewed all the discipline templates so we know what faculty will receive if they are disciplined. Worked with Robert to create a template info request if asked to represent faculty in vaccine related discipline.

5. Have agreement to open up negotiations related to Counselor part of the contract in Spring.

6. Have an agreement in principle to move forward with the additional 3-4% of one-time dollars for retro.

- a. If we choose- we can distribute this based off of the old salary schedule.

7. Working to finalize the schedules we will send to membership for ratification.

8. For updated info on 'what we know right now' regarding vaccine mandate 'stuff' here is a link to the google doc:

https://docs.google.com/document/d/1afRgVB1SUS1zwdEUsVs67WqPbqKgznr_tT04vNM48oE/edit?usp=sharing

Meetings:

- Steering Committee Meeting
- SUJIC
- Chancellor's Cabinet
- Meeting with Mario Rodriguez and Carrie Bray re: Salary Schedules
- Salary Ratification Workgroup
- Vaccine update meetings and calls

Upcoming Meetings:

- Representing LRCFT at the AFT Human Rights Conference. Will present on our Immigration MOU / Contract Provisions (Oct 23)
- Joint Presentation with Julie Oliver at the ASCCC Fall Plenary to discuss equity, negotiations, and senate/union collaboration (Nov 5)

X. **PAFC Report:** Kawamoto reviews written report.

The passage of the year plan means the PAFC will have a December meeting. All four candidates are confirmed for the next meeting.

- The year plan was approved. We interviewed Garcia and Ashby last week.
- 3 out of 4 of the people for next meeting have their questionnaires in and are all scheduled for the next interviews.
- I have begun to contact the candidates for the Dec. meeting.

XV. **President's Report:** Newman written report

LRCFT President Report: October 6-October 19

LRCCD

- *Steering Committee*
 - We met again with the district on the mandatory vaccination policy, the discipline process, and updates on case #s for LRCFT representation for discipline cases and accommodation hearings stemming from faculty non-compliance with the vaccine mandate.
 - Approximately 16 FT and 124 PT faculty are currently non-compliant.
 - 23 faculty religious exemptions approved; approximately 5 medical approved.
- *BOT*
 - Board meets tonight at 5:30. <https://losrios.edu/lrccd/main/doc/board/2021/20211020-bot-agenda.pdf>
 - We will invite the three other trustees to our board meetings this semester.
- *Chancellor's Cabinet*
 - Meets next Monday.
- *Los Rios Labor Summit*
 - Met weekly to discuss impacts of the vaccine mandate.
 - Met with the other los labor presidents minus the chancellor to discuss collective issues.

SCLC

- *Labor Neighbor* met Oct. 11 to hear a presentation on equity infusion in union organizing. Next meeting is November 9.
- SCLC will hold a *December Holiday party* in lieu of its monthly exec council and delegates meeting.
- LRCFT will contribute to the SCLC *Operation Christmas Basket*.
- Sac City Councilwoman Norma Alcalá and Sac County supervisor Gary Sandy will hold a Gran Día de los Muertos Celebration at Bryte Park in West Sacramento on October 31 from 10 to 2 pm. LRCFT will contribute to the event.
- *COPE endorsements:*
 - Report of Actionable Items from COPE Sub-Committee:
 1. ACTION: Endorse Jaclyn Moreno for Sacramento County Board of Supervisors District 5 - MOTION by Fabrizio Sasso, 2nd by Nichole Trujillo Rice - M/S/C (Abstention: Mike Johnson)
 2. ACTION: Endorse Alana Matthews for Sacramento County District Attorney - MOTION by Fabrizio Sasso, 2nd by Robert Longer - M/S/C (Abstention: Mike Johnson)

3. ACTION: Early Endorsement for Gregg Fishman (SMUD), Heidi Sanborn (SMUD), Dave Tamayo (SMUD), Rosanna Herber (SMUD), Porsche Middleton (Citrus Heights City Council), Martha Guerrero (West Sacramento Mayor), Zima Creason (San Juan Unified), Phil Serna (Sac BOS), Gary Sandy (Yolo BOS), Sarah Kirby-Gonzalez (Washington Unified) - MOTION by Fabrizio Sasso, 2nd by D'Elman Clark - M/S/C (Abstention: Mike Johnson) 4. ACTION: Contributions to endorsed candidates - MOTION by Armando Guerrero, 2nd by Aamir Deen - M/S/C, to contribute to the following: a. \$1000 to Sacramento County District Attorney candidate Alana Matthews; b. \$750 to SMUD candidates Fishman, Sanborn, Tamayo and Herber; c. \$750 to Citrus Heights City Council candidate Porsche Middleton; d. \$500 to West Sacramento Mayoral candidate Martha Guerrero; e. \$500 to San Juan Unified candidate Zima Creason; f. \$500 to Yolo BOS candidate Gary Sandy; g. \$250 to Washington Unified candidate Sarah Kirby-Gonzalez; h. \$250 to Sacramento County BOS candidate Phil Serna; i. \$250 to Sacramento County BOS candidate Jaclyn Moreno; j. \$250 to West Sacramento City Council candidate Dr. Dawnte Early.

CFT

- I was interviewed for a statewide CFT upcoming article on the contributions of Paul Baltimore to union organizing.
- I attended and spoke at a noon rally in Davis regarding UC-AFT statewide information picket and contraction impasse with the UC.
- CFT leadership statewide expressed a desire to collectively discuss class size and universal PT faculty health care as twin issues of importance this year to focus.
- Upcoming Civil, Women, and Human Rights Conference, Washington D.C. Oct. 22-23.

LRCFT

- Met with Sac. State MFA students regarding art show at our union hall Oct. 29 and 30.
- NorCal Resist will use our union hall on November 9.
- Met with the DAS, LRCFT Presidents, Salary Ratification Work Group.
- Th new President of FACCC, Wendy Brill-Wynkoop, will engage in a Q and A with the LRCFT board at our next meeting.
- Sac State professors are holding an informational picket Nov. 3 regarding impasse in contract negotiations with CFA and Sac St.

Senate

- SUJIC meets next Monday before the Chancellor's cabinet meeting to discuss shared issues of importance. Mandatory equity training is an issue of shared interest.

XVI. Legislative Liaison: Limmaneeprasert written report

The following is based on the Oct. 6th FACCC Weekly: During the week of October 4th, Governor Newsom closed out the 2020-21 Legislative Season and signed the final 32 bills of the 2020-21 legislative season. Of the 836 proposals sent to his desk ahead of the October 10th deadline, the Administration moved to support 770, vetoing 66. Among the bills vetoed was FACCC co-sponsored AB 375 (Medina), a bill proposing to increase the percentage of hours part-time faculty may teach to up to 80 - 85 percent of the hours of a full-time employee per week. The governor's veto message suggests the proposal would require funding the state had not budgeted for, despite an unprecedented windfall of state revenue and federal aid. FACCC will continue to work on this issue and support part-time faculty in the upcoming legislative year and encourage the Governor to uphold his commitment of supporting part-time faculty in the budget. Additionally, Governor Newsom made a similar funding argument in the veto of AB 1456 (Medina), the Cal Grant Reform bill. Earlier this year, he signed a budget that includes an additional \$3.3 billion for colleges and universities, including \$1.5 billion in increases for student grants and work study opportunities. According to the Governor, however, "This bill results in significant cost pressures to the state, likely in the hundreds of millions of dollars annually. Future changes to the financial aid system of this magnitude should be considered as a part of the annual budget process." Lawmakers remain committed to continue working with the Administration to ultimately

achieve Cal Grant Reform next year. For more information, please see the PowerPoint Presentation from the Oct. 12th FACCC Legislative Roundtable. Upcoming FACCC Events [FACCC Board Meeting (virtual), October 29th [FACCC Legislative and Advocacy meeting, November 15th

XVII. Campus updates:

1. ARC – Limmaneeprasert written report

This report includes my activities during the period of October 7th to 19th. The union concerns I addressed by email and by phone were about these topics: COBRA and health benefits, COLA and salary improvement, overload pay, performance review timelines, the lack of ventilation in the ARC main gym (in progress), the HVAC systems throughout the Kinesiology division, FTE in relation to workload for a Kinesiology course, concerns about the LRCCD COVID vaccination mandate (e.g., exemption filing, clarification on faculty's role in the vaccination implementation in in-person classes), scheduling and assignments, union representations in a student complaint and in a district investigation interviews. Additionally, I performed the following tasks:
" Conducted an in-person meeting with a faculty member regarding several issues, Oct. 6th " Represented LRCFT at the Type A & B Leave Committee meeting, Oct. 8th " Met with an AVPI to address a dean's various mistakes, Oct. 8th " Co-conducted a workshop on preference and assignments with Linda Sneed, Oct. 8th " Attended an LRCFT president's meeting, Oct. 13th " Touched base with Art Jenkins about the remote and face-to-face assignments for ARC counselors, Oct. 13th " Provided clarification on faculty role regarding uncleared students in face-to-face classes at the ARC academic senate meeting, Oct. 14th " Worked with a faculty member on an investigation, Oct. 14th " Conducted a membership meeting, Oct. 15th " Discussed with the ARC academic senate president about a preference issue and section 4.10.6.3.1 of the LRCFT contract, Oct. 15th " Clarified a contract issue with the ARC Counseling dean, Oct. 18th " Met with the ARC VPI (issues discussed: faculty's obligations in the implementation of the COVID-19 vaccination mandate in in-person classes and dean issues), Oct. 19th Upcoming Events " Will co-host a department chair meeting with the ARC VPI, Oct. 27th " Will host a workshop titled The Process of the Legislative Process (presenter: FACCC President), Oct. 28th

2. FLC – Telles written report

Internal

FLC LRCFT team meet on 10/11

Convened the FLC Faculty Workload Committee (1st meeting will be 10/22)

Grievances

Nothing changed since February - Still waiting to have meeting with new head of HR to attempt to remedy the last outstanding item of the grievance on not paying faculty for prior month's work. Remedy is quicker turnaround on getting faculty paid when administrative mistakes delay payment on time.

Team Worked w/ Members on:

Vaccinations & exemptions, questions about number of adj vs FT at FLC, workshop recordings, Implications to PTERS who are terminated for non-compliance with mandate (loss of preference), hyflex modality, employees residing out of state, faculty dealing with students whose uploads to district are not being expedited (some still not correct after a month!), stipend and ESA issues, AB 375, ADA accommodations (one in progress and one maybe), COVID testing (both for those in compliance and those in discipline), discipline for non-compliance with mandate, part-timer compensation for projects (ESA vs PEX), Spring scheduling, 100% online questions, workstation observations, and childbirth & leaves.

Meetings

Attended FLC Safety Committee Meeting 10/7

Union representative at Adjunct Faculty Academy 10/8

Met with FLC Counselors on 10/13

Presidents' Meeting 10/13

PAFC Meeting 10/13

FLC Membership Meeting 10/18

Union representative at Faculty Hiring Priorities Committee Meeting 10/18

3. SCC – Lum written report

Updates

- Monitoring a space complaint from Physics
- A lot of emails and short one-on-one meetings regarding Performance Reviews
- Provided email updates to Chairs on Vaccine related issues
- Have 3 potential vaccine related discipline cases –no representation has been asked for
- 2 potential email related discipline cases

Trainings and Meetings

- Met with Cosmetology Department, Counseling Department, and Business Department separately

Meetings

1. Weekly meeting with VPI Albert Garcia
2. Weekly COVID-19 update meeting
3. Consultation with AS president Lori Petite
4. Weekly Academic Senate Meeting
5. Meeting with AVPI Ikegami
6. Meeting with Dean of West Sac Center
7. Presidents Meeting
8. DRT

Meeting adjourned 5:01 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer