

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
December 1, 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, Josh Fernandez, Dana DeMercurio, Angelo Williams, Nicole Griffin, Tak Auyueng

Excused:

Absent: Jesus Limon, Jackie Oranate-Vargas, Leon Smith

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Agenda approved by consensus with changes. November 17, 2021 minutes approved by consensus.
- III.** Public Comment: Newman reminds board members of Executive Board retreat to be held in January at the Union hall and by zoom. Jones reminds Newman of request to discuss board members release time for Spring 2022. Robert Jones, LRCCD BOT member, speaks to the Executive Board. Q&A session is held.

Action

V. SCLC Christmas Basket Drive: (First/Suspend/Action)

Newman announces SCLC's annual Christmas Basket drive. LRCFT has supported and contributed to the program every year. The drive helps support union members in need with food and toys. Limmaneepraert moves to suspend the rules, Torres seconds the motion. Motion passes by consensus. Limmaneeprasert moves LRCFT contribute \$500 to the SCLC Christmas Basket drive, Torres seconds the motion. Motion passes by consensus.

VI. MLK March: (Second Read)

Kawamoto discusses the proposal to contribute \$500 to the North march and \$500 to the BLM MLK march. The BLM will have a car caravan and will possibly do some tabling at the end of the caravan. Limmaneeprasert moves LRCFT contribute \$500 to the North MLK march and \$500 the BLM MLK march, Fernandez seconds the motion. Motion passes by consensus.

VII. Equity Audit: Constitution & Bylaws focus to accept/reject changes: (Second Read)

Newman reviews suggested changes made by the Equity Audit work group to the LRCFT's By-laws. The recommendation to move "elections" will be discussed at the executive board retreat in January. Aldredge recommends appointing an election committee at the next board meeting. Jones and Telles co-chaired the election committee in 2019. Sneed was also a part of the committee, and all three board members are interested in continuing to serve on the committee again. Discussion regarding the required percentage of membership to hold a special meeting is held.

Discussion

VIII. Part-time Faculty Campaign:

Chase Golding, CFT union organizer, John Govsky, Dipali Buch and Shadie Mirmobny join the meeting to discuss CFT's Part-time Faculty campaign. CFT's goals for the campaign are to improve the working conditions of part-time faculty which includes access to healthcare for part-time faculty. CFT's plan is to engage the twenty-seven CFT locals and 17,000 part-time members to work on statewide legislative efforts. Golding reviews CFT's power point presentation that addresses the scope of work. Legislation and collective bargaining will be used to improve part-time faculty's working conditions. The statewide campaign committee will be meeting monthly. The first meeting was held on November 17, 2021. The first inaugural Part-time conference will be held in February 2022.

IX. Part-time Compensation:

Beckum discusses the need to get more part-time faculty involved on the executive board. Beckum suggests the \$1000 stipend may not be enough for part-time faculty members, who have many

commitments on campus. Jenkins suggests raising the compensation to \$1500 per semester. Register suggests raising the amount to \$2500 a semester.

Other Reports

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

Salary Schedule Ratification

1. Ran 3 forums regarding Salary Schedule Ratification
2. Replied to numerous emails and fielded calls with individualized questions regarding the new salary schedule
3. New Schedule ratified by LRCFT membership 557 yes votes, 19 no votes.
 - a. Currently reviewing MOUs
 - b. Formal adoption is now pending LRCCD Board of Trustees approval

COVID-19

1. Currently, have 2 discipline related cases related to COVID protocols.
2. Discussed the need to revise the COVID-19 cleaning protocols that are in place. We also noted the need to distribute all COVID-19 protocols to faculty on ground before we leave for break.
3. The District is currently working on expanding the availability of testing sites going into spring. We are still waiting on final updates.

Accessibility

1. We are preparing an email to send out to all faculty regarding accessibility. Timing it to respond to performance reviews.
2. All campus presidents sent a warning email to VPIs indicating we will grieve the inclusion of particular types of recommendations related to accessibility.

Part Time Office Hour Rate

1. Reviewing the MOU regarding PT office hour rate update.

PREP MOU

1. Finalizing the PREP MOU

Upcoming Negotiations for Spring

1. Counselor part of the contract
2. Mandatory Equity Training

Meetings

- Steering Committee Meeting
- SUJIC
- Chancellor's Cabinet
- Salary Ratification Vote Counting
- Hosted 2 Salary Ratification Forums
- Prison Ed MOU meeting
- Counselor LRCA Fall District Wide Meeting
- Central Labor Council
- Meeting with Interim Assoc. Vice Chancellor of Student Services -Sonia Mercado Ortiz regarding equity and undocumented students.

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

Here some basic points from the last PAFC meeting: -We interviewed the four remaining announced candidates for Cal state senate district 6 -The PAFC chose to endorse Dave Jones and give him the maximum allowable donation. We haven't confirmed all the numbers yet. The next PAFC meeting on

December 8 will have the announced candidates for County Supervisor district 5. These are Jaclyn Moreno <https://www.jaclynforsupervisor.com/>
Vernon Swart <https://www.linkedin.com/in/vernondavidswart/> --Only \$100
Pat Hume <https://www.pathume.com/>
Jacob Mason <https://disc-clementine-pk6h.squarespace.com/>
I continue to go to meetings relevant to our interests. I especially encourage people interested in getting friendly electeds in to watch the various redistricting meetings.

XII. President's Report: Newman written report Nov 3 – Nov 30

LRCCD

- *Steering Committee*
 - We met again with the district regarding accessibility, hyflex, and centralization.
- *BOT*
 - Board met for a short meeting to hear the evaluation reports for each Los Rios campus
 - <https://losrios.edu/about-los-rios/board-of-trustees/board-agendas-and-minutes>
 - We will invite the three other trustees to our board meetings: Robert Jones, John Knight, Dustin Johnson.
- *Chancellor's Cabinet*
 - Met and heard from each campus LRCCD president about enrollment trends.
- *Los Rios Labor Summit*
 - Meets every Thursday. Enrollment and centralization were discussed on Nov. 18.

SCLC

- IUOE strike at Kaiser (Morse Ave.) on Nov. 2
- CFA strike at Sac State Nov. 3
- *Labor Neighbor* met November 9.
- SCLC met Nov. 16.
- 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*.

CFT

- Attended CFT calendar committee meeting.
- CFT leadership continues to work statewide to discuss class size and universal PT faculty health care as twin issues of importance this year to focus. Formation of part time faculty work group by Chase Golding, new CFT part time organizer, and will include LRCFT exec. board members.
- CFT exec council met Nov. 5 and 6.

LRCFT

- Met with Wilton Rancheria tribal leaders from Elk Grove about new casino and new jobs.
- Interview by Sac. St. student journalist. She also attended part of our exec. board meeting.
- NorCal Resist used the hall on Nov. 6 to assist immigrant refugees.
- LRCFT PAFC met Nov. 10 and voted to endorse Dave Jones for SD6 for \$9800.
- Attended Dave Jones SD6 fundraiser.
- Attended Alana Mathews District Attorney race fundraiser.
- Attended CRC Senate Nov. 12, 19
- Sac. State MFA and undergrad students held art show at our union hall on Nov. 6 and 13 from 9 to 5 pm.
- Met with our accessibility team to work out email to all faculty regarding accessibility and peer review.

- Met with the exec. board of Butte college to discuss our equity reflection statement.
- Attended our three salary forums.
- Attended prison education work group meeting.
- Attended LRCA work group meeting regarding LRCFT negotiation items for future.
- Attended CRC council of chairs meeting.
- Attended CRC's on going "We Won't Fall campaign" regarding student success.
- Attended vote count for the proposed salary schedule changes.
- LRCFT EB retreat is scheduled for Jan 10, Monday, from 8:30-4:30, *Bella Bru*.

Senate

- Attended DAS meeting Nov. 22
- SUJIC met last Monday before the Chancellor's cabinet meeting to discuss shared issues of importance. Mandatory equity training, centralization, accessibility, hyflex were discussed.

XIII. Campus updates:

1. SCC – Lum written report

Updates

- Monitoring a couple issues in Chemistry, Vocational Nursing, and Physics.
- Created a workaround for an ongoing assignment issue
- A lot of emails and short one-on-one meetings regarding Performance Reviews
- Working with SCC Senate to host a small welcome for new faculty.
- No vaccine related discipline
- 2 potential email related discipline cases
- 2 active Hostile Workplace Complaints
- Hosting a How to Apply for CCC Jobs workshop on Thursday.
- Working on resolving safety issues related to the SCC RASA/ASHE Center

Meetings

1. Weekly meeting with VPI Albert Garcia
2. Meeting with AVPSS John Dixon re: Safety Issues on General Counseling and RASA/ASHE Center
3. Weekly COVID-19 update meeting
4. Consultation with AS president Lori Petite
5. Weekly Academic Senate Meeting
6. Met with two Deans regarding performance reviews
7. Emails with different chairs regarding Fall scheduling

Meeting adjourned 5:10 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer