

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
March 16, 2022

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Walter Kawamoto, Linda Sneed, James Telles, Dennis Smith, Iris Dimond, LaQuisha Beckum, Katie Carbary, Matthew Register, Gabriel Torres, Veronica Lopez, Nicole Griffin, Tak Auyuang, Leon Smith, Art Jenkins, Josh Fernandez, Dana DeMecurio

Excused:

Absent: Jesus Limon, Angelo Williams, Lingling Zhang, Jackie Ornate-Vargas, Kalinda Jones

Newman convenes the LRCFT Executive Board 3:00 PM

- I. Approval of March 2, 2022 minutes. Limmaneeprasert moves to approve minutes, Dimond seconds. Motion passes by consensus.
- II. Approval of Agenda. Limmaneeprasert moves to approve agenda with changes, Diamond seconds the motion. Motion passes by consensus.
- III. **Public Comment:** Kawamoto announces he will be running for Sacramento County of Education, he will be resigning as PAFC Chair to run for this seat. Aldredge reminds board members of the BOT meeting this evening. The the BFSA will be present to support ARC President Melanie Dixon.
- IV. **IRC:**
Goodchild reports on annual review of the medical plan rates for the upcoming fiscal year. The Insurance Review Committee (IRC) is performing their annual review of the medical plan rates for the upcoming fiscal year. IRC reps will have two items we need to vote on, ideally by March 30th, but no later than April 8th.
 1. Should we change the plan year so our medical plans will start on January 1st, and no longer begin on July 1st? The open enrollment dates would also change to occur in late Fall, as noted below.
 2. Do we want to make any plan design changes to help offset the premium increase?
The information below on each topic is using the assumption that the amount labeled a "Contribution" will not change. Discussion will occur soon with the bargaining units regarding any changes to this amount. Plan Year Change If we change our plan year to base it on the calendar year and not fiscal year, our new premium rates will be locked in for 18 months (7/1/22 through 12/31/23) and are shown below. Subsequent rates will be only for 12 months following the calendar year. The rates to remain on the current plan year (7/1/22 through 6/30/23) are also shown below. Changing the plan year would allow the medical plan to line up with the Health Savings Account (HSA) year, as well as the Flexible Spending Account (FSA) year. Currently, if an employee would like to switch to a High Deductible Health Plan (HDHP), and they are currently contributing to an FSA, they need to wait 6 months before they can contribute to the HSA. This might discourage some employees from making the switch. HDHP plans are typically a lower premium than HMO plans. Depending on the unit's contribution to health premiums, some employees may have an additional contribution up to \$150 for family plans and up to \$100 for single employees into their HSA accounts for future expenses. A few things to consider is that, changing the plan year does compete with carriers' attention for all other January renewals. The timing for the renewal meetings would move to July/August, with final decisions needing to be made by the end of September. This would allow for a late Fall open enrollment. All other benefits, such as dental, vision, life insurance would also need to follow a change to a January 1st effective date.

Discussion regarding drop in discussions and polling is held. Lum suggests creating a video for faculty and polling faculty members regarding suggested changes by the committee. Smith suggests informing faculty that the LRCFT representative on the IRC has only one vote. There are 4 other LRCCD organizations that will be voting. LRCFT will create a video. Drop in "office hours" will be held for

faculty with questions regarding suggested changes, drop-in information sessions will be held, a poll will be included.

V. **President's Report:**

Newman reviews upcoming events, announces Celebration of Dean Murakami on April 23, 2022 at the Sierra 2 Center. PAFC Vice Chair, Torres will step in as PAFC Chair for the remainder of the semester. Newman announces Executive Board meeting will be held in person and zoom in April. The new LRCFT sign has been delivered to the Union Hall. Discussion regarding Class Caps and Accessibility are being held. SCLC has been working on political races and endorsements this past month. The BOT meeting will be held at 5:30 PM in person, the BFSA will be present to address the threats against ARC President, Melanie Dixon. Wear black in solidarity.

Action and Discussion Items

VI. **Elected Stewards/Monthly Campus Membership Meeting:** (2nd Reading)

Smith reviews written proposal for a LRCFT Stewards Network. The proposal is regarding the structure of the union, and its membership. The point of the proposal is to increase member participation and empowerment in the union, which would in turn make our union stronger and more capable of winning improvements.

Stewards Network will create a committee of the executive board to develop a proposal for an elected stewards network. The committee must consist of an executive board member from each campus and is tasked with working collectively to develop the proposal within two months. The participation of volunteer members is welcome. The committee would be tasked developing the following:

- A system of apportionment (# of stewards per number of members).
- A system of division and/or departmental representation.
- The responsibilities of stewards (e.g. attending stewards training, becoming educated about the contract, assisting with union grievances, organizing union division/dept. meetings, helping with contract campaigns, attending campuswide and districtwide union meetings, attending stewards council meetings).
- The democratic rights of stewards, with this minimum standard: stewards have the right to vote at membership meetings and stewards council meetings on the direction of the union on their campus.
- Term length for stewards (i.e. 1 or 2 years).
- The frequency of stewards council meetings, with a minimum of one stewards council meeting per semester.
- Election process for voting for stewards based on a vote of the membership.

Lum moves per Smith's proposal, the LRCFT develop a LRCFT Stewards Network. Beckum speaks in favor of the motion. Discussion is held, Aldredge speaks in favor of the motion but would like some flexibility to the structure. Lum clarifies the proposal is to form a committee that will create the network and refer to the proposal for guidance in developing the network. A proposal by the committee will be brought back to the board with any suggested changes, amendments or approval. Beckum calls for the question. Jenkins seconds. Motion fails with 9 yes votes, 5 no votes and 2 abstentions. The proposal will be brought back at the next Executive Board meeting.

VII. **Part-time Faculty Compensation for Serving on LRCFT Board:** (1st Reading)

Beckum reviews proposal for increase for Part-time faculty serving as campus representatives (5 part-time faculty)/ The board approved \$2000 for the Spring 2022 semester. The board approved \$1000 each per semester one year ago. The LRCFT Constitution states in Section 5 that the role of Adjunct representative is: a. In consultation with the LRCFT college president, functioning as a communication conduit with adjunct unit members at the college. However, adjunct/part-time representatives potentially do much more work than what's written in section 5. This proposal is to increase the allocation to a more fitting stipend, that acknowledges the free labor part-time faculty are providing to the work of the board, and their respective colleges.

We are asking for an increase in the total cost of part-time representative compensation.

1) Increase compensation from \$1000 to \$2000 for part-time faculty who attend the Board meetings (mandatory) and participate with the newly formed PT Committee. (annual: \$15,000) or,

2) Increase compensation from \$1000 to \$2500 for part-time faculty who attend the Board meetings (mandatory), participate with the newly formed PT committee, and who attend campus LRCFT meetings. (annual: \$25,000) or,

3) Increase compensation from \$1000 to \$3000 for part-time faculty who attend the Board meetings (mandatory), participate with the newly formed PT committee, attend campus LRCFT meetings, and who participate with one or more caucuses/committees of the union. (Annual: \$30,000).

Discussion is held. Aldredge suggests part-time faculty receiving the additional compensation submit reports, as other who receive release time do. Perrone clarifies that any changes to the board policies do not need to be voted on by the membership. Changes to compensation should be addressed in the board policies.

VIII. LRCFT Part-time Faculty Committee Organizational Meeting:

Smith discusses the importance of forming the committee while providing a structure for the committee. Referring to the motion passed by the LRCFT Executive Board to create a standing Part-time Faculty Issues advisory committee as soon as feasible, Smith suggests there is now a need to set a date and time for an organizational meeting of the suggested committee members. Who should call that meeting and when? As the LRCFT has formed standing committees in the past, the Part-time Faculty Committee will address the needs of a big part of faculty. Lum suggests reagendaize the proposal for the next meeting and include a proposed structure.

IX. LRCFT Committee Appointments: (First Read)

Dimond moves to suspend the rules, Telles seconds the motion. Motion passes by consensus. Limmaneeprasert moves to appoint new PAFC members. The members are Julie Collier, Alex Peshkoff, Kathleen O'Brien and Teresa Urkofsky. Dimond seconds the motion. Motion passes with one abstention.

X. Chavez March Contribution: (First Read)

Limmaneeprasert moves to suspend the rules, Telles seconds the motion. Motion passes by consensus. Torres proposes LRCFT contribute \$5000 to LCLAA in support of the upcoming Cesar Chavez March. The LRCFT has helped defer the cost of the march and contributed to LCLAA for many years. Discussion held. Lum expresses concerns regarding the short timeline of the request and lack of budget information. Torres reminds the board that LRCFT has contributed to the march for many years. LRCFT has not requested other organizations to submit a budget when requesting contributions. Lopez discusses the importance of requiring organizations to submit a budget as the funds are members' dues. The LRCFT requested the MLK Jr. march to submit a budget with the request of a contribution. Telles moves to contribute \$5000 to the Cesar Chavez March, Torres seconds the motion. Motion passes by consensus.

Reports

XI. Chief Negotiator: Lum March 16

Payroll

- As noted previously, too much money was deducted from faculty in their January paychecks
- Part one of the process has been fixed –which is correcting the tax rates to the 2022 rates.
- Part two – issuing the correction (refunding amount owed) is still being worked on by IT.
- District will issue an email in next week or to and is hoping to refund that money in our next check if possible.
- The group that will be owed the most are those on 10 month contracts (164 Schedules)

Math Class Caps

- Belinda and Jason have been meeting with Math Chairs to help navigate the implementation of the AB705 compliant curriculum.
- Have had some productive meetings with chairs and with District.
- We believe we are close to having a solution for next year and will need to be involved in longer discussions.

Class Cap (DAS Resolution)

- Currently there is nothing to ‘negotiate’ here. Jason has been involved in meetings with DAS President Julie Oliver and District.

Revised COVID-19 sick-time MOU

- The MOU was updated to be in compliance with the new state policy.
Follow up on DAS Request for PT faculty PD funding
- Formal information request sent to district regarding
Extension of Deaf Studies MOU
- Union and District have reached an agreement in principle to allow Deaf Studies to stay online for Fall 2022.
- We also indicated the intent to organize a meeting between the Deaf Studies Departments, Union, Senate, and District to see how we bring the programs back on ground, PD on Audism, and other related concerns

Information From Board of Trustee Retreat

- Focus on centralization
- Presentations discussed outreach, admissions and financial aid.
- District is currently minimizing the way in which faculty are impacted by the centralization processes
- The District implied that the union was an impediment to Dual enrollment

Meetings attended

- Steering Committee Meetings
- CFT Class Cap Meetings
- District Class Cap Meetings
- Math Class Cap Meeting with Chairs
- Math Class Cap meetings with District
- BOT Retreat
- Chancellor’s Cabinet
- SUJIC

XI.V. Campus updates:

1. *FLC* – Telles March 16

Internal (FLC Team)

Recommended rank and file member to serve on PAFC

Josh Fernandez will represent FLC at the Los Rios Faculty Association Conference

Team set for their next monthly meeting (3/18)

Finalized next FLC Senate / Union Leadership Meeting (3/31)

Grievances

District agreed to change several sections of a performance evaluation as a remedy of a grievance and we discovered that they never made the agreed upon changes. Robert leading discussion with HR.

Workshops

FLC Membership Meeting

Team Worked w/ Members on:

Working conditions, workload, mask mandate sunseting, Los Rios College Online, accessibility, pay stub in general, preference, 100% online programs, residency and employment, AB 705, retro in final year of employment, tax withholdings, equity reflection and 1st year faculty, missing retirement plan deductions on several paystubs, EDD unemployment issues, ADA,

Meetings

SUJIC

Chancellor's Cabinet

FLC HyFlex Meeting

LRCFT Exec Board

FLC Faculty Workload Committee

PAFC

Senate

DRT

Shared LRCFT report with the District Librarians Coordinating (DLCC) prior to our 3/15 meeting

Other

Shared my meeting notes from both the all librarian and part-time librarians meetings I hosted with Executive Board (we will be discussing at this EB Meeting)

2. *CRC* – Aldredge March 16, 2022

Meetings

- CRC Senate 3/11/22
- New Faculty Orientation 3/11/22
- PACF 3/9/22
- DAS Meeting – 3/15/22
- Meeting with College President Bush, AS Pres, Classified Senate Pres – 3/11 22
- Meeting with VPI and Academic Senate President – Class Caps 3/9/22
- Special Adjunct Office Hour 3/16 2:00-2:30 w/ President Bush
- Regular meetings with CRC AS President 2/22/22 - cancelled
- LRCFT College Presidents Meeting – 2/23/22 - cancelled
- DRT Meeting – 2/23/22
- Meeting with VPI Montanez – 3/18/22 workload committee meeting scheduled
- BIRT Meetings – weekly on Monday at 10 am (no new cases)
- Case Management Meetings – weekly on Thursday at 9 am
- LRCFT College Reps meetings – no meetings scheduled; 3rd Thursdays @ 3:30 pm
- CRC Union Office Time: 1st & 3rd Thursdays at 3 pm; 2nd & 4th Thursdays at 6 pm – plan to change time
- Ongoing meetings and emails with faculty compliance issues

- Ongoing emails and text messages between college presidents/ED regarding union issues
- Upcoming:
 - Meeting with President Bush 3/17/22
 - Dept Chair Council –3/25/22
 - Chancellor’s Cabinet – 3/28/22
 - SUJIC – 3/28/22
 - DAS Resolution Class Size – 3/30/22

Conferences/Trainings:

- CFT Leadership Conference S.F. 3/17-3/19/22

Ongoing Projects:

- Parliamentary Training – 2/16/22 & 3/16/22
- Counseling Contract Review Subcommittee – reviewing contract for counselor issues (3rd Fridays)
- RFP for the Equity Audit implementation (Parts 3&4) – continued discussions with potential consultants (1/4/22 & 1/18/22 & 1/28/22)

3. **SCC** – Lum March 16 report

Updates

- President Michael Gutierrez accepted a position as the Superintendent/ President at Hartnell College
- Advising on performance review related issues
- Monitoring issues in Chemistry, Dental Assisting, Vocational Nursing, and Biology.
 - Currently working with the new Dean to work towards resolution
- 2 potential backpay issues
- Emails and inquiries regarding lifting of mask mandate
- 2 active Hostile Workplace Complaints
- SCC Team planning workshop on Interviewing for Thursday, March 18, 2022 at Noon.
- Local discussion of class caps
- Resolved some ongoing issues on student service side.

Meetings

1. Monthly meeting with Michael Gutierrez
2. Monthly meeting with VPSS Davin Brown
3. Bi-Weekly meeting with VPI Albert Garcia
4. Meetings with Deans Saks, Gaytan, and Giordano about issues related to performance review
5. Meeting with Renee Medina about Math AB705 compliance
6. Weekly COVID-19 update meeting
7. Meetings with AS president Lori Petite
8. Weekly Academic Senate Meeting
9. Met with two Deans regarding Safety protocols
10. Met with two Deans regarding performance review
11. Met with 1 dean regarding issues with schedules for Cosmetology
12. Emails with different chairs regarding Fall scheduling

Lum moves to adjourn, Telles seconds the motion. Motion passes 5:17 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer