

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
October 19, 2022

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Linda Sneed, James Telles, Katie Carbary, Matthew Register, Gabriel Torres, Veronica Lopez, Kalinda Jones, Dennis Smith, Leon Smith, Alisa Shubb, Walter Kawamoto, La Quisha Beckum, Teresa Aldredge, Nicole Griffin, Lingling Zhang, Art Jenkins, Iris Dimond

Excused: Alisa Shubb, Josh Fernandez

Absent: Tak Auyueng, Jackie Vargas-Ornate, Jesus Limon

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Dimond moves to approve minutes of October 5, 2022, and changes to the agenda. Lum seconds the motion. Motion passes by consensus.
- III.** Public Comment: Tracy Rauschkolb and Sara Smith speak to the board members about the Family Workplace Justice campaign. Rauschkolb shares her story not only about childcare but care for her parents. The campaign will educate faculty about the issues and conduct surveys. Smith discusses the campaign's action plan and meeting dates.

IV. President's Report:

LRCFT President Report Oct. 5-Oct. 19, 2022

CFT conference overview

LRCCD BOT: Vaccine Mandate vote on Wed. 10/19

Endorsed Candidate campaigning in October; LRCFT website for endorsement list! Send to faculty

Fall LRCFT elections update

Ghana trip district lunch meeting Oct. 21, noon-4:30 pm: any interested board members can attend

PT health care campaign: Helping Yuba CFT PT union

CLC: Labor in Education Student Outreach Project: October-next semester

LRCFT exec. director search update: screening applications for min quals/discussing interview process

LRCFT Retreat: Tribesby: presentation to board last meeting: set date Fri/Sat

Building update: \$7, 700 repairs for stairs.

Meetings attended since Oct. 5:

- Sacramento Central Labor Council
 - o Labor Schools Outreach table ARC 10/19
 - o Exec council and delegates meeting 10/18
- California Federation of Teachers o Leadership and Statewide meeting 10/7-8
- LRCFT
 - o DAS Pres. Shubb: Mandatory Equity Training 10/6 o DAS meeting 10/18
 - o New exec. director hire committee 10/14
 - o CRC Senate 10/14 o PAFC 10/13
 - o Los Rios Labor summit 10/6, 10/13
 - o LRCCD BOT meeting 10/19
 - o LRCFT Pres. meeting 10/12
 - o LRCFT Elections committee 10/17
 - o Steering 10/17 o Instructor Accessibility committee 10/11
 - o PT health care benefits meeting 10/13
 - o Yuba CCD BOT PT health care campaign 10/13

VII. PAFC Report: Kawamoto written report 10/17/2022

Local politics is going crazy. Last meeting your PAFC voted to give minor donations to various projects in our area and out. I have some new info to share about a few of our candidates. The fight between Dave Jones and Ashby is getting hotter and more expensive (just look at the article below). CFT is jumping in and sending out mailers featuring Oranit!! She appears in the flyer below for Dave Jones, and an identical flyer for Eric Guerra. I phoned for him last weekend. They are doing something almost every day. I encourage you to volunteer for Dave Jones, Eric Guerra, Paula Villascez, or Jaclyn Moreno Regarding our Los Rios Trustees: <https://losrios.edu/our-trustees/our-trustees/our-trustees> Robert Jones has finally gotten his campaign account set, and is receiving our money. So far his main campaign is lawn signs, adds in local papers, and his ballot statement. Dustin Johnson is further along and has his campaign data ready for phone calling. We may be setting something up in the next week. He also has lawn signs out that he saved from his last campaign. If you live in either Trustee's area, please consider contacting me for a lawn sign. Again, these Trustees and legislative candidates directly impact your constituents' paychecks and working conditions. What will you say to them when they ask why you let some else be elected in?

Kawamoto report on status of Dustin Johnson and Robert Jones campaigns. Newman will send the SCLC sign up sheet to volunteer on endorsed candidate's campaigns to board members.

VIII. Legislative Report:

Recent Activities

- I attended Eric Guerra's campaign forum with the Asian Islander American Public Affairs (APAPA), 9/21
- I participated in the LRCFT Canvass for Dave Jones, 9/24
- I organized an LRCFT canvassing day for Eric Guerra, 10/1

Upcoming Activities

- Phone banking for Dave Jones on Thursday, October 20, 2022
- Canvassing for Eric Guerra, Saturday, October 22, 2022

Updates on Major CCC bills

Please see the "CFT-Sponsored Bills for 2022", following page 2 of my report.

Major Trailer Bills for CCC Faculty

COVID-19 paid sick leave extended

AB 152 re-establishes COVID-19 paid sick leave for employers who have more than 25 employees. It entitles employees up to 80 hours of supplemental paid sick leave due to quarantine or isolation related to COVID-19, for attending an appointment or experiencing symptoms related to the vaccine, or for caring for a family member who is subject to quarantine or whose school has closed due to COVID-19. Please click **here** to see read CFT's full article.

Health insurance for part-time faculty in community colleges

AB 190, the higher education trailer bill, includes programmatic changes to further incentivize districts to provide quality, affordable and accessible coverage to all eligible part-time faculty. The Budget Act of 2022 included \$200 million ongoing Proposition 98 funds to augment funding for the Part-Time Faculty Health Insurance Program.

The trailer bill expands the program to include any part-time faculty member whose total teaching assignments at two or more community college districts equals or exceeds 40% of the equivalent of a minimum full-time teaching assignment.

Districts that meet a new set of criteria regarding part-time faculty health insurance benefits, will now be eligible for reimbursements up to 100% of the district's associated costs. The criteria are, if the district:

1. offers health insurance coverage to all part-time faculty working at least 40%;
2. offers part-time faculty the same health insurance benefits provided to full-time faculty;

3. limits individual premiums paid by part-time faculty to no more than the actual individual premium paid by full-time faculty in that district; and
4. offers health insurance coverage to all multi-district part-time faculty who qualify. Please click [here](#) to learn about CFT's Part-Time Faculty Campaign.

Action

IX. LRCFT Retreat Tribesy Consulting: (Second Read/Action)

Tribesy Consulting proposal to conduct the LRCFT Retreat in January 2023. Dimond moves to hire Tribesy for the LRCFT retreat to be held in January. Aldredge seconds the motion. Motion passes by consensus.

X. LRCFT UndocuAlly Stickers, Postcards & Posters: (Second Read/Action)

The Social Justice Caucus wants to print stickers, postcards and posters. Unused items can be used for future trainings and events. The stickers to promote LRCFT's work and as visible indicators of our UndocuAlly work. Sneed moves to approve the printing of UndocuAlly stickers, postcards and posters. Aldredge seconds the motion. Motion passes by consensus.

XI. Campus Activities Fund: (First Read)

Newman proposes increasing the campus activities fund from \$900 to \$1200 per semester. Jones supports the increase with a suggestion to increase the fund to more than \$1200. Lum suggests keeping the fund at \$1200 for the year and increasing it the next year when faculty are fully on ground. Discussion is held.

XII. LRCFT Policies Revamp – Dispute Resolution Team Process: (First Read)

Newman shares Executive Board policies document with proposed changes that were made by Julie the equity audit group. Neman reminds board members that Julie's definition of equity is fairness. The audit was based on fairness of the documents. Changes are reviewed. Newman suggests the board focus on the proposed changes to the DRT policy at this time. Smith reminds board members that Julie did an administrative audit of the policies. She suggested LRCFT add an equity policy at the end of the board policies. Lum suggests revising the DRT chair responsibilities to fit the .2 release time and by adding the responsibility to backstop the team on grievances or reduce the release time to .1 if the position of the chair is to coordinate meeting. Aldredge reminds board members that Julie focused on transparency, justice and fairness.

XIII. UMOJA: (First/Suspend/Action)

Aldredge proposes LRCFT sponsor the Umoja conference by contributing \$2500. The conference will be held on November 3-5, 2022 at the Westin Anaheim in Anaheim, CA. 2022 Umoja Annual conference is a two-day event that brings over 1,000 attendees. Dimond moves to suspend the rules, Telles seconds the motion. Motion passes by consensus. Lum moves LRCFT sponsor the Umoja Conference with a \$2500 contribution, Dimond seconds the motion. Motion passes by consensus.

Discussion

XIV. LRCFT Executive Director Hiring Process Update:

Newman gives update on the number of resumes received. The next hiring committee meeting will be held on Friday, October 28.

XV. LRCFT Fall Election Update:

Telles updates board members on the progress of the election committee. The committee has worked through the section that addresses LRCFT meeting with candidates. The committee is still working on how the ballots will be put together and institutionalizing best practices. A full report will be made at the next board meeting. Limmaneeprasert informs the board that Register is the election official for ARC. Sneed suggests posting the link

to the nomination form on the LRCFT website's home page. Carbary suggests rewording the instructions on the nomination form for more clarity.

XVI. Part-time Healthcare Campaign Update:

Sneed reports on small group meeting with Rebecca Goodchild, LRCFT's representative on the Insurance Review Committee. Lum will be scheduling a preliminary meeting with Mario Rodriguez to discuss what LRCCD/LRCFT can do now, what we know and when we can implement now. Rodriguez indicated that the district is willing to negotiate as soon as possible. Sneed would like to a group to attend a future BOT meeting to thank the Board for their support of the Part-time healthcare program. Smith suggests LRCFT craft some "what if" best case scenarios. Sneed and Limmaneeprasert discuss the positive feedback received regarding the support of Yuba part-time faculty healthcare. LRCFT members attended the Yuba BOT meeting and spoke in support of part-time faculty healthcare.

XVII. Part-time Issues Committee:

Sneed reports the committee will be querying part-time faculty. The committee is looking to move the committee forward.

XVIII. CA Residency Requirement:

Lum reviews proposed residency requirement. The proposal will require all LRCCD employees to have a California address. Discussion regarding potential impact on faculty, along with lawsuit is held. Issues that pertain to the academic senate are discussed; Smith suggests LRCFT agree to negotiate the proposal in six months. There can be one solution for part-time and another for full-time. Carbary reminds board members that not all part-time faculty teach during the day, there are part-time faculty that have full-time jobs outside of teaching. Jones discusses concerns regarding compliance with the contract and any legal issues the situation presents. Lum discusses the district's concerns regarding lawsuits. Jenkins suggests separating part-time from full-time and poll faculty. The requirement can take flexibility away.

XIX. Negotiations Planning Update:

Lum shares negotiations timeline with board members.

Negotiations team per bylaws:

Chief Negotiator Belinda Lum

LRCFT President Jason Newman

College Presidents: Oranit Limmaneeprasert ARC, Teresa Aldredge CRC, Belinda Lum SCC, James Telles FLC

Staff – At Large

LaQuisha Beckam (ARC)

Katie Carbary (SCC)

Art Jenkins (ARC)

Kalinda Jones (FLC)

Veronica Lopez (ARC)

Linda Sneed (CRC)

FLC Part-time member (in discussion)

Robert Perrone – non voting, consultant

LRCFT Executive Director

Historic Negotiations Process:

Small teams – work in small groups with 2 -2 4 members on each side to work on specific topics

LRCFT/LRCCD teams negotiate – draft/redraft language on feedback from each side's teams

"Money Team" – assessed the economic viability of the proposals and ranked the agreements

Both sides voted on the agreements that the money team forwarded – LRCFT contract ratification

New Negotiations Process

LRCFT research teams support small teams

Information requests made via steering and brought back to LRCFT – no Money team. Based on priorities the LRCFT group will rank any proposals with cost implications.

Membership Engagement

Historically, we rank 1 forum per campus

- EB Feedback needed:

- Should we consider doing two or three shorter sessions on campus? This would be in addition to two all faculty zoom forums and one adjunct faculty forum.

- Instructional
- Counseling / Coordinators / Nurses / Librarians
- Part Time

- Option 2:

- One in-person campus all-faculty forum per college (longer session)
- One or two general all faculty zoom forums
- 2 Counseling / Coordinator / Nurse / Librarian Forums • 2 Adjunct Faculty Zoom Forums

Membership engagement: Survey

- Last four cycles we asked Patti Harris-Jenkinson (PJ) to conduct our membership survey.
 - Cost ranged from \$1600-\$3500
- Instead: Working to convene a group of Los Rios social science folks to completely revise the survey.
 - Estimated cost: \$3500-4000

Campus Updates

1. ARC –

During this period, the union concerns/questions I addressed on Zoom, by email, and by phone were about these topics: PT faculty's eligibility for five-month law and critical illness leaves, PT faculty's paid college service and special project funding, performance review for PT faculty teaching only in the summer, PT faculty investigation delay (ongoing from January 2022 to present), preference eligibility and break of service, change to spring break timeframe, equity reflections and self-studies, ADA accommodations, Public Service Loan Forgiveness Program, Type A/B leave selection, non-credit issues, department chair's stipend and payment timeline, tenure process, LTT, tenure-track, and tenured faculty's contractual obligations (including if they are required to work at the graduation ceremony), tenure-track faculty serving on a PT faculty PRT, Type C leave, spring 2023 office hours, scheduling, and remote FTE for FT faculty (classroom and nonclassroom), advanced Canvas course design availability, LTT contractual obligations, payment process for the state chancellor's online counseling training, employee residency requirement, counselors' 174-day schedule and mid-year change to the in-person load/ days, counselors' roles in homebases.

Additionally, I performed the following tasks:

- ◆ Met with a member about the performance review for coordinator, 9/22
- ◆ Conducted an ARC performance review workshop, 9/23
- ◆ Participated in the special and regular LRCFT PAFC meetings, respectively, 9/23 and 10/12
- ◆ Attended LRCFT executive director hiring committee meetings, 9/23, 9/30, and 10/14
- ◆ Participated in a SUJIC meeting, 9/26
- ◆ Attended the chancellor's cabinet meeting, 9/26
- ◆ Facilitated an ARC Faculty Workload Committee meeting, 9/27
- ◆ Met with the ARC Nursing director, 9/28

- ◆ Met with a part-time faculty member about flex eligibility, 9/28
- ◆ Attended and LRCFT DRT meeting, 9/28
- ◆ Attended LRCFT Election Committee meetings, 9/30 and 10/17
- ◆ Met with new tenure-track faculty, 10/2
- ◆ Met with the ARC VPI, 10/4 and 10/18
- ◆ Attended an LRCFT executive board meeting, 10/5
- ◆ Conducted an ARC union membership meeting, 10/6
- ◆ Attended CFT CCC Council meeting, 10/7
- ◆ Attended a CFT State Council meeting and participated in a CFT Higher Education Issue Committee meeting, 10/8
- ◆ Attended the impressions meeting for the LRCCD Assoc. Vice Chancellor of Information Technology, 10/10
- ◆ Participated in an emergency LRCFT DRT meetings, 10/10
- ◆ Met with counselors, 10/10 and 10/12
- ◆ Met with ARC president, 10/12
- ◆ Attended an LRCFT campus president's meeting, 10/12
- ◆ Attended Yuba CCD BOT meeting to support part-time faculty healthcare campaign, 10/12
- ◆ Conducted an ARC workshop on selected topics from Article 4, 10/14
- ◆ Workshop for new tenure-track faculty, 10/17
- ◆ Attended an SCLC delegate meeting, 10/18
- ◆ Had a phone meeting with Cal/OSHA Compliance Officer about the citations and fines issued to ARC, 10/18

Upcoming Events

- ◆ Workshop on salary advancement and short-term paid leaves, 10/21
- ◆ Meeting with the ARC academic senate president, 10/24
- ◆ SUJIC meeting, 10/24
- ◆ Chancellor's cabinet meeting, 10/24

2. FLC –

Internal (FLC Team)

Met on 10/13 (James was absent due to a family emergency)

Grievances

One grievance related to unprofessional behavior claim and discipline. The process began in May and continued throughout the Summer. Moved to District Level and the final outcome was a rescinding of the oral reprimand. Thank you Robert, for taking it to HR!

Workshops

Co-Presenter of the Writing the Equity Reflection session with Jesus Limon-Guzman (9/22)

Co-Presented to FLC's New Faculty Academy on the Tenure Process (9/29)

Team Worked w/ Members on:

Performance Review & Confidentiality, online assignment and load, directed numerous members to recordings of contract education sessions they missed, syllabus requirements, retirement, workstation observations, coaching issues, directed faculty where to find their student success data, availability forms, retirement vs. resignation, Equity Reflection, new hires w/ no final step & class placement or a signed contract, unpaid faculty because of local admin screw ups, questions about the hiring process used for our Special Pops Counselor, accessing individual faculty/class level student success data, angry faculty over FLC IT - Personal Device Support Policy, what is a fully online program, 164 vs 174 and retirement, part-timers and online load, online load and reassign time, issues with Canvas and Reviewer role, part-timers and district email lists, EDD issues, counselor PD and compensation, and the self-study.

Meetings

SUJIC

Chancellor's Cabinet

LRCFT Exec Board

LRCFT Presidents' Meeting

FLC Faculty Workload Committee

LRCFT PAFC

LRCFT Special PAFC Meeting

Senate

LRCFT Executive Director Hiring Committee Meetings

LRCFT Election Committee Meetings (Chair)

LRCFT DRT

LRCFT Special DRT Meeting

FLC New Faculty Academy

FLC Safety Committee Meeting

FLC HyFlex Workgroup Meeting

Jones/Carbary move to adjourn

Meeting is adjourned 5:02 PM

Jason Newman, President

Lingling Zhang, Secretary-Treasurer