

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
October 5, 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,

Excused:

Absent: Tak Auyeueng, Jackie Vargas-Ornate, Jesus Limon, Josh Fernandez, Art Jenkins, Iris Dimond

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Register moves to approve minutes of September 7, 2022 and agenda, Sneed seconds the motion. Motion passes by consensus.
- III. Public Comment: Jasjit Singh, candidate for Sacramento Unified School District School Board. Singh is running for area 2 of Sacramento Unified, gives background and current work with California Change Lawyers. Bill Camp speaks to board members about elections in Reno, Nevada.
- IV. **Academic Senate:** Shubb written report
DAS approved a project (task group) [charter](#) addressing the DAS resolution “Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners”. Faculty appointment are being requested now, including at least one faculty with an LRCFT perspective.

DAS engaged in a robust discussion about the proposed charge for a faculty-led Noncredit Workgroup. Concerns were heard that the proposed focus was not adequately centered on student success and completion, and that the work should focus more on case-making than implementation strategies. A new iteration of the proposed charge is being worked on now.

DAS discussed the District Education Technology Committee (DETC) recommendation regarding discontinuing use of Protorio based on student privacy and equity issues. Acknowledging the high priority of protecting student privacy & not perpetuating inequities and documented racial biases imbedded in the Protorio software, faculty concerns about replacing proctored exams in a online environment were raised.

Discussions continue on the Draft District Strategic Planning Process feedback. Feedback provided to Jamey prior to the Sept 26th Chancellor’s Cabinet was incorporated into the timeline portion of the document.

Revisions to our Bylaws were adopted clarifying membership and what constitutes a quorum.

V. President’s Report:

CFT conference: LA, Oct. 7/8

LRCCD BOT: Oct. 7/8 = Friday eve and Saturday Study Session

Endorsed Candidate campaigning in October

LRCCD Trustee interviews by PAFC: Robert Johnson/Dustin Jones; LRCFT website for endorsement list!

Fall LRCFT elections update

Ghana trip district lunch meeting Oct. 21, noon-4 pm: participants and any interested board members

LRCFT Elected Stewards network/membership meeting, will meet TBA

PT health care campaign: two listening sessions recently

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: Tribesy: presentation to board today on retreat content

New LRCFT Building search:

- *Current building: LRCFT paid \$645,000 in 2007, now worth \$1.1 million; 2,500 sq. ft.*
- *Building at 1903 21st St: \$1.3 million, 4,000 sq. feet, and has three tenants, total rent per month from 3 tenants is \$1,200. 8 parking spots and easy street parking.*

LRCFT Membership:

- *90.5% FTers; 67% PTers. FT=855 members of 943 total; PT=931 of 1380 total*

Meetings attended since September 21:

- Sacramento Central Labor Council
 - Labor Schools Outreach meeting 9/28
 - CLC Endorsed Candidate mixer 9/23
- California Federation of Teachers
 - PT faculty health care statewide 9/28
- LRCFT
 - CRC Dept. chairs council 9/23
 - New exec. director hire committee 9/23, 9/30
 - CRC Senate 9/23
 - Trustee Dustin Johnson PAFC interview 9/23
 - SUJIC 9/26; DAS 10/4
 - Chancellor's Cabinet 9/26
 - Los Rios Labor summit 9/29
 - LRCFT Elections committee 9/30
 - Campaign fundraiser Paula Villescraz 10/3
 - LRCCD steering committee 10/3
 - PT health care campaign Los Rios 10/4

VII. Treasurer's Report:

Zhang reviews LRCFT first quarter report. Jones requests a financial report of LRCFT's income and expenses without investments for the past 10 years. This will enable the board to have a different perspective of the union's finances. Zhang will present the report to the board. Because Zhang has been the LRCFT Treasurer for the past two years, the board should keep in mind that numbers and information from previous years is not Zhang's work. Smith suggests board members keep in mind that over the years categories and line items have changed.

VIII. PAFC Report: Kawamoto written report

It is only 37 days until the election. Ballots will start being delivered next week. All of our endorsed candidates from Caity Maple for city council un up to Dave Jones state senate need your help. None of them are a lock, and a few are underdogs, like Jaclyn Moreno for county Supervisor. I have pasted below a report of polling for Eric Guerra. Our top priority, the Trustee races, are very interesting and nuanced. Both of the opponents to our endorsees have FPPC accounts, so we know that have at least 2k in their bank accounts. Other than that, nothing else is known. Robert Jones is running behind in his financial paperwork and is buying newspaper ads with his own money. Dustin wants to do phone banking (and maybe texting) and is almost ready to do it. So we need to set up a volunteer day for that. Speaking of. This weekend, we will have organized volunteer days for Dave Jones and Eric Guerra, with minimal participation. This is where your service on the board matters. This is where you fight for better wages and working conditions for our members. If you can't make it to these events, please try to find other union members who can. So far, I don't have enough volunteers for Take Back the Night. It would be a missed opportunity to not participate this year. Next PAFC on Oct 12 will feature a discussion of the proposed year plan and a visit from UTLA candidate Kelsey Iino. Poll Shows Eric Guerra in Strong Position to Win Assembly Race Sacramento, CA — The run-off race for the new Assembly District 10 is a dead heat according to a poll commissioned by the Eric Guerra for Assembly campaign. After basic information, Guerra surges ahead. With a larger electorate that magnifies his base, Eric Guerra is in a strong position going into the November election. In a poll conducted by EMC Research between July 28 and August 2, 2022, Guerra was a statistical

dead heat with Stephanie Nguyen in the first ask and surged to a commanding 7% lead over Nguyen based on balanced positive information about the two candidates taken from the ballot statement and June voter communication. “The race for 10th Assembly District is a dead heat,” said EMC President Ruth Bernstein. “Eric Guerra is not only competitive in this race, but our poll shows that as soon as voters learn basic information about each candidate taken from the ballot statement, Eric Guerra surges to a 5% point lead over Nguyen. After excluding the 60% of mostly Republicans who say they will not vote for either Democrat in this race, Guerra surges to a clear majority with a 52% to 46% lead.” Eric Guerra has also picked up significant endorsements across a wide political spectrum including frontline healthcare workers like the California Nurses Association to the California Medical Association and Planned Parenthood Advocates Mar Monte to the California Labor Federation. He has also received endorsements from the California Professional Firefighters of Elk Grove and Sacramento. The new Assembly District 10 is neither a City of Sacramento seat, nor an Elk Grove seat. Elk Grove and the City of Sacramento have nearly the same number of voters– and when you look at just the Democratic vote, it is even closer because Elk Grove has a higher percentage of Republicans. The population of the district is almost evenly split between Latinos and members of the AAPI communities. Guerra has also been endorsed by the California Democratic Party, U.S. Senator Alex Padilla, Superintendent of Public Instruction Tony Thurmond, Assemblymember Cecilia Aguiar-Curry, City Councilmember Mai Vang, former Elk Grove Mayor Gary Davis and Elk Grove Unified School District Board Member Nancy Chaires Espinoza. Guerra has been on the Sacramento City Council since 2015, winning three elections to his District 6 seat. He has championed issues on housing, job creation, childcare resources, air quality improvement, and direct services for families. He has also served on several regional boards and commissions including the County of Sacramento Planning Commission, the Sacramento Air Quality Management District and the Sacramento Public Library Commission. Eric Guerra has called Sacramento home for over 20 years serving on the CSU Board of Trustees as an appointee of the Governor, President of the Tahoe Park Neighborhood Association, Chairman of the Sacramento County Planning Commission and President of the Sacramento State Alumni Association. He graduated from Sac State with a Bachelor of Science in Electrical and Electronic Engineering and a Master of Public Policy and Administration. With over 18 years working in the Legislature, Eric knows how to get things done. He lives with his wife and sons in the Tahoe Park neighborhood. Visit ElectEricGuerra.com to view a full list of endorsements and to learn more about the campaign

Action

IX. LRCFT Retreat Tribesy Consulting: (First Read)

Tribesy Consulting proposal to conduct the LRCFT Retreat in January 2023 is presented. The proposal is for a day and half retreat. Founders of Tribesy Consulting, Reena Doyle and Gayle Watts, present their firm’s philosophy and approach to creating a retreat for LRCFT. Doyle and Watts give their experience and background with unions, education organizations and JEDI work. Proposal and procedures for the LRCFT is reviewed. Smith speaks in favor of hiring Tribesy, excited about their approach to melding JEDI with labor justice and equity values as their framework. Jones appreciates that the firm has a larger scope with knowledge of what is happening in other union. This will enable LRCFT to position the union with a wider scope of values. Aldredge speaks in favor of hiring the firm and reminds board members of the work that still need to be done regarding LRCFT’s policies and by-laws.

X. LRCFT Election Committee Appointments: (Second Read/Action)

Newman discusses appointment to the election committee. The four campus presidents will be on the committee with Telles as the chair. Sneed moves to approve the appointments; Jones seconds the motion. Motion passes by consensus.

XI. LRCFT hosted lunch for post-Ghana delegation: (First/Suspend/Action)

Faculty, staff, and administrators from all four colleges and the district (i.e., the Los Rios Delegation) attended the All African Diaspora Education Summit (ADES) that was hosted at the University of Cape Coast from September 19 – 24. Lum moves to suspend the rules, Sneed seconds the motion. Motion passes by consensus. This is a request for the LRCFT to provide lunch for the October 21 post-Ghana work session that will be attended by potentially 43 persons. The purpose of the work session is to build on the knowledge that was provided at ADES and discuss, plan, and draft the next short and long-term steps to improve antiracism and equity within the district. The cost to provide lunch for the post-Ghana work session that will be attended by up to 43 people with estimated costs of \$15-\$20 per person. Aldredge informs executive board members that they are all welcomed to attend the working luncheon. Telles moves LRCFT provide lunch for the October 21 post-Ghana work session, Sneed seconds the motion. Motion passes by consensus.

XII. LRCFT UndocuAlly Stickers, Postcards & Posters: (First Read)

Lum announces the Statewide Undocumented Student Week of Action is scheduled to begin the week of Action begins on October 17th. In preparation for the activities on each campus and the grand opening of SCC's new center, the Social Justice Caucus want 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. The request is that the EB fund the printing cost up to \$1200 from the LRCFT Promotion and Marketing Budget

Discussion

XIII. LRCFT Fall Election Committee:

Telles discusses the work the committee has done, including review of recommendations from the LRCFT attorneys. The committee has decided to keep nomination form will be kept electronic, as an Adobe signable document. The form will be within the letter of the law. The committee is still working on a timeline and will be working election procedures and guidelines at the next meeting.

XIV. New Building Search:

Newman announces the search for a new union hall will be put on hold.

XV. Part-time Healthcare Campaign Update:

Sneed reports on two input sessions held. The sessions were announced to all faculty, reminders were sent to part-time faculty. Sessions were well attended, and good information was gathered from the required registration forms. The campaign is hoping to get some of the proposals from the signed bill signed this semester. Lum discusses how State Chancellor is responsible for the implementation of the healthcare program. Lum discusses how the district will get 100% reimbursement. An informational meeting will be held next week with Mario Rodriguez. Lum is looking to implement 50% reimbursement this semester. Los Rios has publicly affirmed their support to bargain the part-time healthcare. Newman discusses Yuba AFT's need for assistance in bargaining for Part-time healthcare. Limmaneeprasert acknowledges Sneed's work on the Part-time Campaign.

XVI. Negotiations Update:

Lum shares negotiations timeline with board members.

October

- Chief negotiator extends invitation to participate on negotiations team
- EB asked to affirm the appointed Negotiation Team Members (2nd meeting)
- Develop Research Teams to work with Negotiations teams
- Develop Membership Survey
- Convene Salary workgroup (EB members)

November

- Survey feedback from EB
- Launch Survey
- Forums
 - 2 online all -faculty forums
 - 2 PT faculty only online forums
 - 1 in-person forum per campus
- Develop Sunshine Document

December

- Circulate summary of membership survey and official notes from forums (informational purposes only)
- EB adopts sunshine document (first meeting)
- Sunshine document forwarded to Board of Trustees and District

January

- Negotiations Retreat Meeting
- Will survey the team members to select date

February – April

- Negotiations commence
- Small and large team meetings
- Chief Negotiator provides EB with updates
- Chief Negotiator will also convene closed / confidential SUJIC meetings as needed

April/May

- Contract Ratification Forums
- Contract Ratification Vote
- Once ratified by membership, Board of Trustees votes approval

The Sunshine document is to provide the sections of the contract that are up for negotiations. There have been some sunshine documents that have opened up the entire contract. A negotiations retreat will be held in December. The team will be surveyed in January. Negotiations commence in February. There will be 11 on the team with 2 being part-time faculty. The research teams will also have part-time faculty.

XVII. Campus Updates:

1. ARC – Limmaneeprasert reports on four events held at ARC. A membership meeting will be held tomorrow. Held listening sessions on various topics.
2. CRC – Aldredge reports on meeting with CRC campus representatives, discussed Sneed's commitment to work on the Part-time Healthcare campaign. Aldredge thanks Perrone for his work and support with several campus issues.
3. FLC – Telles thanks Perrone for his help with work on campus issues. There have been problems at FLC with getting faculty paid. Perrone has helped resolve this issue. Communications and connections with rank and file, along with Senate has been great. FLC has been receiving more information by hosting membership meetings. Informal gatherings will begin soon. Faculty have expressed their gratitude for the LRCFT website, the information and resources that are posted. Telles acknowledges the work Waxman has done on the website. Telles thanks Jones for work on the workload committee. Jones and other committee members are asking the hard questions. Telles acknowledges Limon for work on the Equity Reflection Training.
4. SCC – Lum reports on issues with Deans supplying list of performance review teams. A Self-Study workshop was held. Carbarry ran office hours for questions related to performance review. Aldredge will be a part of "What is Service" training.

Good of the Order

Limmaneeprasert reminds board members of listening session on the Chancellor search tomorrow at 4:00 PM

Aldredge reminds board members that the LRCFT needs to do the work to close the loop on policies and procedures, needs to be on the agenda.

Lum requests board members email any contract typos to Reina.

Meeting is adjourned 4:36 PM

Jason Newman, Interim President

Lingling Zhang, Secretary-Treasurer