

**LOS RIOS COLLEGE FEDERATION OF TEACHERS  
EXECUTIVE BOARD MEETING**

**AGENDA**

**September 20, 2023**

**3:00 – 5:00 PM**

**Join Zoom Meeting**

<https://us06web.zoom.us/j/82870790512?pwd=UjFYb0hrZGhRQy9YaU1SK1BqYys5Zz09>

**LRCFT Exec:** 3-5 pm (first/third Wednesday): Sept. 20; Oct. 4, 18; Nov. 1, 15; Dec. 6, 20

**LRCFT PAFC:** 3-5 pm (second Wednesday): Oct. 11, Nov. 8, Dec. 13

**Chancellor's Cabinet:** 3-4 pm (fourth Monday): Oct. 23, Nov. 27, no Dec. meeting

**SUJIC:** 2-3 pm (fourth Monday): October 23; November 27

**LRCDD BOT:** 5:30-7:30 pm (second Wed.): Oct. 18 (FLC), Oct. 27-28 (retreat); Nov. 8, Dec. 13

**LRCFT Presidents:** 2-3 pm (second Wed.): October 11, November 8, December 13

**Sac Central Labor Council: Exec. Council/Delegates:** 6-7 pm (second Wed.): Oct. 11, Nov. 8, Dec. 13

**LRCFT Grievance workshop:** September/October TBA

**CFT standing committees:** September 30, San Jose (first meeting is in person; future meetings zoom)

**Sacramento City Council Eric Guerra campaign event:** October 7, Saturday, 5 pm, Fairytale Town

**SCLC Union Job fair:** October 11, Wednesday, 11-3 pm, 3001 Florin Road (Florin Light Rail station)

**CFT CCC Division Council:** October 13, Friday, 3-7 pm, San Jose

**CFT State Council:** October 14, Saturday, 1-4 pm, San Jose

**AFT Civil, Human, & Women's Rights Conference:** October 20-22, Houston, Texas

**The Sofia, Home of B St. Theater:** October 22, 4 pm: Play Performance: "Papi, Me, and Cesar Chavez."

**LRCFT stewards and campus president elections:** December TBA

**SCLC Salute to Labor dinner:** November 16, Thursday, 6 pm, Golden 1 Center

**Rev. Dr. Martin Luther King Jr. March:** January 15, Monday

**FACCC Advocacy and Policy Conference:** Feb. 25-26, Sunday-Monday

**Cesar Chavez Day March:** March 30, Saturday

**CFT: The March in March!** March, Sacramento Capitol, TBA

**Cuba Labor trip:** late April-early May: TBA

**May Day:** May 6, Monday

**LRCFT Union picnic:** May 10, Friday

**AFT 2024 National Biennial Convention:** July 22-25, Mon.-Thurs., Houston, Texas

Equity Statement: "The LRCFT is committed to providing an environment free from discrimination and harassment. We ask all meeting participants to embrace our values of equity and equality and conduct themselves in this meeting consistent with those values. Professionalism should be always exhibited. We have designated Jason Newman as the 1<sup>st</sup> point of contact for anyone who thinks they have experienced discriminatory, harassing or otherwise unacceptable behavior, and we urge you to contact him if you have any concerns."

<b><u>Item</u></b>	<b><u>Presenter</u></b>	<b><u>Agenda Subject</u></b>
1.	Newman	Call to order/establishment of quorum - 3:00 PM
2.	Newman	Approval of September 6 meeting minutes and current agenda <i>Public Comment</i> (non-board members, 3 mins/person)

***Special Guest: Assemblyman Josh Hoover (R-Folsom, AD 7, 10 minutes)***

### **Reports**

3.	Shubb	Academic Senate President (3 mins)
4.	Lum	Chief Negotiator (3 mins)
5.	Newman	LRCFT President (3 mins)

### **Action Items**

6.	Newman	SCLC <i>Salute to Labor</i> dinner event contribution (first read/3 minutes)
7.	Rowe	LRCFT budget and financial matters (first read/10 minutes)
8.	Kawamoto	PAFC meeting (first read/action/suspension/10 minutes)
9.	Newman	Communicating with Membership: LRCFT <i>Union News</i> (1 <sup>st</sup> read/10 mins)
10.	Oranit	Vote of No Confidence in Chancellor King (first read/action/susp/10 mins)

### **Discussion**

11.	Rowe	Treasurer report (10 mins)
12.	Newman	Chat use during exec. board meetings (10 mins)
13.	Telles/Henderson	Fall Elections: stewards and campus presidents (10 mins)
14.	Telles/Henderson	Stewards network (10 mins)
15.	Newman/Mayorga	New LRCFT union swag to order? (10 mins)
16.	Campus Presidents	LRCFT Membership campaign 2023-2024: campus reports (10 mins)
17.	Newman/Henderson	LRCFT Exec. Board Policies revision: Governance (15 mins)

18.	Board Members	<i>Emerging Issues/New Business/For the good of the order?</i>
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### **Adjournment**

***Next meeting: October 4, 3-5 pm***

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## ACTION ITEM INFORMATION

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1.

**Requested by:** Jason Newman

**Subject:** LRCFT participation and contribution to annual SCLC *Salute to Labor* dinner

**Time required for discussion:** 3 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

SCLC's annual *Salute to Labor* dinner takes place November 16 at 6 pm at Golden 1 Center on the floor of the King's basketball court. For a \$2500.00 contribution, LRCFT receives a table for 8 people and prominent mention in the print and digital promo literature of the event. This is the most important event of the year for the Central Labor Council. Proceeds from the event fund the Labor Council's staff and programs. From the event program:

*This year marks the 23rd annual Salute to Labor Awards Gala, the Sacramento Central Labor Council's marquee event that pays tribute to the achievements of Organized Labor's key leaders, issues, campaigns as well as partners and allies who have fought alongside Labor to advance the values that we uphold and defend.*

**BUDGET IMPLICATIONS: \$2500. Allocation of \$2000 is included in our previously budgeted items approved by the board. Increase cost stems from extra cost of renting Golden 1 Center. Allocation comes from Contributions.**

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2.

**Requested by:** Stephanie Rowe, Treasurer

**Subject:** LRCFT budget and financial recommendations

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

LRCFT budget matters:

1. Travel policy – *members* will arrange their own air travel. Reimbursement is made *after* the event is completed.
2. Part-time tier III to be raised to \$3,500/semester to be in line with each tier rates, tier I is \$1,500 attends EB meeting and part-time committee, tier II is \$2,500 adds attends campus LRCFT meetings, and tier III is currently \$3,000 adds participates with one or more caucuses/committees of the union. \$500 of each tier is the participation in the PT committee. So, the committee work is not being compensated, I suggest adding an additional \$500 for a total of \$3,500.
3. Part-time tier payments will be made monthly. Originally, the payments were paid at the end of service term, then they were changed to the beginning of semester. If a PT EB member leaves the board during the semester, their replacement would not be able to receive any payment since it was paid at the beginning of the semester. A monthly payment would better serve the board.
4. Other PT committee members to be paid at the end of the semester based on regular attendance at the meetings.
5. Vacation accrual for employees: Per state law, if an employee leaves a company, they are entitled to be compensated for any remaining vacation time. Currently, this equates to approximately \$16,000. Accounting rules require that you expense the amount in the period that it is earned. What that means is that LRCFT would take the expense now, for what could be paid out in the future.

Treasurer report to board takes place at the *second* meeting of the month (Sept. 20).

**BUDGET IMPLICATIONS: see above**

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**3.**

**Requested by:** Walter Kawamoto, PAFC chair

**Subject:** PAFC meeting

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action

- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

At the most recent PAFC meeting on Sept. 13, two candidates for Assembly District 7, Porsche Middleton (Citrus Heights city council/former Vice Mayor) and YK Chalamcheria (Vice Mayor of Folsom), were interviewed. One candidate, however, could not be interviewed due to scheduling conflicts. As a result, we invited the remaining candidate, Assemblyman Josh Hoover (R-Folsom), to join our meeting and provide a statement at the start of the meeting. He is the short-term incumbent and is seeking another two-year term. We will recess the Exec. Board meeting to our PAFC meeting, hear from Hoover, and then hold a PAFC vote to determine who is endorsed and how much funding to provide to them.

**BUDGET IMPLICATIONS: TBD**

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4.

**Requested by:** Jason Newman

**Subject:** Communicating with Membership: The LRCFT *Union News*

**Time required for discussion:** 10 mins

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

We need to improve our communications with faculty. We need to activate our *Union News*. One option is to hire a consultant to interview LRCFT membership, board members, and leadership and write articles for our *Union News*. LRCFT President and other board members would also contribute articles to each publication. Robyn Waxman, LRCFT graphic designer, would produce the graphics/lay-out.

Consultant Steve Weingarten charges \$6,500 per semester for one 8-page edition of *Union News*. He has extensive experience producing newsletters and other communications material for other unions, including CTA and CFT and SEIU. See examples of his work in our Livebinder. Robyn Waxman, LRCFT

graphic designer, would produce the lay out of the edition. He would interview board members, take photographs, and write articles. Board members and other faculty can also write articles as indicated above. Allocation comes from membership outreach budget.

**BUDGET IMPLICATIONS: \$6500. Membership outreach.**

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5.

**Requested by:** Oranit Limmaneeprasert

**Subject:** A Vote of No Confidence in Chancellor Brian King

**Time required for discussion:** 15 minutes

**Type of consideration:** first reading/action/suspension

Vote of No confidence due to the lack of participatory governance by Chancellor King The chancellor has demonstrated a lack of transparency and collegial consultations, which includes, but is not limited to: " Failing to inform any stakeholders on unsafe conditions of Davies Hall as stated in the letter from the Division of the State Architect (DSA) dated June 20, 2022. " Failing to disclose to any stakeholders the findings of Holmes US dated July 14, 2022, which "determined that [Davies Hall] was erected using lift slap construction." " Failing to consult any stakeholders on the timeline to close Davies Hall without a place in place. (His decision to give eight business hours for faculty, staff, and students to vacate the building has been affecting 180+ part-time and full-time faculty and 6000+ students as faculty offices and 40 classrooms immediately became unavailable. " Making the academic senate and the labor leadership a reporting of his office activities rather than a forum where consensus can be achieved on critical issues.

**Budget Implications:** none

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6.

**Requested by:** Stephanie Rowe, Treasurer

**Subject:** Treasurer report

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Treasurer report to board takes place at the *second* meeting of the month (Sept. 20).

**BUDGET IMPLICATIONS:** none

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7.

**Requested by:** Jason Newman

**Subject:** Use of the chat zoom function in LRCFT board meetings

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

In the context of legal and fiduciary concerns regarding the chat function and Robert’s Rules in hybrid zoom meetings, we need to discuss an appropriate use of chat in our board meetings. I asked our attorney, David Conway, to provide advice/guidelines in the form of a best practices document for chat use.

**BUDGET IMPLICATIONS:** none.

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8.

**Requested by:** James Telles and Michael Henderson

**Subject:** LRCFT Fall elections: stewards and campus presidents

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules

- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Discussion of the LRCFT Fall election process. We are seeking a vendor for electronic voting. Voting takes place in early December.

**Budget implications: Cost appears to be approximately the same as using the US postal system. TBD**

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9.

**Requested by:** James Telles

**Subject:** LRCFT Stewards network roll out

**Time required for discussion:** 10 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Discussion of the LRCFT Stewards Network roll out this semester. See doc for background information/previous board meeting discussion:

<https://docs.google.com/document/d/1AcmaIDCw5HrWMb39MH1Z-atKz2-Vw8rinAuLcUhDzmg/edit?usp=sharing>

**BUDGET IMPLICATIONS: none**

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11.

**Requested by:** Jason Newman

**Subject:** New LRCFT Swag to order?

**Time required for discussion:** 5 mins



**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Our LRCFT swag needs to be replenished. LRCFT is reaching out to more members and nonmembers in person on our campuses and in our communities daily. We have a good supply of green grocery bags and pens, and a few remaining buttons and Chavez/MLK magnets. But that's it.

Robyn Waxman is currently creating a new general LRCFT adhesive sticker with our logo to affix. We can also contract with our print vendor to turn the adhesive sticker into a magnet. Robyn also recently designed a LRCFT member sticker for use by the campuses.

The proposal is to purchase 500 first aid kits with union logo for \$875. And 100 (\$873) or 200 (\$1518.00) aluminum water bottles with union logo. And 500 pocket sized jotter notepad with pen for \$725. Our new LRCFT logo sticker can be affixed to the notepad.

In preparation for MLK and Cesar Chavez marches 2024, we should purchase another round of magnets with separate MLK/LRCFT and Chavez/LRCFT images as we have done in the past. The cost for 500 Chavez magnets and 500 MLK magnets is \$890.00.

**BUDGET IMPLICATIONS: see above. Allocation comes from membership outreach budget.**

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**10.**

**Requested by:** Jason Newman

**Subject:** LRCFT Membership campaign 2023-2024: campus reports

**Time required for discussion:** 20 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Now that we have signed another strong contract, we should activate a membership campaign for the academic year to sign up as many new members as possible. We are updating the membership form on the LRCFT website to reflect the new dues amount based on board decision. We will also receive our latest bargaining unit report that lists all LRCFT members from the district in late September. Let's discuss collectively how to best approach a membership campaign. Each campus team should create a workable plan to increase membership from their campus. Campus teams will update on progress to date.

**BUDGET IMPLICATIONS:** none

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**12.**

**Requested by:** Jason Newman

**Subject:** LRCFT Exec. Board Policies Revisions: *Governance*

**Time required for discussion:** 5 minutes

**Type of Consideration:**

- 1st Reading Only
- Second Reading/Action
- 1st Reading/Action/Suspension of the Rules
- Discussion Item – No Actions
- Information Item Only

**DESIRED OUTCOME:** State the motion you want passed (Action Items) or the direction you need from the Executive Board (Discussion Items).

Discuss on-going board revisions to our existing constitution, policies, and by laws. Revising our constitution by the board, however, requires an at large LRCFT membership vote to ratify any changes. Let us begin the process of revamping our policies and by laws, taking one section at a time. Last Semester we discussed and accepted changes to the Dispute Resolution section of the policies. At our next meeting, let's examine another section, "Governance."

**BUDGET IMPLICATIONS:** none

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