

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**February 1, 2023**

**Present:** Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Michael Henderson, Linda Sneed, James Telles, Katie Carbary, Gabriel Torres, Dennis Smith, Leon Smith, Walter Kawamoto, LaQuisha Beckum, Teresa Aldredge, Art Jenkins, Iris Dimond, Kalinda Jones, Jackie Vargas-Ornate, Kay Lo, David Reese, Kalee Christiansen, Beth Verhage, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Joe Farrelly, Veronica Lopez, Alissa Shubb

**Excused:**

**Absent:**

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Fernandez moves to approve minutes of December 7, 2022, Aldredge seconds the motion. Motion passes by consensus.  
Fernandez moves to approve December 14 votes, Aldredge seconds the motion. Motion passes by consensus.  
Jones moves to approve agenda, Dimond seconds the motion. Motion passes by consensus.
- III.** Public Comment: Sara Smith, ARC Faculty member, reviews Family Workplace Justice Campaign for board members. Goals of the campaign are reviewed.

**REPORTS**

- IV. President's Report:** LRCFT President Report Dec. 7, 2022-January 31, 2023 LRCFT
  - Retreat: January 27-28, (Friday, 2-5 pm, union hall; Saturday at Sierra 2, from 9-4 pm).
  - First Exec. Board meeting in 2023: February 1.
  - New board members: ARC: Kay Lo, Beth Verhage; FLC: David Reese, Kalee Christensen; SCC: Rebecca Goodchild, Joseph Farrelly, Stephanie Rowe (Treasurer)
  - PT health care campaign success! One of two districts out of 72 who have achieved it!
  - Membership: based on Fall semester #: 90.5% FTers; 67% PTers. FT = 855 members of 944 total FT faculty; PT = 942 of 1381 total of PT faculty. Total bargaining unit = 2325 faculty. CFT (California Federation of Teachers) • Leadership conference: LA, Feb. 3-4
  - Convention: SF, March 17-18 SCLC (Sacramento Central Labor Council)
  - Delegates meeting: Every 3rd Tuesday of the Month 6pm
  - Labor Neighbor Committee Meeting: Every 2nd Tuesday of the Month 1pm
  - February 21st Delegate Meeting Board/Trustee Nominations
  - March 20 AFL-CIO Site Visit • March 21st Delegate Meeting Board/Trustee Elections
  - March 31 Cesar Chavez Day
  - April 1 Crab Feed • April 28 Worker Memorial Day
  - May 1 May Day • May 5 Legislative Breakfast (Issues & Eggs)
  - July 14-30 State Fair • September 4 Labor Day Picnic
  - October 6 Legends of Labor Golf Tournament • October Labor 101
  - October Salute to Labor
  - November 6-10 Primary Election Endorsement Interviews
  - November 21st Delegate Meeting Endorsement meeting
  - December 6 Ralph Richardson Center Santa visit
  - December 14 Operation Christmas Basket
  - December 19 CLC Holiday Party LRCCD Board of Trustees

- Meets Feb. 8: public comment: LRCFT/LRCCD sunshine docs/negotiating President announcements and recommendations:
- Submit agenda item requests using the agenda item request form if you want an item placed on the agenda. Deadline is Monday 3 pm two days before board meeting Wednesday.
- I will send out draft agenda one week ahead of EB meeting Wednesday, Reina will send out final agenda Tuesday morning prior to board meeting Wednesday. No last-minute agenda items on day of the meeting.
- Read docs in livebinder prior to meeting. Public comments section at start of meeting is for non-board members to comment. Please adhere to time limits for each agenda item during our meetings. If more time is needed, we can vote to request more time for the item. Use green and red buttons for board voting if possible. • I may jump the queue during meetings and call on others who have not spoken yet. I will try to minimize first read/action/suspension but sometimes it is needed. Attend PAFC meetings if available. First PAFC meeting is Feb. 22, 3-5 pm. See board agenda for future dates. All board members are also PAFC members. Other LRCFT members need to be appointed to the PAFC. Please ask member colleagues to join the PAFC.
- Attend CFT conference if available March 17-18 in San Francisco. More information soon on registration.
- Please turn in written reports for the second board meeting of the month (campus presidents, chief negotiator, treasurer, graphic designer, DRT chair, legislative liaison, PAFC chair, and part time faculty board members receiving compensation at the second and third tier). Reports Examined:
- Chancellor's Office State Budget report (1/23) • CFT State Budget report (1/23)
- Multiyear Roadmap between the Newsome administration and CCC's (5/22) Meetings attended since Dec. 7, 2022
- Sacramento Central Labor Council o Holiday party 12/15 o Exec. Board 1/17 o UC Labor Centers 1/19
- California Federation of Teachers o CFT exec. council 12/9
  - o CFT exec. council 1/14
- LRCFT o LRCFT attorney: complaint discussion 12/8
  - o CRC Dept. of chairs 12/9
  - o CRC Senate 12/9 o SUJIC 12/12, 1/23
  - o Chancellor's Cabinet 12/12, 1/23 o Coffee with DO HR and legal counsel 12/14
  - o Lunch with new Treasurer Stephanie Rowe 12/14
  - o PAFC 12/14 o Board of Trustees 12/14 o Jake Huggins, LRCEA Pres. 12/16
  - o PT faculty health care with DO 01/04 o Tribes retreat planning 12/15, 1/6
  - o CLP lawyer group 1/9
  - o Bank meeting with treasurer 1/11
  - o Family Leave group 1/12, 1/20
  - o CRC chairs 1/12
  - o CRC union-senate lunch 1/12
  - o Los Rios labor summit 12/8, 1/12, 1/26
  - o Division CRC 1/13 o MLK march 1/16
  - o Negotiations LRCFT team 1/18
  - o LRCFT welcome back party 1/18
  - o Faculty investigation 1/20
  - o Negotiations DO planning 1/23
  - o Negotiations zoom forum 1/24, 1/27
  - o Negotiations forum FLC 1/30
  - o Negotiations forum ARC 1/31
  - o LRCFT retreat 1/27-1/28
  - o Steering 12/19

**VII. Academic Senate Report:**

Shubb reports the DAS has not met. Shubb submitted a DAS report to BOT in December 2022 on collegial consultation. The DAS is interested in addressing concerns regarding dual enrollment. Conversations regarding academic freedom will continue. Regulation 3412 updates and Policy and Regulations 222 updates will be addressed.

**ACTION**

**VIII. Steward's Network/Membership meeting proposal: (First Read)**

In fall 2022 the Executive Board passed a motion for the formation of a working group that would create a proposal for a Steward Network and a proposal for Membership Meetings. Sara Smith, Linda Sneed, and Kalinda Jones with input from Art Jenkins worked on the proposal. Smith reviews responsibilities of stewards for board members, proposed meeting for each semester and potential stipends. Reese requests clarification between a campus rep and a steward. Smith clarifies the work a steward will do on their campus in their department. Limmaneeprasert discusses the steward network currently in place at ARC established by Kris Fertel. Stewards were appointed by the campus president. The current network proposes stewards be elected. Lum supports election of stewards at each campus which would make the process more democratic.

**IX. Board Appointments of New Reps: (First/Suspend/Action)**

Newman requests Board appointment of new LRCFT representatives who were recommended by campus presidents and did not run in our December election. ARC: Beth Verhage and Kay Lo; FLC: David Reese and Kalee Christensen, part time rep; SCC: Joseph Farrelly, part time rep for SCC. Sneed moves to suspend the rules, Lum seconds the motion. Sneed moves to appoint new LRCFT representatives recommended, Lum seconds the motion. Motion passes by consensus. Newman welcomes and congratulates newly appointed and elected representatives to the board.

**X. LRCFT Contribution: Cesar Chavez March: (First Read)**

Kawamoto proposes LRCFT support and contribute to the Cesar Chavez March through LACLAA. Last year LRCFT contributed \$3,000. LRCFT receives prominent logo display on flyer and LRCFT President is given prominent speaking role at the rally.

**XI. LRCFT Contribution: FACCC A&P Conference March 19- 20: (First Read)**

Limmaneeprasert proposes LRCFT contribution to FACCC Advocacy and Policy Conference to be held in March 2023. Last year, LRCFT provided \$2500.00 to pay for any LRCFT full and part time faculty members who wanted to attend the conference. The CC Student Senate pay for student registrations this year. Limmaneeprasert reviews format of the conference, gives history and discusses keynote speaker for this year. Smith speaks in favor of supporting the A&P conference, gives background on past A&P Conferences and the importance of lobbying on behalf of community colleges.

**XII. PTFI Committee: appointments/compensation: (Second Read/Action)**

Newman discusses format appointments of PIFI. Smith discusses appoint of members to the committee and need to decide on compensation A discussion of \$1000 for each PT faculty participant on the committee was held at the last meeting. Newman reviews current appointees: ARC: Tina Dang; Andrea Balsamo; FLC: Kristina Darr Glynn. The College Presidents have reached out to faculty on their campus regarding appointment to the committee. Sacramento City College and Consumnes River College are searching for appointments from their campuses. The Executive Board liaison will be Sneed. A total of nine part time faculty will serve on the committee. Two from each campus: classroom and non-classroom and executive board liaison to committee (part time faculty member)

totaling \$9,000 a semester. Limmaneeprasert moves to formerly appoint list, Dimond seconds the motion. Motion passes by consensus. The board will discuss compensation at the next Executive Board meeting/

**XIII. LRCFT Social Justice Caucus: (First Read)**

Beckum proposes LRCFT support the Social Justice Caucus Faculty Excellence Speaker Series, called *Making Good on the 'Promise' in Higher Education, Part 2* and contribute up to \$500 towards the event. Lopez informs board members SJC reached out to the author, and Dr. Isserles will be the guest speaker on at final event (Tuesday, March 21st). Dr. Robin Isserles is asking in lieu of a speaker's fee and in solidarity with faculty union groups. She is simply asking/encouraging people to purchase a copy of the book for themselves and/or colleagues. The SJC is asking if LRCFT would be willing to purchase 20 books for give away to LRCFT (in good standing; 5 to each campus). The giveaway can be done randomly. For example, the first 5 faculty (including PT) to show up at one of the scheduled events. The total cost will be no more than \$500.

**XIV. Negotiations Researcher Compensation: (First Read/Suspend/Action)**

Lum proposes providing the LRCFT Bargaining team with necessary information from specific campuses, and with support for the development of contract language. Twelve researchers at 15 hours each paid at \$50 dollars an hour for a total of \$9000. Money would be taken from money set aside for Collective Bargaining. Lum informs board members the negotiations team was unable to get an additional person to serve on the bargaining team from FLC. LRCFT would have spent approximately \$5000 for this individual's release. In addition, all 12 researchers may not be needed, so the proposal is that the LRCFT Board authorizes an "up to \$9,000" expenditure on this item.

**XV. Compensation for Linda Sneed's Time on PT Healthcare Negotiations: (First Read)**

Lum discusses the work Linda Sneed did for the Part time Health benefit on LRCFT and CFT' behalf. Lum proposes compensating Sneed for the time she spent negotiating the PT health benefit for LRCFT and providing support to the CFT on the statewide PT Health Benefit Committee. The time that Linda spent and continues to spend on the PT Health Benefit goes well beyond the \$3,000 level of PT EB Member compensation. To make up the difference in time, we are asking for an additional stipend amount for her work on this for Fall 2022 and Spring 2023. Lum proposes compensating Sneed 20 hours at \$50 for Fall 2022 and 10 hours at \$50 for Spring 2023. Limmaneeprasert speaks to the work Sneed has done and proposes a friendly amendment to Lum's proposal. Limmaneeprasert moves to amend the number of hours from 30 to 40 hours or 20 hours for Spring 2023. Lum accepts Limmaneeprasert's friendly amend and will make the change to the proposal which will be voted on at the next board meeting.

**DISCUSSION**

**XVI. LRCFT EB Meeting Modality:**

Fernandez discusses the LRCFT board meeting in person, zoom, hybrid, or alternating in person vs. zoom meetings. This discussion is based on an email thread among board members last weekend. Carbarry speaks to the need to keep zoom meetings available. Some elected members recommitted to serving on the board with the option to meet by zoom. Smith supports keeping zoom as an option, does not support mandating members on how they attend board meetings. Newman informs board members that zoom is an option but would like to see more board members at the union hall for meetings.

**XVII. Negotiations Update:**

Lum discusses work on Equity training MOU. LRCFT has demanded Los Rios negotiate over Homebase at ARC. This issue is separate from proposed negotiations. The team is almost done with the campus forums. The CRC forum will be held tomorrow, a part-time focus forum will be held online and SCC will host their forum on Monday in person. Lum reviews topics that have come up during forums – Family Leave, Catastrophic Leave fund, Sick leave. Salary issues have come up, along with faculty close to retirement and adding steps past step 25. Safety, along with COVID safety, Counseling issues, Right of Assignment and what that means, and workload. Lum will have a full report at the next board meeting.

**XVIII. Post Retreat Work:**

Newman informs board members Tribesy will be sending out a survey regarding the retreat. Tribesy will work on Phase II with LRCFT. Jenkins enjoyed the retreat but dealt with some microaggressions during the retreat. Jenkins will meet with Newman to discuss.

Dimond moves to adjourn, Sneed seconds. 5:01 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer