

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
February 15, 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.
Sneed moves to approve February 1 minutes, Dimond seconds the motion. Motion passes by consensus.
Sneed moves to approve agenda, Dimond seconds the motion. Motion passes by consensus.
- III. Public Comment: Counselors from ARC speak to LRCFT Executive regarding concerns and issues with Home Base. Counselors express their support for the program in general, concerns are regarding accommodations, reporting and being siloed away from colleagues which can affect the ability to collaborate. Counselors also express gratitude for work LRCFT is currently doing on this issue.

Stacy Volcy, Project Director for “The Ring for Democracy” speaks to the board about the work the organization does in and with the Sacramento community.

REPORTS

IV. President’s Report:
LRCFT

- ***New board members:***
 - ARC: Kay Lo, Beth Verhage (PT)
 - FLC: David Reese, Kalee Christensen (PT)
 - SCC: Rebecca Goodchild, Joseph Farrelly (PT), Stephanie Rowe (Treasurer)
- ***Membership: (based on Fall semester #s):***
 - 90.5% FT faculty are members; 67% PT faculty are members.
 - FT = 855 members of 944 total FT faculty.
 - PT = 942 of 1381 total PT faculty.
 - Total bargaining unit = 2325 faculty.

CFT (California Federation of Teachers)

- ***Convention: SF, March 17-19***

SCLC (Sacramento Central Labor Council) event dates 2023:

- 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

President announcements and recommendations:

- *Submit agenda item requests using the **agenda item request form** if you want an item placed on the agenda.*
- *I will send out **draft agenda** one week ahead of EB meeting.*
- *Reina will send out **final agenda** Tuesday morning at 11 am prior to board meeting Wednesday. This is the deadline to submit agenda item requests to me.*
- *Read docs in **livebinder** prior to meeting.*
- ***Public comments** section at start of meeting is for non-board members to comment. 5 minutes or longer at discretion of the LRCFT President.*
- *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 que** during meetings and call on others who have not spoken yet.*
- *I will try to minimize **first read/action/suspension** of the rules 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 Convention** if available March 17-19 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)*
- *LAO report on higher education in state budget*

Meetings attended since Feb. 1:

- Sacramento Central Labor Council
- Labor Neighbor 2/14
- California Federation of Teachers
- CFT Leadership conference 2/3-2/4
- LRCFT
- LRCFT attorney: complaint discussion 12/8
- CRC Dept. of chairs 12/9
- DAS 2/7

- Board of Trustees 2/8
- Tribesy retreat planning 2/1
- Negotiations small team chairs 2/1, 2/8, 2/15
- Negotiations DO Joint 2/10
- Negotiation forum at CRC 2/2
- Negotiation forum at SCC 2/6
- Negotiations LRCFT team 2/8
- Family Leave group 2/13
- Los Rios labor summit 2/2
- Negotiations DO IBA refresher 2/3
- Steering 2/6
- LRCFT Presidents 2/8

V. Academic Senate Report: Shubb written report

- AVC Tammy Montgomery shares reviewed proposed job descriptions for 4 Universal Design for Learning & Accessibility Support Coordinator positions that have been approved by district (one position per college) with District Academic Senate. Each position is 100% reassigned time for 3 years. These job descriptions were based on the Universal Design Coordinator position and received input from the colleges' DE coordinators. Local college Academic Senates are in the process of reviewing the job descriptions. Plan is for colleges to fill these positions by end of this semester
- DAS continues to discuss the Equivalency to Minimum Qualifications regulations.
- At the direction of DAS, a request has been placed through Service Central for faculty to receive push notifications when students enroll in their classes after the first day of class.
- College Academic Senates will be discussing the possibility of priority registration for learning communities students
- DAS is looking to work alongside ASB to provide recommendations for revisions to P/R-2222 (attendance). Interest is to use equity-minded, student-centered principles for determining how attendance is to be counted in both synchronous and asynchronous classes

DAS task force reports

- Optimal class size task group has been meeting regularly (Alisa Shubb chair & Tammy Montgomery co-chair)
- Exploring Noncredit in Los Rios task group, co-chairs Pamela Posz & Phil Smith are working to establish a meeting pattern

VI. Treasurer Report:

Rowe shares changes to the LRCFT expense report for board members. The document will be emailed to all board members. The schedule for expense reimbursements for 2023 is reviewed. Rowe informs board members that members receiving stipends will need to complete a W9 form. The quarterly report for the last quarter will be presented at the next board meeting.

VII. PAFC Report:

Kawamoto reports the next PAFC meeting has been moved to Wednesday, February 22. McCarty has been invited to attend. Planning for outreach will be addressed.

VIII. Legislative Liaison Report: Limmaneeprasert written report

- Attended FACCC Legislation & Advocacy Committee meetings, 12/19/2022, 1/9/2023, 1/11/2023, and 2/6/2023
- Attended CFT Lobbying 101 at the CFT Leadership Conference, 2/3
- Attended CFT COPE 101 at the CFT Leadership Conference, 2/4

Trailer Bills from Last Fall and Major Bills Relevant to CCC Faculty Presented by the Legal Panel at the CFT

AB 190, the higher education trailer bill (Health insurance for part-time faculty in community colleges)

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.

AB 2693 (Reyes. COVID-19: exposure). Under this bill, employers must continue providing notification of potential COVID exposure in the workplace through January 1, 2024. These notices must be posted prominently in places where notices are usually put up the employer. The notice must be posted within one (1) business day from when the employer first had knowledge of a potential exposure and remain posted for no less than fifteen (15) calendar days thereafter. Further, AB 2693 requires that employer logs of the dates of COVID exposure notices.

Trailer Bills from Last Fall and Major Bills Relevant to CCC Faculty Presented by the Legal Panel at the CFT (continued)

AB 1949 (Low. Employees: bereavement leave). In this update to this California Family Rights Act ("CFRA"), AB 1949 mandates that employers with five (5) or more employees allow a worker up to five (5) day of unpaid bereavement leave.

AB 1041 (Wicks. Employment: leave). This bill would expand the class of people for whom an employee may take leave to care for to include a designated person. The bill would define "designated person" to mean any individual related by blood or whose association with the employee is the equivalent of a family relationship. The bill would authorize a designated person to be identified at the time the employee requests the leave. The bill would authorize an employer to limit an employee to one designated person per 12-month period.

Major CCC bills during the 2023 - 2024 Legislative Cycle

AB 811 (Fong. repeating credit courses | Sponsored by CFT). This bill would require the governing board of each community college district to establish policies for the repetition of credit courses offered by the community colleges in the district. The bill would require these policies to include, but not be limited to, authorization for a student to repeat, no less than 5 times, a credit course for which the student previously received a grade indicating substandard work. If the repeated course is a transfer-level mathematics or English course, the bill would require that the policy require that the community college inform the student of available concurrent supports, as provided. The bill would also require these policies to authorize a student to repeat, no less than 3 times, a credit course for which the student previously received a satisfactory grade and which the student is retaking for enrichment and skill-building purposes, as provided.

AB 259 (Lee. Wealth Tax: False Claims Act | Sponsored by CFT)*. This bill would, for taxable years beginning on or after January 1, 2024, and before January 1, 2026, impose an annual tax at a rate of 1.5% of a resident of this state's worldwide net worth in excess of \$1,000,000,000, or in excess of \$500,000,000 in the case of a married taxpayer filing separately. The bill would, for taxable years beginning on or after January 1, 2026, impose an annual tax at a rate of 1% of a resident's worldwide net worth in excess of \$50,000,000, or in excess of \$25,000,000 in the case of a married taxpayer filing separately. The bill would also impose, for taxable years beginning on or after January 1,

2026, an additional tax at a rate of 0.5% of a resident's worldwide net worth in excess of \$1,000,000,000, or in excess of \$500,000,000 in the case of a married taxpayer filing separately.

AB-260 (Santiago. Community colleges: part-time employees). This bill would require persons who are employed to teach adult or community college classes part time, as provided, to receive compensation in at least an amount that bears the same ratio to the amount provided to full-time employees as the time actually served by those part-time employees bears to the time actually served by full-time employees with comparable duties. The bill would impose this pay requirement upon the expiration or renewal of existing collective bargaining agreements, as provided.

This bill would also require community college districts, as a condition of receiving funds allocated for the Student Success and Support Program in the annual Budget Act, to commence the negotiation of terms of compensation consistent with the proportional pay requirement for part-time employees, as well as terms governing reemployment preferences and evaluation processes, no later than the expiration of any negotiated agreement in effect on January 1, 2024, and for any community college district that does not have a collective bargaining agreement in effect as of January 1, 2024, on January 1, 2024.

AB 264 (Ting. Community colleges: Lunar New Year holiday). This bill would authorize the governing board of a community college district, pursuant to a memorandum of understanding, to replace closing on Lincoln Day or Washington Day with the date corresponding with the second new moon following the winter solstice, or the third new moon following the winter solstice should an intercalary month intervene, known as "Lunar New Year."

SB 467 (Portantino. Community colleges: apprenticeship or internship training programs). This bill would prohibit community colleges from denying students access to career technical education programs based on the use of an individual tax identification number in the background check for internships or apprenticeships.

IX. Campus Reports:

1. ARC – Limmaneeprasert written report

During the period of Nov. 15, 2022 to February 14, 2023, the union concerns/questions I addressed on Zoom, by email, and by phone were about these topics:

- Pay discrepancy and FTE for reassigned time
- Faculty conflicts
- Convocation attendance: (1) LTT's obligation (2) the number of hours when faculty take a sick day on this day
- ADA accommodation requests
- faculty conflicts
- Homebases as related to counselors' reporting structure, performance reviews, safety, SARS, and workload
- Counselors being required to work in person three days a week and for all the days of the week when they are not on contract for at least three days.
- Nursing faculty's pay and workload
- Class cancellation relating to the required class meeting time for students to receive credit for the class
- Graduation attendance: LRCFT contract vs. LR Board policy
- Tenure-track faculty not being recommended for tenure
- PRT composition (Can someone scheduled to receive tenure this spring serve on a PRT?)
- Tenure-track faculty on leave for over a year
- FT faculty's scheduling and load issues
- FT instructional faculty's work space
- Type C leave tracking
- Use of ARC loaned laptop
- Office hours concerns and questions (from both PT and FT faculty)
- ESA: (1) Timesheet submission due dates for ARC and for DO (2) Do ESA hours count toward the FTE cap for PT faculty (3) Are ESA hours counted toward eligibility for benefits?
- PT faculty's LRCFT dues not deducted

- PT faculty's not meeting students during the scheduled final exam
- EDD filing and interview questions
- Flex obligations for faculty teaching online lecture and in-person labs
- Preference relating to summer assignments
- Pre-preference issues
- Compensation for PT faculty serving on a hiring committee □ The roles and duties of coaches and specialists in counseling

Activities

- Conducted a workshop on non-classroom faculty issues, 11/18/2022
- Attended LRCFT PAC meetings, 12/14/2022
- Attended the LRCFT EB meetings, 12/7/2022 and 2/1/2023
- Met with the ARC VPI, 11/15/2022, 12/6/2022, 1/18/2023, and 2/7/2023
- Attended the ARC Type A/B Leave Committee meeting, 11/18/2022
- Met with the ARC president, 11/15/2022 and 1/17/2023
- Met with president of AFT 1950/SCCFT (Shoreline CC) per his request as a soon-to-be former ARC administrator was just hired at his campus, 11/21/2022
- Attended the SUJIC meeting, 11/28/2022 and 1/23/2023
- Attended the chancellor's cabinet meeting (in person), 11/28/2022
- Participated in the LRCFT president's panel on an internal dispute, 11/30/2022
- Attended an LRCFT DRT meeting, 11/30/2022
- Met with a faculty member about an investigation, 12/6/2022
- Attended the ARC Homebase meeting with the ARC president, VPI, VPSS, deans, and counselors, 12/13/2022 and 1/31/2023
- Coordinated EDD workshop, 12/14/2022
- Met with a group of faculty on workplace issues, 12/14/2022
- Coordinated the EDD clinic and real-time help in filing a claim, 12/15/2022
- Met with a member, 12/16/2022
- Met with the Health and Education dean about several faculty issues, 12/21/2022
- Helped staff the LRCFT table at the Grant HS MLK celebration, 1/16/2023
- Met with a member, 1/18/2023
- Attended the LRCFT retreat, 1/27 and 1/28/2023
- Met with a group of non-classroom faculty, 1/30/2023
- Attended the CFT Leadership Conference, 2/3/2023 - 2/4/2023
- Attended the district non-credit workgroup meeting, 2/7/2023
- Attended an LRCFT campus president's meeting, 2/8/2023

Upcoming Events

- ARC Union Workshop on Part-Time Faculty Benefits, Rights, and Responsibilities, 2/16
- Meeting with ARC president, 2/21/2023
- Performance review workshop, 2/22/2023
- ARC faculty workload committee meeting, 2/28/2023

2. FLC – Telles written report

Internal (FLC Team)

Meeting soon to finalize workshops, membership meetings and informal gatherings.

Workshops

FLEX – Union 101 & Open Faculty Forum

FLEX – Part-time Faculty Dinner and Open Forum

Meetings

5 Negotiation Forums

Negotiations - IBA Refresher

2 Negotiations Planning/Strategy Meetings

2 Negotiations Small Team Meetings (LRCFT only)

1 Negotiations Meeting (Full LRCFT/LRCCD)

1.5 day LRCFT Planning Retreat

LRCFT Exec Board

LRCFT Presidents' Meeting

FLC Faculty Workload Committee

Senate

Safety Committee

The FLC Union Team worked w/ faculty on the following questions and issues:

Salary – Column Placement (3 separate members), Reduced Load, Special Performance Review, ADA Accommodations, % of Load Online, .67 rule and PT Librarians, Performance Review (many inquiries – mostly how to get it right questions beforehand and not violation concerns during or after the process), Leaves, FACCC Events, Compensation - Travel to Workplaces, Unemployment (EDD), Salary Advancement – Column Movement (3 separate members), PARS Letter, Reassign Time, LRCCD Website, Non-Credit, TCS Issues, Director/Faculty relationship, How to Join the Union, Late Pay – Admin Mistakes, Sick Leave, Going over .67 rule – balanced out between two semesters, Teaching Concurrent Courses (teaching multiple levels at once), PT Faculty Office Hours Program (% separate members), Social Security - Windfall Elimination Provision, Medical Benefits – both Full & PT, College Service VS Chair Duties VS ESA work, LTTs, Workstation Observations, Paid Professional Development, Assistant Coach Stipends, New Student Interaction Efforts (wraparound) and Faculty Workload, Gallery Stipends, Hiring Committees, and Sabbaticals

3. **CRC** – Aldredge written report

Meetings

- LRCFT Executive Board Meeting 2/1/23
- College Faculty Workload Committee Meetings 2/2/23 & 2/9/23
- LRCFT Campus Forum @ CRC 2/2/23
- LRCFT Campus Forum @ SCC 2/6/23
- LRCFT Negotiation Team Meeting 2/8/23
- LRCFT Presidents Meeting 2/8/23
- Joint LRCFT & DO Negotiations Team Meeting 2/10/23
- CRC Senate 2/10/23 (submitted written report)
- Health & Safety Committee 2/13/23
- College Representatives meeting 2/15/23
- Meeting VP Instruction, Montanez TBD
- Meeting with President Bush – no meetings scheduled
- BIRT Meetings – weekly; date to TBD
- Case Management Meetings – weekly on Thursdays at 9 am
- Ongoing meetings and emails with faculty compliance issues
- Ongoing emails and text messages between college presidents/ED regarding union issues

Upcoming Meetings:

Sac Central Labor Council – 2/21/23

PAFC 2/22/23

Department Chairs Council 2/24/23

SUJIC 2/27/23

Chancellor's Cabinet 2/27/23

Conferences/Trainings:

LRCFT Executive Board Retreat – January 27-28, 2023, Sacramento
IBA Refresher Training – February 3, 2023, Sacramento City College
CFT Leadership Conference – Feb 3-4, 2023 – Sheraton Universal City

Ongoing Projects:

- Counseling Negotiations Team for Spring 2023 – Weekly meetings Thursdays, 3-4 pm
- LRCFT Negotiations Meetings – 1st & 3rd Fridays
- Joint DO & LRCFT Negotiations Meetings 2nd & 4th Fridays

X. Steward’s Network/Membership meeting proposal: (Second Read)

Jones reviews proposal for board members. Jones discusses the role of stewards and handling grievances addressing Aldredge’s question for clarification between roles of campus reps and stewards. Jones also clarifies the structure of stewards and campus reps for Torres. Stewards are additional support under Campus Reps. Fernandez requests LRCFT host a group wide grievance training for all board members. Lum expresses support for more faculty involvement which is something that has come out of the LRCFT retreat. L. Smith expresses concerns regarding having too many stewards. Carbary moves to table the motion until the next board meeting, Torres seconds the motion. Motion carries.

CLOSED SESSION

XI. Cesar Chavez March/LRCFT Support and Contribution: (Second Read/Suspend/Action)

Motion to support and contribute \$5000 to march. Kawamoto reports that LRCFT is the main contributor to the march and will receive prominent logo display on flyer. The LRCFT President is given prominent speaking role at the rally. Lum questions the increase of the contribution. Newman informs board members that the contributions from the last few years was less because of the pandemic. Discussion held. Torres moves to support the Cesar Chavez march with a \$5000 contribution, Sneed seconds the motion. Motion carries with 16 in favor, 2 opposed and 1 abstention.

XII. LRCFT Membership Appreciation: River Cats Games: (First Read)

Newman discusses SCLC’s Membership Appreciation River Cats games. This offer is part of a new push by CLC to unionize all River Cats stadium workers. The minor league players have recently unionized, which makes this event possible for CLC and unions to attend as a membership appreciation event. Newman proposes LRCFT participate by purchasing the Triple Play plan for \$3000 which gives LRCFT three games for 20 LRCFT members. Seats are in stadium suites and parking is included. Aldredge requests board members requesting financial support for events or contributions to other organizations, that the request include information from the LRCFT’s budget and the specific line item. Recurring requests for financial support should also require the same budget information.

XIII. SCLC Crab Feed: (First Read)

Sacramento Central Labor Council holds an annual Crab Feed that was not held in the past two years because of the pandemic. It is being held this year on April 1. Allocation comes from the membership outreach budget. Newman suggests LRCFT purchase the Snow Crab Sponsor at \$1500. The Snow Crab Sponsorship provides a premium table for ten, event signage. It also includes recognition at the event, in the Labor Bulletin, on website, social media pages and a personal table server. Sneed suggests LRCFT invite Pat Murakami to the event.

XIV. LRCFT Contribution: FACCC A&P Conference March 19- 20: (Second Read/Action)

Limmaneeprasert reviews proposal is to cover the A&P registration fee for two faculty members per campus or eight attendees. The cost for eight full time attendees is \$3000. Campus presidents will send out an email to faculty members on their campus. Sign up is on a first come, first served basis. Limmaneeprasert updates board on keynote speaker, Legislator of the year and registration costs. The Dean Murakami Advocacy Award will be given on Sunday evening. Torres moves to support the conference and contribute \$3000 for faculty registrations, Sneed seconds the motion. Motion carries.

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

Sneed proposes Don Hopkins from FLC as the second rep for FLC. Newman reviews current appointees: ARC: Tina Dang; Andrea Balsamo; FLC: Kristina Darr Glynn. Aldredge is working on appointees. Two faculty from CRC showed interest but have pulled out. Lum will have an appointee from SCC at the next board meeting. Telles moves to approve appointment of Don Hopkins, Limmaneprasert seconds the motion. Motion carries.

XVI. LRCFT Social Justice Caucus: (Second Read)

Jones moves to table motion to the next board meeting to include budget implications, Carbary seconds the motion. Motion carries.

XVII. Compensation for Linda Sneed's Time on PT Healthcare Negotiations: (Second Read)

Motion with Limmaneprasert friendly amendment is discussed. Sneed makes a friendly amendment to Limmaneprasert's friendly amendment. Sneed does not want the additional compensation proposed in the friendly amendment, feels the work that has been done falls under negotiations work and will accept the original proposal of \$1500. If there is additional funds available Sneed would like to compensate the two part time faculty members who have been participating on the Part time healthcare and who have showed interest in continuing to do the needed work. Motion is to compensate Sneed for 30 hours or \$1500. Goodchild moves to compensate Sneed for 30 hours of work (\$1500), Limmaneprasert seconds the motion. Motion carries.

For the Good of the Order

Sneed announces the passing of a faculty member at CRC. Limmaneprasert reminds board members of FACCC awards reception on Sunday at 4:30 PM.

Smith moves to adjourn, Aldredge seconds. Motion carries 5:01 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer