

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 6, 2023

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Michael Henderson, Linda Sneed, James Telles, Katie Carbary, Gabriel Torres, LaQuisha Beckum, Teresa Aldredge, Art Jenkins, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Joe Farrelly, Veronica Lopez, Walter Kawamoto, Kalee Christensen, David Reese, Kay Lo, Iris Dimond, Teresa Urkofsky, Leon Smith, Dennis Smith, Alisa Shubb, Kalinda Jones, Bill Miller

Excused:

Absent: Jackie Vargas-Ornate, David Reese

I. Newman convenes the LRCFT Executive Board 3:00 PM

II. approve minutes of May 17, 2023, and agenda of September 6, 2023. Sneed seconds the motion. Motion

III. President's Report: May 18 – September 6, 2023

Newman reviews President's report. Informs board members of new paid parking lot in front of the union hall, encouraging board members to attend meetings in person. Newman requests board members receiving reassign time or stipends to submit their monthly reports by the second board meeting of the month. Newman announces Paula Villascas campaign party on Thursday, September 7 at 4:30 PM at Thirty Four Mexican Cantina. All board members are welcomed. LRCFT will host a Grievance workshop in late September or early October.

CFT

- 5/19: CFT Exec. Council
- 5/20: CFT CCC Division
- 5/23: CFT Burbank interviews
- 6/2-6/4: CFT Exec. Council SF
- 8/2: PAFC/CFT: AD 6 interviews
- 8/15: Research Request Review Peralta CCD
- 8/18-8/20: CCC San Diego SCLC
- 6/9: CLC job fair & Kathryn Lybarger interview
- 6/20: Exec. Board
- 7/11: Law and Legislation
- 7/18: Exec. Board
- 7/27: Salute to Labor Planning
- 8/3: Fairfield Napa-Solano labor council Senate interviews
- 7/8: Law and Legislation
- 8/15: Exec. Board
- 8/26: Labor 101 orientation
- 9/4: Labor Day Picnic LRCFT/LRCCD
- 5/18: Karena Benskin
- 5/24: Inside Higher Education
- 5/24: Contract ratification
- 5/26: ARC Homebases
- 5/31: Susan Savage PAFC

- 6/5: Steering • 6/8: DO: swag/desk Elk Grove
- 6/10-6/11: River Cats games
- 6/12-6/14: Labor Law Arbitration Conference Las Vegas
- 6/14: LRCCD BOT • 6/21: Ring of Democracy
- 6/26: LRCCD Joint Presentation • 7/6: LRCCD Labor Summit
- 7/10: Coaches meeting
- 7/11: NAGPRA interview
- 7/12: NAGPRA hearing
- 7/12: Capitol testimony AB 811
- 7/12: LRCCD BOT
- 7/16: River Cats game
- 7/17: ARC Accommodation
- 7/18: Steering
- 7/20: ARC Homebases
- 7/21: PTFIC
- 7/24: LRCCD Retro
- 7/26: Retro
- 7/27: LRCFT Exec. Board
- 7/28: Exec. Vice Chancellor
- 8/1: Steven Hansen mayoral candidate
- 8/7: Steering
- 8/7: LRCFT Accessibility team
- 8/9: Native American Heritage Month celebration
- 8/9: Trinational
- 8/9: LRCCD BOT
- 8/10: DO accessibility
- 8/11: LRCFT accessibility team
- 8/16: New faculty welcome
- 8/17: Labor summit LRCCD
- 8/22: Truman Club lunch
- 8/23: LRCFT Presidents meeting
- 8/24: Jacob Huggins, LRCEA president
- 8/25: DAS Retreat
- 8/28: Steering
- 8/28: Progressive Democrats Mayor candidate forum
- 8/30: LRCFT Accessibility Task Force
- 8/31: ARC Pres. Cardozo
- 8/31: Los Rios Labor Summit
- 9/1: ARC DAS and LRCFT gala
- 9/5: DAS

ACTION

V. **ARC New Representative Appointment: (First Read/Suspend/Action)**

Limmaneeprasert announces ARC campus representative Beth Verhage has retired, leaving a vacancy at ARC. Limmaneeprasert recommends appointing Teresa Urkofsky as a new ARC representative. Sneed moves to suspend the rules, Limmaneeprasert seconds the motion. Motion carries. Limmaneeprasert moves to appoint Urkofsky as ARC representative, Dimond seconds the motion. Discussion held. Beckum clarifies the new rep will serve for a year and a half. Beckum inquires if any other faculty from ARC were considered. Limmaneeprasert informs board that Urkofsky will represent workforce enforcement and Urkofsky has previously served on the board. Motion to appoint Urkofsky as ARC campus representative carries.

VI. **Reassign Time Committee Appointments: (First Read/Suspend/Action)**

Newman recommends appointments of LaQuisha Beckum, Art Jenkins, Belinda Lum, Iris Dimond, Stephanie Rowe, Teresa Aldredge, Walter Kawamoto and Kalinda Jones to the reassign time committee. Newman will serve as the ninth member and tie breaker on the committee. Telles moves to suspend the rules, Lum seconds the motion. Motion carries. Telles moves to approve appointments to the reassign time committee, Smith seconds the motion. Motion carries.

VII. **B Street Theatre: LRCFT Membership Appreciation: (First Read/Suspend/Action)**

Aldredge announces the play, “Papi, Me and Cesar Chaves” to held October 5 – 29 at the Sofia Home of the B Street Theatre. Tickets went on sale September 1. Aldredge proposed LRCFT purchase 50 tickets for LRCFT board members and interested faculty union members, along with one guest. The play will allow a way to gather in community and learn about Cesar Chavez through the play. Aldredge checked with the LRCFT Treasurer regarding available funds. The cost for 50 tickets will be about \$1440. Funds will be taken out of the Outreach line item. Aldredge moves to suspend the rules, Rowe seconds the motion. Motion carries. Rowe informs board members the funds are available. Smith supports the proposal for a union focused, union based and family friendly art event. Torres request clarification the availability of tickets to board members. Newman clarifies the proposed motion includes board members. Sneed moves to approve the purchase of 50 tickets, Smith seconds the motion. Motion carries.

VIII. **Second Annual Community Summit on Homelessness: (First Read/Suspend/Action)**

Newman announces the Second Annual Community Summit on Homelessness will be held on Saturday, September 9 in Sacramento. The event is sponsored by the Sacramento Homeless Organizing Committee. LRCFT routinely engages in community events as part of labor outreach. Sponsors of the event are progressive organizations and includes the Labor Council. The event also focuses on student homelessness. Funds raised will cover the conference and monetary stipends for unhoused workers staffing the event. Rowe moves to suspend the rules, Goodchild seconds the motion. Motion carries. Dimond asks if the organization hosting the event has been vetted. Newman vetted the organization. Lum lists organizations that are sponsoring the event such as Loaves and Fishes, Poor People’s Campaign and Sacramento Area Black Caucus. Dimond moves to approve endorsement and \$1000 contribution to the event. Goodchild second the motion. Motion carries.

IX. **LRCFT Budgetary Matters: (First Read)**

Rowe reports her attendance at the CFT Summer School this past June. Rowe discusses issues regarding budgetary policies the LRCFT and suggests changes to be made. The best practice is for approval of the budget, rather than review as stated in the LRCFT policies. An annual outside review of LRCFT finances should be done rather than an audit. A review will save LRCFT the cost of an audit. Best practices include disclosure of staff vacation accrual. Telles suggest working on recommended changes and changes to the constitution during the fall to bring changes to the membership to vote on in Spring 2024. Rowe suggests the board create a committee to review and discuss proposed changes. Aldredge recommends the committee include the recommendations made in the equity audit

which LRCFT paid for. Henderson has reviewed the document with the recommended changes and agrees the committee should review the document.

XII. Accessibility Task Force Recommendations: (First Read/Suspend/Action)

Carbary discusses the work and meetings the task force held over the summer. Meetings were held with District administrators and the LRCFT board. The task force developed a set of recommendations for board approval. Carbary reviews recommendations for the board and discussing the recommendation to add LRCFT's name to CFT's complaint. Limmaneeprasert moves to suspend the rules, Jones seconds the motion. Motion carries. Carbary proposes approval of adding LRCFT's name to the CFT complaint and if the complaint moves to a lawsuit, LRCFT's name will be added to the lawsuit. If at any point the lawsuit costs any money, the task force will bring it back to the board before the lawsuit is filed. Clear communication will be sent via email to LRCFT members regarding LRCFT's support of the complaint. Carbary clarifies CFT's complaint addresses changes to Title 5. Smith speaks in favor of the motion. Discusses the effect on the work the faculty does and LRCFT's right to negotiate. Telles emphasizes the importance of communicating the CFT's complaint to faculty. Lopez discusses the importance of communicating quickly and clearly. Limmaneeprasert speaks in favor of the proposal. Torres voices support for the motion. Discussion regarding the first level priority is held. Lum suggests obtaining advice from Conway regarding the order of recommendations. Smith supports all five bullet points, suggests the board approve the recommendations now and continue work on order of recommendations. Smith states the CFT has given LRCFT cover with the complaint should LRCFT move forward with recommendations.

First Level Priority – NOW (w/legal advice) are reviewed.

- Demand to negotiate (strategy on next slide).
- Grieve LRCCD on evaluations that involved accessibility
 - Message faculty about the grievance encourage them to contact LRCFT immediately.
- LRCFT develop clear communication map for
 - Contract violations
 - Providing contract clarity
- LRCFT website language clearly stating LRCFT's position on accessibility requirements
 - Work on positive framing of message
- Demand that LRCCD provide LRCFT with a commitment to a timeline for anticipated completion of actions, along with evidence of completed actions.

Limmaneeprasert moves to approve recommendations of the Accessibility Task Force, Dimond seconds the motion. Motion carries.

XIII. LRCFT Membership Dues: (First Read/Suspend/Action)

Henderson discusses the memo sent to board members regarding dues. LRCFT board needs to consider passing on the per caps cost as a dues adjustment to the LRCFT membership. Over the past decade (except for 2017-2019), the LRCFT board has consistently raised membership dues each academic year until the pandemic in 2020. LRCFT needs to commit to adjusting dues based on the fact that LRCFT has not raised dues since 2020 and per caps affiliation fees have increased since that time. It is time to catch up as an organization. Rowe informs the board that the 8% increase along with the \$1.30 AFT increase to the full time dues will absorb AFT and CFT's increases. The increase to part time faculty will be just under 8%. Rowe states the time to raise dues is now, considering the increase faculty recently received. Dimond moves to suspend the rules, Carbary seconds the motion. Motion carries. Carbary moves to approve the proposed increase to LRCFT dues, Jones seconds the motion. Discussion held. Lo requests clarification regarding increases in dues. Rowe clarifies that the increases to dues are part of LRCFT by-laws addressing pass throughs and the structure of increases in the LRCFT by-laws, as well as AFT constitution requiring locals to pass through increases. Smith discusses LRCFT's reluctance to pass through increase in the past and supports passing on the increase. Motion to increase dues passes by consensus. LRCFT will communicate increases to the membership and update membership forms with updated increases.

DISCUSSION

IX. Chat Use:

Newman discusses Conway's memo regarding appropriate use of chat for union board meetings. The issue will be discussed at the next board meeting.

X. Steward's Network Roll Out:

Telles discusses the roll out of the LRCFT Stewards network next semester. The network was approved in Spring 2023, encourages board members to review the proposal that was passed. Telles would like the board to build momentum this fall and elect stewards in the fall elections. Stewards' meetings, including cross district meetings will be helpful to share ideas and replicate work. Stewards will hold four meetings a semester. Discussion regarding the requirement for a board member to be present during the meetings is held.

XI. LRCFT Membership Campaign:

Newman discusses campus membership campaigns and encourages campuses to work on campaigns specific to their campus.

Emerging Issues

Lum announces SCC will host "Know Your Rights" workshop by zoom on Thursday. Link will be shared with faculty.

Jones discusses the need to pay attention to full time hires, oversee LTT hires and the expansion of administration.

Limmaneeprasert announces the need for new Faculty Relief Fund members and the need to raise funds.

Rowe moves to adjourn the meeting, Dimond seconds the motion. Motion carries. 5:03 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer