

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

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

Excused: Belinda Lum

Absent:

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Approve minutes of October 18, 2023, and agenda of November 1, 2023, with changes. Sneed moves approve minutes and agenda; Torres seconds the motion. Motion carries.
- III. **Public Comment:**
Trustee member Deborah Ortiz meets with LRCFT board members to review BOT governance, BOT roles, the Brown Act and Davies Hall. Ortiz encourages questions and concerns from Executive board members as well as dialogue between the BOT and faculty. Ortiz addresses civility at BOT meetings. Discussion held.
- IV. **President's Report:** LRCFT President report: Oct. 19 – Nov. 1, 2023
General recommendations to board:
 - Read agenda and board docs before meeting by accessing livebinder.
 - Consider submitting agenda items: 1st draft of agenda sent one week before meeting.
 - Keep motions clear on the floor
 - Adhere to time limits of agenda items during board meetings.
 - Chat reform: please use the zoom chat function sparingly.
 - There is a new parking lot across the street from union hall!
 - If you receive Reassigned Time or stipends related to LRCFT: Turn in written reports to Reina/me for **second** board meeting of 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*).
General Issues over the past two weeks:
 - Membership event: B St. theater. Cesar Chavez play. 40 members attended.
 - LRCFT contribution \$100 *Dia de los Muertos* event, West Sac, Bryte Park, Nov. 5, 1-5 pm.
 - LRCFT contribution \$250 Democratic Party *Tower Bridge Awards*, Nov. 15.
 - Call to board members interested in attending the *Salute to Labor* dinner Nov. 16, 5:30.
 - CTA Woodland Unified: *Recall Trustee Emily McDonald campaign*, 5-7 pm.
 - New idea: *LRCFT Membership Holiday Party*, Track 7 brewery, Dec. 2. On board agenda.
 - Part Time faculty *professional development agreement*, 27 paid hours, achieved.
 - Nov. 11: *Phone bank for Paula Villescaz*, endorsed candidate, Assembly District 6.
 - CFT's *The March in March* student rally
 - date set for March 7 day of action at Capitol.
 - LRCFT is providing flyer design and information on bus parking.
 - *LRCFT Fall election notice and nomination* forms sent Oct. 30 to faculty.
 - *ARC Davies Hall closure:*
 - Meetings with ARC Pres. Cardoza

- Unfair Labor Practice Charge (PERB) filed Oct. 20
- Negotiations for compensation took place Oct. 30
- *NAGPRA moratorium*
 - Appointments to DAS task force
 - Negotiations for compensation took place Oct. 30
- *LRCFT Committees*
 - *Reassigned Time* meets Nov. 8. Presentation to board Nov. 15
 - *PTFIC* met Oct. 20
 - *Elections*: finalizing election notice and forms
 - *DRT met to discuss moratorium grievance by individual faculty*
 - *Editorial Review meets next week*
- *LRCCD AVC Finance hiring committee on going*
- *LRCCD AVC Human Resources hiring committee on going*
- *DEIA and performance review: discussion at LRCFT board meeting Nov. 1*
- *CFT*
 - planning meeting: “the March in March” student rally at Capitol (March 7, 2024)
 - office hours with CFT attorney Oct. 26
 - *Campus Parity Week*, week of Oct. 30: PT professional development agreement

What we propose to accomplish as a union this semester and year:

- Membership drive: 2023-2024
- LRCFT per caps pass thru/dues adjustment
- Electronic format for all LRCFT elections
- LRCFT website update on-going
- RT overhaul
- Policies revamp
- *Union News*
- *Communications Coordinator* new RT position
- Workshops to help faculty understand our new contract
- Grievance workshops (2) for board members
- Workshop on LRCFT representative duties
- Part Time Faculty Issues Committee
- Faculty Relief Fund
- Stewards network and more membership meetings/social events
- Cuba trip April 2024 planning
- BOT future elections planning (two seats open: ‘24 and ’26 Fall campaigns)

Meetings attended by LRCFT President since Oct. 18:

CFT (Vice President, California Federation of Teachers)

- 10/26: CFT *The March in March* (1 hour)
- 10/26: CFT office hours with attorney (2 hours)

SCLC (Recording Secretary, Sacramento Central Labor Council)

- 10/19: Retreat planning committee meeting (1 hr.)
- 10/25: check signing (.5 hrs.)
- 10/30: Planning meeting: United Way and labor partnership (1 hr.)
- 10/31: Zach Freels, organizer, CERF partnership debrief (1 hr.)

LRCFT/LRCCD meetings/events:

- 10/19: US Labor against racism and war (1 hr.)
- 10/19: LRCCD Police chief hiring impressions meeting (1 hr.)
- 10/22: B St. Theater play: membership event (4 hours)
- 10/23: SUJIC (1 hr.)
- 10/23: Chancellor's cabinet (1 hour)
- 10/25: DRT (1 hour)
- 10/25: AVC HR hiring committee (1 hour)
- 10/25: CTA Woodland trustee recall canvassing (3 hours)
- 10/26: LRCCD C cap SCC meeting (1 hour)
- 10/26: Los Rios Labor summit (1 hour)
- 10/30: Prep negotiations: Davies Hall/Moratorium (2 hours)
- 10/30: Negotiations: Davies Hall and Moratorium (2 hours)
- 10/30: SCTA and LRCCD: Sac Unified C cap (1 hour)
- 11/1: LRCFT exec board (2 hours)

ACTION

V. Stewards Implementation Committee: (2nd Reading)

Newman announces LaQuisha Beckum has agreed to serve on the Stewards Implementation Committee. Telles moves to approve appointment, Rowe seconds the motion. Motion carries.

VI. LRCFT Elections: Electronic Voting Company Selection: (2nd Read)

Rowe moves to approve American Arbitrator Association, a nonprofit company, as LRCFT's vendor for electronic voting. Limmaneeprasert asks Henderson which vendor he would choose. Henderson feels both companies are equal in ability, the only difference is cost. Sneed speaks in favor of the motion. Motion carries.

VII. LRCFT Holiday Party: (1st Read/Action/Suspension)

Goodchild discusses SCC's monthly happy hour. The event is a great way to connect with faculty and get information. Goodchild proposes hosting a joint event with all campuses at Track 7 which is central to all colleges. The quote for a 3-hour event is \$400 to reserve a portion in the warehouse for Saturday, December 2. The quote includes half hour for set up. LRCFT will pay for a minimum of drinks or 70% of the number of people that attend or LRCFT will pay for their first beer. Cost estimation is about \$1500 if food is included. SCC is willing to give remaining of their events budget to cover the cost of the event.

The proposal is \$1500 for 100 members, including bringing one guest. Goodchild will create a reservation link. Rowe informs board members that the LRCFT has \$1500 budgeted for Executive Board holiday party and moves that we used those funds for the proposed event. Not all campuses have been using their campus funds. This proposal will avoid the campuses using their funds for their events. Kawamoto asks if Track 7 is union, Goodchild will check. Limmaneeprasert addresses ARC faculty concerns regarding in person events. Newman agrees with Rowe to use LRCFT's funds for the event and not the campus budgets. Sneed speaks in favor of the motion to host a membership event to get to know each other. Newman announces LRCFT will still host a holiday party at a reduced budget. Dimond moves to suspend the rules, Limmaneeprasert seconds the motion. Motion carries. Discussion regarding times for the event. Carbary suggest hosting the event later in the day on Saturday since there will be food and alcohol served. Carbary suggests hosting the event from 3:00 PM to 6:00 PM. Rowe moves LRCFT host a membership holiday event on Saturday, December 2 from 3:00 PM to 6:00 PM at Track 7, Reese seconds the motion. Motion carries.

VIII. LRCFT Accessibility Task Force Committee: (1st Read)

Carbary discusses the formation of a standing committee for the Accessibility Task Force Committee. Carbary reminds board members the board has already voted on forming the committee. The committee is scheduled to begin work in the spring. The committee will advise on accessibility issues as they arise. Carbary has been working on preliminary steps to make this happen and is willing to serve on the committee for the first semester. Chris Castagna from SCC is willing to serve on the committee as well. The committee needs to be established before the end of this fall semester to begin work in the Spring. Carbary has already received questions and concerns from faculty member regarding accessibility. Limmaneeprasert speaks in favor of forming the committee. Limmaneeprasert discusses issues and concerns ARC faculty members have shared and feels the committee is of significant importance. Rowe suggests the members that served on the committee over the summer, serve on the committee in Spring to get it going and working. Carbary clarifies that forming the committee has been voted on and approved. This motion is to appoint faculty to the committee. Newman requests a list of faculty to appoint to begin the creation of the committee. Smith moves to appoint two faculty from SCC Katie Carbary and Chris Castagna, Rowe seconds the motion. Jenkins suggests looking at other colleges structure for addressing accessibility and is in support of the Accessibility Committee. Motion carries.

Discussion

IX. Election Committee Report & Election Notice:

The election notice was sent out to faculty yesterday. Telles thanks Henderson for all the work done on the election documents.

X. DRT Update on Moratorium and Academic Freedom:

Torres updates board on request by a faculty member through the DRT to file a grievance against the district for violating academic freedom in the implementation of the NAGPRA. Following the recommendation of the LRCFT attorney, the DRT has rejected the request. The faculty member is having discussions with members of the LRCFT to file a grievance on his own. In Henderson's opinion, based on the attorney's recommendation, the LRCFT should not file a grievance against the moratorium. The moratorium has strong support from Los Rios faculty. The DRT voted unanimously not to file a grievance on advice from LRCFT's attorney while reserving the right to look at individual instances. The DRT felt that this is something that needed to be brought to the executive board so that the DRT did not make this decision alone. DRT would like feedback from the board, considering the board might have a different perspective on the moratorium and the use of human remains in the district. Beckum does not feel this is an academic freedom issue; it is an issue on getting the human remains back to where they ought to be. Newman informs board that the moratorium does fringe on academic freedom and the DRT agreed not to file a grievance because it is the right thing to do. Discussion held regarding the moratorium in the district, state laws and regulations.

Reports

XI. Treasurer's Report: Rowe

Rowe reports received part-timer check that was lost in the mail. Newman and Rowe signed off on the finalized audit report. Had one finding that a \$2500 reclass general entry of depreciation in 2021 was set up incorrectly. Rowe agreed to the \$2500 reclass. It will not have a negative effect; it is just moved from one expense to another. Finalized copies of the audit will be available in the union office. Next step is to file the Form 990 which will be done this week. It is due November 15. Rowe will send the audit report to AFT.

Torres moves to adjourn the meeting, Rowe seconds the motion. Motion carries. 5:15 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer