

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
February 7, 2024

Present: Jason Newman, Belinda Lum, Teresa Aldredge, Michael Henderson, Linda Sneed, James Telles, Gabriel Torres, LaQuisha Beckum, Art Jenkins, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Veronica Lopez, Leon Smith, Dennis Smith, Alisa Shubb, Kalinda Jones, Bill Miller, Iris Dimond, Kalee Christensen, Katie Carbary, Teresa Urkofsky David Reese, Jacob Traugott, Matt Register, Michael Angelone

Excused:

Absent: Jackie Vargas-Ornate

Motions passed electronically:

New College Representation and College Vice Presidents
Moratorium MOU

Motions passed:

March in March contribution
Davies Hall Closure Negotiations MOU

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

II. Approve minutes of December 6, 2023, and agenda of February 7, 2024. Dimond moves to approve minutes and agenda with changes, Christensen seconds the motion. Motion carries.

III. Public Comment:

Wendy Neilson, SCC faculty member, speaks in opposition of the Gaza resolution passed by the board. David Mandel, candidate for CD 7, speaks to the board about his candidacy for Congressional District 7. Mandel speaks to the board regarding Gaza and his support for a ceasefire.

Reports

IV. President's Report: February 7, 2024

General recommendations to board:

- Read agenda and board docs before meeting by accessing the LRCFT live binder.
- Consider submitting agenda items:
 - 1st draft of agenda sent one week before meeting.
 - Final agenda sent Tuesday morning prior to Wednesday board meeting.
- Keep motions clear on the floor during the meetings. Restate the motion.
- Adhere to time limits of agenda items during meetings.
- Chat: 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 from LRCFT: Please submit a written reports to Reina/me for **second** board meeting of month (*campus presidents, chief negotiator, treasurer, graphic designer, PAFC chair, and part time faculty board members receiving compensation at the second and third tier*).

General Issues over the past two months since Dec. 7 board meeting:

- The Gaza Resolution
 - Lukenbill meeting: satisfactory outcome for all parties.

- ADL letter sent to LRCCD Chancellor, College Presidents, LRCFT Pres.
- New College Reps. and VPs
 - Reps: ARC: Matthew Register and Michael Angelone; SCC: Jacob Traugott
 - VPs: ARC: LaQuisha Beckum; CRC: Linda Sneed; FLC: Kalee Christensen; SCC: Rebecca Goodchild.
 - College Rep team transition meetings Jan. 8 and 9.
- Chancellor's failed job attempt at San Diego CCD
- Advertised RT positions
 - Robyn Waxman recommended for position of Graphic Design Specialist.
 - PAFC chair and Communications Coordinator positions remain stay open until filled.
- Negotiated items on going
 - Moratorium on the Use of Human Remains, Davies Hall closure, paid professional development for PT faculty, Homebase, PREP, LRCCD official rejection of Unfair Labor Practice Charge. Davies Hall Closure MOU is ready for approval.
- LRCFT committee actions
 - Stewards Committee: coordinating meeting times
 - Editorial Review Committee: coordinating meeting times
 - Accessibility Committee: meetings ongoing
 - Part Time Faculty Issues Committee: meetings ongoing
 - PAFC: met Jan. 31. Endorsement of Eric Guerra, Sac City D6; Next meeting Feb. 28
- Union hall activity
 - LRCFT Labor film series held by Leon Smith
 - Endorsed candidate campaigns: phone banking: Villescaz, Valenzuela, Cofer
- The March in March
 - Ongoing planning for March 7 event at Capitol
- PAFC
 - Interviewed 3 candidates for Sac City Council D6 race: Eric Guerra endorsed, \$750
 - LRCFT Day at CLC for Endorsed Candidates: Feb. 24
- CFT
 - DEIA Title 5 regs. complaint rejected by state chancellor's office
 - Upcoming conferences: February and March (see EB agenda)
 - Standing CFT committees met Feb 2. Next meeting May 18.
- Sacramento Central Labor Council
 - Retreat in January
 - Phone banking and precinct walking for endorsed candidates
- Strike participation
 - CSA strike
 - UPTE strike at UC hospitals
- Cuba Labor Trip
 - The organization, *Building Relations with Cuban Labor*, guides delegations of labor activists and supporters for a one week stay in Havana, April 27-May 4.
 - For more info: <https://www.buildingrelationswithcubanlabor.org/what-we-do>
- LRCFT Grievance workshops
 - Several workshops will be scheduled this semester.
- *Trinational Coalition in Defense of Public Education*
 - <https://journals.sagepub.com/doi/10.1177/0160449X20901649>
 - planning meetings for Nov. conference in San Antonio
- Los Rios faculty in news:

- *PBS* episode on CRC's ECE program: Iris Dimond
 - **Inside California Education:** A new episode of the Inside California Education TV series produced by PBS KVIE focuses on California's community colleges. Meet students enrolled in one of the most respected dental hygiene programs in the country at West Los Angeles College who can earn a bachelor's degree and be prepared to enter the workforce, and Bakersfield high school students who will graduate with both a high school diploma and an associate's degree through a dual enrollment/early college program. Plus, see how **Cosumnes River College in Sacramento is helping to expand the childcare and early education workforce**, and learn about an innovative program at Mira Costa College in San Diego County that trains students for careers in the drone industry. [Watch here.](#)
- CRC *Connection* article on MLK Day and LRCFT participation
 - <https://www.thecrcconnection.com/news/2024/01/15/annual-march-honors-mlk-los-rios-labor-union-a-longtime-supporter/>
- *Sacramento Bee* articles on our faculty:
 - SCC History Professor Dominic Ceri
 - CRC women's basketball coach Samuel Kirby
 - SCC men's basketball coach Andrew Jones.
- Fall 2024 Trustee elections:
 - 4 open races in November: Wilkerson, Nelson, Knight, Haynes
 - At least one incumbent is not running (Pam Haynes). Inquiring about John Knight.
 - Need to find faculty (not Los Rios employed) to run for any vacant positions.
- LRCFT Constitution/By Laws meeting: See attached doc for EB meeting.
 - Document with updates/recommended changes to board Mon., February 12.
 - Retreat at LRCFT Building – Friday, February 23 from 9:00 AM – 4:00 PM.
 - Send updated documents to board Monday, February 26.
 - First Read March 6.
 - Second Read March 20.
 - Out to membership for a vote Monday, April 1.
 - Voting closes Monday, April 15
- **What we propose to accomplish as a union this year:**
 - Membership drive: 2023-2024
 - LRCFT website update on-going
 - LRCFT Constitution, By Laws, and Policies revamp
 - *Union News* activate
 - *Communications Coordinator* new RT position to be filled
 - *PAFC chair position to be filled*
 - Grievance workshops (2) for board members
 - Workshop on LRCFT representative duties
 - Stewards network
 - LRCCD trustee elections in fall: 4 seats up for election. Another seat opens in Fall 2026.

Meetings attended by LRCFT President since Dec. 7, 2023-Feb. 7, 2024:

CFT (Vice President, California Federation of Teachers)

- 12/7: *The March in March* (March 7) planning (1 hour)
- 12/7: CFA strike at CSU Sac (2 hours)
- 12/14: *The March in March* planning (1 hour)

- 01/17: Legislative reception (2 hours)
- 01/18: Exec. Council (8 hours)
- 01/19: CFT standing committee Higher Ed chair prep (1 hour)
- 02/03: CFT standing committee Higher Ed (6 hours)

SCLC (Recording Secretary, Sacramento Central Labor Council)

- 12/7: California Jobs First workforce development (2 hrs.)
- 12/7: DA Thien Ho: Homeless policy (1 hour)
- 12/13: Exec. Council and Delegates (4 hours)
- 12/15: Retreat planning (1 hour)
- 01/4: Retreat planning (2 hours)
- 01/10: Retreat (6 hours)
- 01/10: Exec. Council (2 hours)
- 01/24: Project manager CLC (1 hour)
- 01/24: California Jobs First workforce development (2 hrs.)
- 01/31: Mayor Darryl Steinberg: Homelessness policy (2 hours)
- 02/06: UPTE UC strike (1 hour)

LRCFT/LRCCD meetings/events:

- 12/7: DSPS: LRCFT Accessibility position (1 hr.)
- 12/7: LRCFT accessibility committee (2 hours)
- 12/8: Flo Cofer campaign at union hall (1 hour)
- 12/11: SUJIC (1 hour)
- 12/11: Chancellor's Cabinet (1 hour)
- 12/13: Trinational (1 hour)
- 12/13: DRT (1 hour)
- 12/13: PAFC (1 hour)
- 12/13: BOT (2 hours)
- 12/14: Steering (1 hour)
- 12/14: PTFIC (1 hour)
- 12/18: Gaza resolution meeting with Lukenbill (1 hour)
- 12/19: Dual Enrollment check in (1 hour)
- 12/20: Flo Cofer fundraiser (2 hours)
- 01/08-09: College Rep Team transition meetings (12 hours)
- 01/15: MLK March Grant High (4 hours)
- 01/16: Dual Enrollment (1 hour)
- 01/16: Mo Kashmiri, SEIU business agent (1 hour)
- 01/17: Hiring committee: Director of Accounting (1 hour)
- 01/17: DAS retreat (4 hours)
- 01/18: Trinational (1 hour)
- 01/18: CRC faculty grievance (2 hours)
- 01/18: DAS President (1 hour)
- 01/18: ARC Pres. and Davies Hall (1 hour)
- 01/20: Campaign walk with Roger Dickinson SCC D2 (5 hours)
- 01/22: CSU Strike (1 hour)
- 01/22: LRCFT Accessibility meeting (1 hour)
- 01/22: SUJIC (1 hour)
- 01/22: Chancellor's Cabinet (1 hour)

- 01/29: Hiring committee: Director of Accounting (1 hour)
- 01/30: DAS (2 hours)
- 01/30: Phone banking for Paula Villescaz (2 hours)
- 01/31: Trinational (2 hours)
- 01/31: LRCFT PAFC (2 hours)
- 02/01: Los Rios Labor Summit (1 hour)
- 02/01: Kalinda Jones (2 hours)
- 02/02: Bill Camp, Exec. Dir. *Building Relations with Cuban Labor* (1 hour)
- 02/05: Steering (2 hours)
- 02/07: Moratorium forum (1 hour)

V. **Academic Senate Report: Shubb written report**

- DAS is discussing and drafting a possible Vote of No Confidence in the LRCCD Chancellor
- DAS voted to restructure the DAS PREP Committee as a pilot for Spring 2024– it is now a faculty-only committee.
- DAS voted to form a Textbook Affordability standing committee.
- DAS is reviewing a amendment to the district Moratorium on Human Remains proposed by Deputy Chancellor Nye – the proposal is to change the language to include “The use of Native American cultural items (as that term is defined in 25 U.S.C. 3001 et. seq.) **and/or reproductions of Native American human remains.**
- DAS hosted a faculty-led webinar discussion on new GE requirements. A recording can be found on the [New General Education Pattern](#) website. A survey will be sent soon to all faculty (full and part time) seeking input from all faculty (and students) on the following recommendations from the DCCC:
 1. the district allow students working toward an AA or AS degree to choose between using that new local GE pattern or a transfer GE pattern (Cal-GETC, CSU GE Breadth, or IGETC), which would require updating Board policy and regulations. (*See analysis 1*)
 2. each college clearly indicates, in its listing of courses approved for the new local GE pattern, which courses are also approved for Cal-GETC. (*See analysis 2*)
 3. the district adopts the new associate degree GE pattern and collectively selects one of the following four options:
 - Option A: Keep the associate degree at 21 units with no additional GE requirements.
 - Option B: Add a 3-unit Living Skills requirement identical to the current area IIIa and IIIb requirements (see [P-7241](#), section 2.3.3.6), bringing the GE requirements to 24 units total. (*see analysis 3*)
 - Option C: Add a 3-unit American Institutions requirement identical to the current area Va (see [P-7241](#), section 2.3.3.3), bringing the GE requirements to 24 units total. (*see analysis 4*)
 - Option D: Add both a 3-unit Living Skills requirement identical to the current area IIIa and IIIb, and a 3-unit American Institutions requirement identical to the current area Va, bringing the GE requirements to 27 units total.

VI. **Chief Negotiator Report:**

Lum reports on Moratorium MOU and the Compensation for Davies Hall MOU. Lum reports a side letter for FLC, SCC and CRC regarding materials taken because of the Moratorium is in the works. CRC has submitted a report on items taken. SCC and FLC have not submitted their reports yet. Shubb suggests LRCFT request a list from the district of items removed, when replacement items were ordered, and when the items showed up for use. Lum addresses the issue with the limited number of vendors and the need for more vendors to order from. Lum reports on several ongoing issues in the district such as issues with job descriptions and the PREP program. Lum discusses

the new College Service form for part-time faculty. Carbary informs board members that there is some confusion regarding the form that needs to be clarified. The role of the department chairs regarding the form is an issue and should be clarified.

VII. Treasurer Report:

Rowe shares LRCFT Management Report for November and December 2023. Reports are reviewed and discussed. The January Management Report will be shared at the next Executive Board meeting.

Action

VIII. New College Representation and College Vice Presidents:

Newman reviews list of recommended representatives for Spring 2024.

ARC: LaQuisha Beckum, Vice President

Matthew Register and Michael Angelone, College Representatives

CRC: Linda Sneed, Vice President

FLC: Kalee Christensen, Vice President

SCC: Rebecca Goodchild, Vice President

Jacob Traugott, Adjunct Faculty College Representative

Electronic vote to approve recommended representatives passes by majority February 1, 2024.

Newman congratulates new board representatives.

IX. Moratorium MOU:

Electronic vote to approve Moratorium MOU passes by majority on January 18, 2024.

X. March in March 2024: (2nd Read)

Newman discusses the upcoming March in March. The march is scheduled for Thursday, March 7. This event rekindles a similar movement of student activism for accessible and affordable higher education in 2010-2012. Participating unions of membership numbers over 1500 faculty like LRCFT are being asked to provide \$2000 to support the march. LRCFT is also being asked to cover the \$3500 cost for bus parking at the River Cats Stadium. It will include 20 buses of students from various community colleges in the state converging on Sacramento. The buses will park at the River Cats stadium and the students will march to the capitol and hold a rally, 2-5 pm. Local elected politicians will speak at the rally. LRCFT is actively involved with CFT locals in Los Angeles and San Diego in planning the event. CFT is also helping and may provide funds to support. LRCFT's role is to arrange parking and the flyers for the event. Robyn Waxman, LRCFT graphic designer, created a flyer that will be circulated statewide. The cost of parking the buses is \$3500. This is a big expense and LRCFT is not responsible for the full cost. LRCFT may contribute some funds to assist and ask CFT and other CFT locals to kick in too. Newman expresses that he is not interested in covering the cost for bus parking but would consider a portion of the cost. Torres speaks in favor of contributing the \$2000 sponsorship and the cost of parking for the buses for a total of \$5500. Reese voices opposition to covering the cost of parking. Jenkins speaks in opposition to LRCFT paying for parking. Miller speaks in support of the \$2000 sponsorship. Rowe moves LRCFT support and contribute the \$2000 sponsorship, Dimond seconds the motion. Motion carries.

XI. CLC Crab Feed: (1st Read)

Newman announces the Annual CLC Crab Feed will be held on Saturday, March 16, 2024. Last year, ten of our board members attended and had a great time socializing with union members in Sacramento. Proceeds from the Crab Feed fund the operations of the CLC. The proposal is for the Snow Crab Sponsorship level at \$1500 which covers a table of ten. Torres moves to approve \$1500 sponsorship, TA Seconds the motion. A second read and vote will be taken at the next board meeting.

XII. SCC Integration Bee: (1st Read)

The SCC math department is hosting their 5th annual Integration Bee contest, which is like a spelling bee. SCC is anticipating 50 participants and welcome family, friends, staff and faculty to support the students. Miller proposes LRCFT contribute \$500 to the SCC Math Integration Bee.

XIII. Davies Hall Closure Negotiations MOU: (1st Read/Suspend/Action)

Lum reviews proposal and list of various levels of compensation for ARC faculty affected by the closure of Davies Hall. Compensation will come out of the LRCCD's bucket. Lum informs board members that the MOU does not solve LRCFT's PERB charge against the district. Jenkins discusses concerns regarding faculty compensation for issues that are not listed in the MOU. There are faculty that have not received their belongings, Faculty will potentially incur costs to get their belongings back. Newman requests a list of faculty who have not yet received their belongings. Angelone speaks to Jenkin's concern. Reminds board members that the work being done to complete the task is being done by one LRCCD employee and this one person is working hard to complete the task. Shubb suggests adding additional items to #2 (inadequate office space). Lum reminds board members that there is still room to request compensation for other issues not covered. This MOU is for general compensation to faculty at different levels. Goodchild moves to suspend the rules, Rowe seconds the motion. Motion carries. Goodchild moves to approve the MOU, Carbary seconds the motion. Motion carries.

Discussion

XIV. LRCFT Labor Trip to Cuba: April 27 – May 4:

The Executive Director of Building Relations with Cuban Labor is Bill Camp, former Executive Director of the Sacramento Central Labor Council. After he retired, he helped to form Building Relations and has led labor delegations to Cuba ten times. He will discuss the details of the potential trip with us at our next meeting. The draft proposal for discussion is for the LRCFT to provide \$3000 to sponsor up to 8 board members who have committed to attending the trip. If less than 8 board members express an interest, then the invitation will be extended to faculty union members. Attendees upon return from Cuba would provide a written summary of their experiences in Cuba and take part in a board discussion of the trip. This draft proposal is modeled on the Ghana trip that the LRCFT Exec. Board sponsored on similar terms in the Fall of 2022.

Miller, Jones, Jenkins, Lopez, Fernandez speak in opposition to covering the cost for faculty to participate. The union should be spending member funds on resolving issues in the local. Traugott, L. Smith and Beckum speak in favor of the proposal. The value of learning from countries outside of the US regarding the labor movement is impactful and valued experience.

Adjourn 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer