

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
March 6, 2024

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

Excused:

Absent: Jackie Vargas-Ornate

Consent Items passed:

LRCFT contribution to CRC Math Integration Bee (\$500)

Action Items passed:

CLC Crab Feed table for members
Cesar Chavez March Contribution
Cuba Trip for faculty members

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

II. Beckum moves to approve minutes of February 21, 2024, Torres seconds the motion. Motion carries.
Miller moves to approve agenda of March 6, 2024, Dimond seconds the motion. Motion carries.

III. Public Comment: Ricardo Caton, ARC faculty member, voices issues regarding trip to Cuba.

IV. Consent Items:

1. LRCFT contribution to CRC Math Integration Bee (\$500)

Miller moves to contribution \$500 to CRC Math Integration, Beckum seconds the motion. Motion carries.

Action

V. LRCFT Contribution for Cesar Chavez March: (2nd Read/Action)

Torres proposal to contribute \$5000 to the Cesar Chavez march is discussed. The Cesar Chavez March is part of the annual budgeted items that LRCFT plans for each year. The Chavez March is the largest annual labor march and rally in Sacramento. It is a labor union citywide event. Many of Los Rios students attend the March, including many Latino students. The LRCFT has participated in the March for twenty years. An updated list of approximate expenditures from LACLAA is provided. Torres explains SEIU and LRCFT have been the main supporters of the march. Miller speaks in favor of supporting and contributing to the march. Jenkins requests information regarding how the march helps faculty in Los Rios improve their salary schedules. Carbary questions how \$5000 will help improve faculty salary schedules? Carbary suggests contributing \$5000 this year and informing LACLAA that LRCFT will not be contributing \$5000 next year. Jones discusses how \$5000 in release time can pay for faculty to do research for improving the salary schedule. Sneed speaks in favor of the motion, suggests possibly contributing less. Sneed suggests inviting members of LACLAA to meet with board members to discuss the value of the Cesar Chavez march. Sneed discusses the value of supporting other labor unions and farmworkers as MLK Jr. was a supporter of unions. Smith speaks in favor of supporting and contributing to the march and states LRCFT cannot be insular from the community. Smith suggests the board keep track of chargeable and nonchargeable fees. Jenkins requests a list of LRCFT contributions. Rowe will provide the list for board members. Miller moves to contribute \$5000 to the Cesar Chavez march with the provision LRCFT discuss a contribution in advance next year, no less than 30 days before the march and notify LACLAA that future contributions may be less. Goodchild seconds the

motion. Motion carries with 14 in favor, 5 in opposition and 1 abstention. Jenkins moves for a roll call of the vote. Jones seconds the motion. Motion carries.

Roll Call:

YES	NO	Abstain
Aldredge	Christensen	Urkofsky
Angelone	Fernandez	
Beckum	Jenkins	
Carbary	Jones	
Dimond	Register	
Goodchild		
Miller		
Reese		
Rowe		
Smith, D		
Smith, L		
Sneed		
Torres		
Traugott		

VI. LRCFT Labor Delegation to Cuba: (2nd Read/Action)

Beckum speaks to the value of LRCFT union members participating on the trip to Cuba. As a labor union member, the idea of visiting Cuba, a very pro-labor country and heavily unionized, is personally and professionally inspirational. Helping the Cuban people is also a US labor priority at the national level. Members of our local labor and activist community are involved in resistance to the US embargo against Cuba. This embargo is an international crime worthy of our attention as part of an American labor movement to help the Cuban people.

In our local community, particularly within the labor movement, friends and colleagues have journeyed to Cuba with the organization, *Building Relations with Cuban Labor*. This organization is dedicated to helping Cuban workers, ending the embargo, and improving labor relations with the U.S. Newman discusses the proposed changes to the original proposal. Ridgeway suggests that if the union insists on supporting the trip, that the proposal include all union members who are interested and choose participants by lottery. Lum proposes the option of subsidizing a portion of the trip for union members.

Beckum reviews options to the proposal. LRCFT to provide \$6000 for two full-time faculty and two part-time faculty members. Using a lottery to choose the faculty members. Another option is for LRCFT to subsidize flights or hotels for LRCFT faculty members who want to participate. Requesting financial assistance from CFT is another option. Jones expresses concerns regarding proposed trip. The understanding was that LRCFT would not propose any funding of trips that were not already budgeted. Angelone suggests the board list pros and cons of the proposal. Goodchild speaks in favor of the proposal; the trip is an opportunity for faculty to participate in an educational trip for union members. Miller speaks in opposition of the proposal. Jenkins speaks in opposition of the proposal. Register speaks in opposition of the proposal. Beckum moves to end discussion. Dimond seconds the motion. No opposition. Aldredge moves LRCFT contribute \$6000 to the Cuba trip for 2 full time faculty and 2 part time faculty members. Goodchild seconds the motion; Reese speaks in favor of the motion. Goodchild speaks in favor of the motion. Jones speaks in opposition of the motion. Angelone speaks in favor of the motion. Traugott speaks in favor of the motion. Jenkins requests a roll call vote.

YES	NO	Abstain
Aldredge	Christensen	Smith, L.
Angelone	Fernandez	Carbary
Beckum	Jenkins	
Dimond	Jones	
Goodchild	Miller	
Reese	Register	
Rowe		
Smith, D		
Sneed		
Torres		
Traugott		
Urkofsky		

Motion carries.

VII. Survey of all faculty: Part-time Faculty Issues:

Smith discusses issues regarding part-time faculty members. Only one in three of our members (and the faculty of each college) are categorized as “full-time and contract” employees. The other two thirds are “part-time and temporary” by California law. Smith asks if should this be the situation? Is this two-tier policy of categorizing what is now a supermajority of faculty as permanently “temporary” helpful to the small number of “contract” faculty who must maintain the academic and professional standards for their colleges? Does it help the colleges and the communities they serve? Most importantly, does disenfranchising most of the faculty from participation in the service of the colleges, best serve the interests of students? The proposal is that LRCFT and the DAS create a survey of ALL faculty to get a sense of the awareness of and response to questions and ideas about restructuring existing systems and redefining part-time faculty roles in our colleges. Smith discusses an upcoming resolution in support of equal rights for part-time faculty. The resolution will be out soon and well as FACCC’s “Why Faculty Matter” Executive Summary.

VIII. CLC Crab Feed Table for Membership: (First Read/Suspend/Action)

Dimond moves to suspend the rules, Torres seconds the motion. Motion carries. Dimond would like to send faculty union members to this upcoming CLC Crab Feed event so that union members can experience the camaraderie among other union members. Dimond moves to purchase a second table for ten faculty members with an allocation of two members per campus with the remaining seats provided to members from any campus. Register seconds the motion. Torres supports the purchase of a second table and supports the fundraiser. Rowe supports the motion and expresses the importance of networking with other union members. Goodchild speaks in favor of the motion, supports networking and the work that is done during the event. Register would like to give the table approved for purchase at the last meeting to faculty members. Carbary calls for the question. Motion carries with 11 in support, 6 opposed and 2 abstain.

Discussion

IX. LRCFT Resolution in support of DAS:

Jones discusses a LRCFT Resolution in support of DAS and their Vote of No Confidence. Jones is looking for interest from the union in collaborating with DAS and creating a LRCFT resolution in solidarity of DAS. Miller expresses interest in working with Jones on the resolution. Jones addresses disregard towards the Academic Senate faculty members and the work they do. Miller and Lum have expressed interest in working on a LRCFT resolution in support of the Academic Senate. Sneed volunteers to help write the resolution. Reese would like the resolution on the next agenda as an action item. Shubb discusses a draft resolution the AS is currently working on which includes resolves of replacing the Chancellor. The resolution will be voted on in April.

X. LRCFT Participation in the March in March in March 7, Sacramento:

Newman reminds board members of the March in March which will be held tomorrow, March 7, 2024. The march begins at 1 pm in the parking lot of the River Cats stadium at Sutter Health Park. It continues across Tower Bridge to the West Steps of the Capitol for a rally at the Capitol.

Reports

XI. President's Report: March 6, 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.
- Please use the **red and green check buttons** in zoom for voting.
- Adhere to time limits of agenda items during meetings. Time limits will be monitored. A vote will take place to authorize more time if needed.
- Chat: please use the zoom chat function sparingly.
- There is a new parking lot across the street from union hall! \$5 a day.
- 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:

- LRCCD Trustees Board Retreat: Friday night and Saturday morning, March 1-2
 - Board has an interest in
 - creating a Nursing BS degree.
 - CTE audit based on race.
 - Dual Enrollment #s are increasing rapidly.
 - Fixing the problem of attracting adult learners over age 25 for enrollment.
 - Space utilization: The study will be released Fall semester.
 - Updates on State budget deficit which is increasing.
- RT positions
 - Robyn Waxman appointed for position of Graphic Design Specialist.
 - PAFC chair and Communications Coordinator positions remain stay open until filled.
 - Readvertise the Comms position.
- Negotiated items on going
 - Moratorium on the Use of Human Remains MOU finalized; Davies Hall closure MOU finalized, and funds are now available.
- LRCFT committee actions
 - Stewards Committee: met twice prior to March 6 EB meeting
 - Editorial Review Committee: coordinating meeting times for *Union News*
 - Accessibility Committee: meetings ongoing
 - Part Time Faculty Issues Committee: meetings ongoing
 - PAFC: met Feb. 28. Discussion of March primary. Next meeting March 25.
- Union hall activity
 - LRCFT Labor film series (2 so far) held by Leon Smith
 - Endorsed candidate campaigns: phone banking: Villescaz, Valenzuela, Cofer
 - SCC happy hour March 1.
- The March in March

- Ongoing planning for March 7 event at Capitol
- PAFC
 - met Feb. 28. Discussion of March primary. Next meeting March 25.
 - Jan. 31: Interviewed 3 candidates for City Council D6 race: Guerra endorsed, \$750
 - LRCFT Day at CLC for Endorsed Candidates: March 2
- CFT
 - DEIA Title 5 regs. complaint rejected by state chancellor's office
 - Upcoming conferences: March 14-16 (see EB agenda)
 - Standing CFT committees met Feb 2. Next meeting May 18.
- Sacramento Central Labor Council
 - Retreat in January/February.
 - Phone banking and precinct walking for endorsed candidates. GOTV
 - Crab Feed March 16
- 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.
 - March 13 deadline for deposit.
 - For more info: <https://www.buildingrelationswithcubanlabor.org/what-we-do>
- LRCFT Grievance workshops
 - Several workshops will be scheduled March and April.
- *Trinational Coalition in Defense of Public Education*
 - <https://journals.sagepub.com/doi/10.1177/0160449X20901649>
 - planning meetings for Nov. conference in San Antonio.
 - March 5 meeting to advertise the Nov. conference.
- 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.
 - Meeting with CFT political director Jessica Ulstad for help.
- LRCFT Constitution/By Laws meeting: See attached doc for EB meeting.

- Retreat held at LRCFT Building – Friday, February 23 from 9:00 AM – 4:00 PM.
- Send updated documents to board for March 6 and 20 meetings.
- Out to membership for a vote in September.
- **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: Feb. 22-March 6:

CFT (Vice President, Exec. Council, California Federation of Teachers)

- 2/8: *The March in March* planning (1 hour)
- 2/16-18: *AFT Higher Education Professional Issues Conference*, UCLA (48 hours)

SCLC (Recording Secretary, Exec. Council, Sacramento Central Labor Council)

- 3/2: Campaigning with CLC for LRCFT endorsed candidates (4 hours)

LRCFT/LRCCD meetings/events:

- 2/22: Director of Accounting Services hiring committee (8 hrs.)
- 2/22: Peace in the Middle East Labor meeting (1 hr.)
- 2/23: LRCFT Constitution and By Laws meeting (8 hrs.)
- 2/26: LRCFT accessibility committee meeting (1.5 hrs.)
- 2/26: *SUJIC* meeting (1 hr.)
- 2/26: *Chancellor's Cabinet* (1 hr.)
- 2/28: *Trinational* meeting (1 hr.)
- 2/28: DRT meeting (1 hr.)
- 2/28: PAFC meeting (1 hr.)
- 2/29: March in March planning meeting (1 hr.)
- 2/29: Katie Valenzuela press conference (1 hr.)
- 2/29: Los Rios Labor summit with Chancellor (1 hr.)
- 2/29: Trustee Kelly Wilkerson meeting (2 hrs.)
- 3/1: SEIU 2015 LRCCD union reps meeting (1.5 hrs.)
- 3/1: SCC happy hour at union hall (2 hrs.)
- 3/1: BOT retreat (2 hrs.)
- 3/2: BOT retreat (3 hrs.)
- 3/4: Steering (1.5 hrs.)
- 3/4: LRCCD Chief Counsel hiring committee (1 hr.)
- 3/5: Trinational presentation (1 hr.)
- 3/5: Campaign watch: Valenzuela and Villescaz (3 hrs.)

XII. Treasurer Report:

Rowe will submit the Treasurer report for February at the next meeting. Rowe reviews cost saving proposals that have been made by the office manager. Reese commends the office manager work on the minutes from this meeting.

Adjourn 5:04 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer