

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
March 5, 2025

Present: Jason Newman, Belinda Lum, Michael Henderson, Stephanie Rowe, Veronica Lopez, Dennis Smith, Art Jenkins, LaQuisha Beckum, Rob Griffin, Bill Miller, Rebecca Goodchild, Katie Carbary, Robert Unzueta, Jacob Traugott, Kalinda Jones, Kalee Christensen, Scott Faulds, Josh Fernandez, Teresa Aldredge, Linda Sneed, Iris Dimond, Gabriel Torres, Ivan Zaigralin

Excused:

Absent: Bill Zangeneh-Lester, Erica Tyler, Michael Angelone

Motions Passed:

Online vote in Support of unionizing the workers at Sutter Health Park

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Sneed moves to approve February 19, 2025, minutes. Traugott seconds the motion. Motion carries. Sneed moves to approve the agenda with changes, Traugott seconds the motion. Motion carries.
- III. **Public comment:** Joe Rust, Julie Collier Nicole Griffin, Brittany Farrand, Joe Sjolund, Vivian Dillion discuss loss of faculty coordinator positions in Los Rios.

Discussion

IV. LRCFT Constitution/By-Laws Revamp:

Newman addresses delayed revamp of documents. The goal is to include the role of Campus VP if the assessment committee recommends the board include the position. Newman and Henderson will have crucial articles and VP position ready to vote on.

V. Faculty Coordinator Positions:

Jones discusses concerns regarding full-time coordinator positions in Los Rios. Jones reviews recommended proposal for the board. Changes and suggestions are welcomed.

Proposal: Executive Board request a written report to be produced by 4/16 that provides:

- A. An accounting of all Full-Time Faculty Coordinator positions, by year for the last 20 years, including split load positions.
- B. Recommendations for actionable steps, with timelines, to return lost jobs.
- C. Recommendations for integration of FT faculty coordinators inclusion in the next negotiation cycle.
- D. Recommendations for actionable steps, with timelines, for LRCFT to work with Academic Senate on areas of job descriptions for full-time faculty coordinators, split load faculty coordinators, reassign time positions, and “liaisons” that are within Los Rios’ purview.
- E. Involved current full-time faculty coordinators, including those in split load positions, in A-D above.

Discussion regarding who will be involved in writing the report. Carbary suggests investigating how 50% law relates to this issue and if Los Rios may not be reaching the 50% laws. Lum requests the committee understand the loss to the bargaining unit is not one for one. Discussion regarding loss of positions in the district is held. Jenkins suggests collecting job descriptions from the district to implement the data into the report.

Actions

VI. Strategic Plan-Alignment with Media Plan: (1st Read)

Faulds reviews the idea of the executive board authorizing and appointing a committee to develop strategic initiatives to guide union communications and actions. The suggestion is that the committee will assess the current environment and the union's relationship with the district, identify key initiatives to shape future interactions and collaborate with stakeholders to integrate these initiatives into union communications. Faulds lists possible focus areas such as Transparency in Job Descriptions, Regular Review of Workload Policies, Regular Review of Workload Policies, Enhanced Grievance Procedures and Coordinated Media Presence. Examples illustrate possible priorities. The committee will determine final priorities and engage with all stakeholders to integrate them into union communications and actions. The committee can also work with LRCFT's Communication Coordinator to help publish identified priorities.

VII. LRCFT Policies: Eliminate Policy 3.1: (1st Read/Suspend/Action)

Fernandez proposes LRCFT eliminate board policy 3.1.

The policy 3.1 states:

"The Executive Board does not make charitable contributions from members' dues. The Executive Board may recommend, via articles in the Union News, that members donate to causes which the EB determines to be worthy. Such requests will be published in the newsletter. (Revised 11/10/1999)"

LRCFT attorney David Conway finds no legal impediment to changing/eliminating the policy. Because LRCFT has traditionally positioned itself as a champion of social justice for the greater good, eliminating this policy would let us continue contributing to causes that foster a safe, healthy, connected, and cared-for community for our members (and non-members). Dimond moves to suspend the rules, Traugott seconds the motion. Motion carries with two opposed. Fernandez discusses the history of contributions and donations made by LRCFT. Fernandez discusses reasons LRCFT should eliminate the policy. Rowe speaks against the motion, taking into consideration that future board members may not have the same views as current board members. Miller speaks against the motion, states the union can get work done without making charity contributions. Goodchild speaks in favor of the motion. Members who disagree with the board's contributions will have the opportunity to run for the board. Zaigralin speaks to the motion and gives feedback he received from union members at CRC. Aldredge suggests reps go back to members on their campuses to get additional information before revising the policy. Carbary suggests the board take more time to discuss the proposal. Traugott speaks in favor of the motion. Lum proposes a change to policy language. Lum proposes it read: When the LRCFT Executive Board votes to donate to an organization, it will do so in alignment with the mission, vision, and values of the LRCFT. Donations may not exceed our budget allocation for the year. Rowe moves to amend Policy 3.1 to Lum's amendment. Fernandez accepts amendment. Motion to amend the policy carries with 10 in favor and 5 opposed.

VIII. LRCFT Contribution to NorCal Resist: (2nd Read)

Jones moves LRCFT contribute \$1,000 to NorCal Resist, Traugott seconds the motion. Motion carries with 10 in favor and 3 abstentions.

IX. LACLAA Cesar Chavez March 2025: (2nd Read)

Torres discusses the upcoming Cesar Chavez March. The LRCFT has been a regular contributor and participant in LACLAA's annual Cesar Chavez March for the past 20 years. The march is the largest labor rally held annually in the Sacramento region. In the past, the LRCFT has contributed \$5000 to the event. As a result, LACLAA has provided the LRCFT with an opportunity to speak at the start of the event and be listed as the major sponsor. LACLAA has provided a listing to its sponsors of the costs of the march totaling \$12,500. The list does not include other costs not included in the information provided. Torres proposes LRCFT contribute \$5000 to the march. Traugott moves to support and contribute \$5000 to the Cesar Chavez March, Dimond seconds the motion. Motion carries with 12 in favor and 2 abstentions.

Adjourned 5:15 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer