

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**May 21, 2025**

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

**Excused:** Stephanie Rowe, Michael Angelone

**Absent:** Bill Zangeneh-Lester, Erica Tyler, Kalinda Jones, Veronica Lopez

**Motions Passed:**

Approval of State Fair Union Booth

Approval of continued research into Union jacket, T-shirts & hats

Approval of Contribution to SCLC Murakami Library

Approval of LRCFT/FACCC Benefits Conference

Approval update to Public Comment/Policies for Executive Board

Approval of LRCFT Strategic Issues Committee Report

Approval of VP Assessment Committee Report

Approval of Reassign Time appointees Fall 2025

Approval of LRCFT Negotiations 2026 proposal

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

II. Traugott moves to approve May 7, 2025, minutes and agenda. Miller seconds the motion. Motion carries.

**Discussion**

**III. Joint Union Picnic debrief:**

Newman opens discussion for future Joint Union Picnic events. Lum suggests hosting the event between ARC and FLC in the future. Henderson suggested hosting the event on a Sunday. Because there were only five SEIU members at the event, Newman suggests their portion of the event should be \$150 instead of \$500. Board members agree with the suggested change.

**IV. LRCFT Upcoming Events:**

Newman reviews list of important dates:

LRCFT day at State Fair SCLC Union Booth, Saturday, July 19, 10am-10pm, 4-hour shifts.

LRCFT Exec. Board meeting to discuss COLA and RETRO negotiations, July, TBA. Virtual.

LRCFT Retirement & Benefits Conference: Tuesday, Aug. 19, Sacramento City College, hybrid

CCC Division Council meeting: Saturday, August 23, 11am-6pm, San Diego, LRCFT Exec. Board

First LRCFT Board meeting of Fall semester: Wednesday, September 3, 3-5pm, hybrid

CFT State Council: Friday-Saturday, October 3-4, Sacramento CFT office

**Action**

**V. LRCFT Negotiations Spring 2026 proposal: Lum**

Lum discusses unused reassign time from this year and encourages the time to be used. The union would like to ask the district for more reassign time in the future. Lum reviews the Long Beach Part-time lawsuit which pertains to part-time faculty pay. Negotiations may need to occur over the summer to come up with a framework that will address the outcome of the lawsuit. An additional issue that may need to be addressed over the summer is the part-

time survey. Lum reviews proposed negotiation teams for Fall 2025 and Spring 2026. Sneed moves to approve the Negotiations budget. Dimond seconds the motion. Motion carries.

**VI. VP Assessment Committee Report: (2<sup>nd</sup> Read)**

Henderson discusses job duties for the VP position. There are no major changes to the job duties. Beckum discusses changes suggested during the committee meeting. Henderson clarifies that no vote was taken on the suggested changes. It was agreed to include the wording “may include” into the job duty. Henderson suggests the board vote to continue the position and decide when to hold elections for the position at a later meeting. Aldredge moves to continue the VP position through Fall 2025 while refining the position. Beckum seconds the motion. Motion carries.

**VII. Reassign Time Committee Report: (2<sup>nd</sup> Read)**

Newman reviews proposed reassign time for Fall 2025. Names of appointees are included in the report. Sneed moves to approve proposed reassign time for each position. Dimond seconds the motion. Motion carries.

**LRCFT Reassigned Time: Fall 2025**

Comms. Coord.	.20 FTE	<b>LaQuisha Beckum</b>
Contract researcher	.20 FTE	<b>TBD</b>
Graphic Des.	.20 FTE	<b>Robyn Waxman</b>
Chief Neg.	.60 FTE	<b>Belinda Lum*</b>
Sec/Treasurer	.60 FTE	<b>Stephanie Rowe</b>
College VPs	.80 FTE	<b>(4 VPs x .20; campus teams appt.)</b>
CRC Pres.	.40 FTE	<b>Teresa Aldredge</b>
FLC Pres.	.40 FTE	<b>Kalinda Jones</b>
SCC Pres	.40 FTE	<b>Bill Miller</b>
ARC Pres.	.40 FTE	<b>Art Jenkins</b>
PAFC Chair	.10 FTE	<b>Jacob Traugott**</b>
LRCFT Pres.	1.0 FTE	<b>Jason Newman</b>

**Total FTE: 5.3\*\*\***

\* Chief Negotiator RT increases to .60 in Fall ‘25 for negotiations.

\*\* Best legal practice is for LRCFT to pay PAFC chair stipend.

\*\*\*LRCFT negotiated an extra .50 FTE from LRCCD in May 2023, increasing our RT from 4.0 to **4.5** p/semester.

**[.20 FTE RT = avg. of 7 hrs. work p/week depending on FTE load.]**

**VIII. Salary Committee Report: (1<sup>st</sup> Read)**

Henderson reviews Salary Committee report. The full vote of the report will be held after the COLA meeting in July. Traugott discusses Henderson’s idea regarding movement on the salary schedule for part-time faculty. Smith addresses the B1 and B2 schedules, options that were discussed and how part-time faculty are affected. Smith also discusses how part-time faculty were affected in the past. Henderson reviews the cost for each proposed change to the salary schedule. Lum reminds board members that LRCFT will need to negotiate as best as we can, and not all interests will be met. Beckum asks Lum about Catastrophic leave monies and the impact on the budget. Lum informs the board that the money for catastrophic leave was set aside from one-time monies. LRCFT will look at what was used and what is left in the account. Traugott suggests looking into removing management positions out of the faculty bucket.

## Salary Committee Report May 7, 2025

### **Recommended Executive Board Action**

The Committee recommends that the Executive Board approve the following priorities for the Summer, 2025, negotiations over the COLA:

- Priority 1: Add steps above 25 to the salary schedules, with the remainder going to COLA
- Priority 2: Increase the amount between steps 15 and 25, with the remainder going to COLA
- Priority 3: Add as much COLA as possible to the current schedules

### ***Considerations:***

- Adding money at the top of the salary schedules, either by adding steps or increasing money between steps, helps senior full-time faculty whose salaries were adversely affected by the restructuring that was done in previous contract cycles. o Improves current salary and retirement income.
- Not many part-time faculty are likely to benefit from this, given that few part-time faculty are at step 15 or above, as a consequence of slow step advancement and the fact that adjunct faculty cannot use prior work experience for initial step placement.

### **Issues Related to Faculty Salaries**

#### **District Money Management**

- Need a clearer understanding of how funding streams are allocated
- Need to ask more questions about District reserves
- Need to address discrepancy between reported reserves (\$70m) and actual reserves (\$180m); also, greater accountability for reserves o Sarah Thompson from FACCC reported that Los Rios is providing misleading information about how it plan to use reserves; reports in a way that makes District finances look more precarious than they really are
- \$20m recently returned to ongoing proportionate share, due to end of stability protection.

#### **Proportionate Share (The Bucket)**

- Two key issues: 1) ensure District accountability and get more money into bucket, and 2) consider how we allocate money within the bucket
- Bucket management
- o Push for more control over our proportionate share (see Retro, below) o Push to raise total bucket from 80% to 85% - work with other Los Rios unions
- High reserves might provide leverage o Remove administrators from bucket (currently 7%) o Remove medical from bucket; get District to contribute from its share o Consider the pros and cons of eliminating the proportionate share system

#### **Retro Payment**

- Not ongoing, and not on the regular salary schedule o Causes problems for STRS and retirement o Seek clarity on how Retro is being reported by District
- Negotiate over bucket and Retro to place as much money as possible on the ongoing salary schedules
- Gain full control over the Retro o Retro comes from the bucket, which is a contractually negotiated item

(Appendix A) o This makes it our money; we should not have to ask the District how we use it

**IX. Update Public Comment Guidelines/Policies for Executive Board Meetings: (2<sup>nd</sup> Read)**

Carbary and Goodchild propose updating the current guidelines/policies for visitors to the Executive Board meeting. Carbary reviews the proposal that will align the board policy with the proposed guidelines and past practice. The proposal limits public comments to 3 minutes per person per meeting to speak. If a member has more information to share, they are encouraged to follow up with their campus reps to discuss the issue. Suggestions from the last board meetings are reviewed. Carbary suggests approving the guidelines as written in the proposal, specifically guidelines for members to speak on agenda topics. The guideline in the proposal for guests is in line with Robert's Rules. If the board does not agree with the proposal, Carbary is willing to remove the language addressing members' speaking during board meetings to pass the updated guidelines. Sneed moves to adopt the proposal as written. Traugott seconds the motion. Motion carries with one opposed.

**X. LRCFT Strategic Issues Committee Report: (2<sup>nd</sup> Read)**

Faulds reviews Strategic Issues Committee recommendations to increase membership initiatives and the search for a system that collects and tracks contact. The recommendations are reviewed.

1. **Increase membership initiatives:** Adopt a broadly supported, organized, and consistent effort at increasing membership. This effort should include a specific SMART goal (Specific, measurable, achievable, and relevant) with an added time-bound element. (Increase FT membership by X% by (Date.) (Increase PT membership by X% by (Date.) Membership initiatives should start at the beginning of the Fall Semester.
2. In keeping with the recommendation regarding measuring activity for membership drives, we recommend that the board approve a search for **a system that collects and tracks contact and activity data in a structured way**. Some form of incident and contact tracking would support many initiatives in our union. Various options should be explored and a recommendation presented to the Board.

The proposed work will be done over the summer. Newman appoints Faulds with compensation at \$500. Sneed moves to approve the proposal and increase compensation up to \$1000 or at Fauld's step and class rate. Dimond seconds the motion. Motion carries with one abstention. If compensation needs to be revisited for the work done over the summer, the board will discuss it in the fall.

**XI. LRCFT Participation: State Fair Union Booth: (1<sup>st</sup> Read/Suspend/Action)**

Dimond moves to suspend the rules. Zaigralin seconds the motion. Motion carries. Newman discusses Sacramento Central Labor Council sponsored union booth in one of the pavilions for each day of the state fair. The dates are July 11-27. SCLC bought a new display booth after a pandemic hiatus. It is a good opportunity for union members to interact with the public. For a contribution of \$500, LRCFT can adopt a day at the fair for our union to participate. LRCFT has reserved Saturday, July 19 to participate. Participants will receive free tickets to the fair. Sneed speaks to the importance of the program. Sneed moves to support the program and contribute \$500. Dimond second the motion. Motion carries with one abstention.

**XII. LRCFT Jacket, T-shirt and Hat: (2<sup>nd</sup> Read)**

Beckum discusses the proposal of investing in an LRCFT union jacket, hat, and shirt. As with any other merch, the more items bought, the cheaper the price. The style of jacket is similar to SCLC's jacket which is a letterman style. Board members can choose to add their name. Discussion regarding cost is held. Faulds suggest LRCFT open an online store to sell jackets, hats and T-shirts. Sneed moves to authorize further research into products and LRCFT union store over the summer. Goodchild seconds the motion. Motion carries.

**XIII. LRCFT Contribution to SCLC's Murakami Library: (2<sup>nd</sup> Read)**

Newman reviews proposal to contribute to SCLC's Murakami library. In honor of the contributions of the LRCFT to the *Sacramento Central Labor Council* during the presidential term of the late LRCFT President Dean Murakami, the SCLC has named its new labor library, *The Dean Murakami Library*. The SCLC is seeking

donations and contributions of books and films from affiliated unions to help build the library. Aldredge moves to support SCLC Murakami Library and contribute \$500. Goodchild seconds the motion. Motion carries.

#### **XIV. Retirement and Benefits Conference: (2<sup>nd</sup> Read)**

Traugott discusses proposal to host the LRCFT/FACCC Retirement and Benefits conference at Sacramento City College. FACCC will cover all costs except for meals which LRCFT will pay for. Meals include breakfast and lunch for all participants. The proposed date is Tuesday, August 19, 2025. Traugott is working on making the workshops hybrid so that faculty can attend via zoom if needed. Sneed speaks in favor of the proposal, informs board members that Sharon Hendricks reached out to Sneed to discuss a possible workshop for part-time faculty. Aldredge suggests LRCFT contact outside vendors for food. Smith informs the board, because of SCC contracts it has been difficult to hire outside vendors. Smith suggests keeping the conference in person to avoid potentially losing attendance. Aldredge agrees with Smith. If zoom option is allowed, most faculty will choose zoom and not attend in person. Goodchild moves to approve proposal to provide food for the Retirement and Benefits conference in August. Zaigralin seconds the motion. Motion carries.

### **Reports**

#### **XV. LRCFT President Report: Newman**

##### ***Best practices for EB meetings...***

- *Submit agenda item requests using the **agenda item request form** if you want an item placed on the agenda.*
- *I will send out **draft agenda** one week ahead of EB meeting.*
- *Reina will send out **final agenda** Tuesday morning at 11 am prior to board meeting Wednesday. This is the deadline for submitting agenda item requests to me.*
- *Read docs in **livebinder** prior to meeting.*
- ***Public comments** section at the start of meeting is for non-board members to comment. 5 minutes or longer at discretion of the LRCFT President.*
- *Please adhere to **time limits** for each agenda item during our meetings. If more time is needed, we can vote to request more time for the item.*
- *Use **green and red buttons** for board voting if possible.*
- *I may **jump the queue** during meetings and call on others who have not spoken yet.*
- *I will try to minimize **first read/action/suspension** of the rules but sometimes it is needed.*
- *Attend **PAFC meetings** if available. PAFC meetings are fourth Wednesdays, 3-5 pm. See the board agenda for future dates. All board members are also PAFC members. Other LRCFT members need to be appointed to the PAFC. Please ask member colleagues to join the PAFC.*
- *Please turn in **written reports** for the **second board meeting of the 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).*
- *Please use the **chat function sparingly** to ask questions or post a document. Try to **avoid engaging in lengthy debates** in the chat.*

##### **CFT (California Federation of Teachers)**

**New CFT standing committees sign up:** Eleven LRCFT board members signed up for the CFT committees that meet five times over two years.

CFT is holding it **exec. council** in Burlingame May 30-31. Linda Sneed and I attend it as VPs.

**CFT union summer school** takes place June 24-27 at the Universal Sheraton in LA. Three board members are attending.

**The Community College Council division** of the CFT meets in person Aug. 23 for internal organizing meeting with your board members in San Diego. EB is invited to attend.

**The Community College Council division** of the CFT meets in Sacramento Oct. 3-4.

### **SCLC (Sacramento Central Labor Council)**

SCLC sponsored a **May Day March on May 1** to the Capitol. Details to follow.

SCLC is held its **annual lobby day on May 14** at CFA headquarters. Jacob Traugott and I attended.

SCLC is sponsoring its **union booth** at the state fair. LRCFT will take the date of July 19. Please let me know if you are interested in working a shift; free tickets to the fair.

Recent formation at CLC headquarters (near our union hall) of the **Dean Murakami library**. CLC is seeking contributions to the library.

CLC is forming a worker's roundtable to discuss the impact of **health insurance** premium increase on workers in our region.

Unionization campaigns are ongoing for **Skyriver Casino and West Sacramento Athletics**. Come out April 19<sup>th</sup> to support *Skyriver* workers at their casino. Plans to picket and send letters to workers at Sutter Health Park where the Athletics play. May 17 Sac Unified School district employees and their CTA union will hold a rally at Cesar Chavez Park.

California Labor Federation held its **joint legislative conference** on May 15 in Sacramento.

SCLC Exec. Council meets with **Congressman Amir Bera** on June 2.

### **LRCFT**

I gave public comment at a **CalSTRS board meeting** to encourage divestment from companies that produce industrial products used in genocide.

**LRCFT picnic was May 1** at Oak Park Brewery. It was a great success. Approximately 200 people attended from LRCFT, LRCEA and SEIU 2015.

**LRCFT negotiations training** takes place May 22 and 29. 22 faculty are attending.

Sac City Councilmember **Roger Dickinson fundraiser was April 30, 5:30-7 pm, Stoney Inn Bar and Grill, 1320 Del Paso Blvd.** Jacob Traugott and Iris Dimond attended.

Sac City Councilmember **Eric Guerra fundraiser, May 17, Fairytale Town, 5-7pm.** Belinda and I attended.

**SCTA rally: Sac Fight for Schools, was Sat. May 17, 11 am, Cesar Chavez Plaza, 910 I St, Sacramento.** I attended.

District has delayed its new **chief counsel** search because the pool had only 4 candidates. Search will resume in the fall. This is the third failed search for this position.

**New Chancellor search** process is underway: LRCCD trustees have selected a search firm. LRCFT will lobby to make sure Senate and Union have seats for the formal search committee.

Senator Cabaldon is sponsoring a bill, **SB 226** in the legislature to support the **transfer of Woodland CC to LRCCD**. Although disinterested, LRCCD will meet with Yuba CC District to discuss. Yuba CFT faculty union (PT only) opposes the bill. This bill is currently in the suspense file

The faculty tenure and first year completion ceremony was held at the District office.

The One Faculty Task Force continues to meet. Dennis, Linda, and myself attend it.

LRCFT continues to **partner with SEIU 2015 and LRCEA** in a bucket study group and union check in meetings.

The **Stonewall Democrats** fundraiser on May 28 will include Jacob Traugott, PAFC Chair, and myself attending.

The LRCFT Exec. Board will hold one or two meetings in late July to decide on our **COLA and RETRO distribution** to faculty.

The CFT Raoul Teilhet scholarship deadline to apply is June 15.

LRCFT will partner with FACCC to hold a **Retirement and Benefits Conference on Aug. 19** at SCC.

### ***LRCFT Bargaining Unit report, Fall 2024 (latest report)***

**Full-time Members:** 798 of 922 total full-time faculty are members (87%). (Fall 2023 = 855 of 944 = 90.5%)

**Part-time Members:** 734 of 1337 total part-time are members. (54.90) (Fall 2023 = 942 of 1381 = 67%)

**Total bargaining unit:** 2259 (Fall 2023 = 2325)

**Meetings/Events: April 17-June 2:**

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

- 4/18: One Faculty Task Force (2 hrs.)
- 4/25: CFT Exec. Council (2 hrs.)
- 5/2: CFT Division Council (4 hrs.)
- 5/8: March in March planning (1 hr.)
- 5/16: One Faculty Task Force (2 hrs.)
- 5/30: CFT Exec. Council (8 hrs.)
- 5/31: CFT Exec. Council (8 hrs.)

***Sacramento Central Labor Council (Recording Secretary/Exec. Council)***

- 4/24: May Day planning (1 hr.)
- 4/24: California Federation of Labor Unions bills overview (1 hr.)
- 5/13: California Federation of Labor Unions convention (10 hrs.)
- 5/14: SCLC Lobby Day (4 hrs.)
- 5/14: SCLC Exec. Board (1 hr.)
- 6/2: Congressman Ami Bera (1 hr.)

***LRCFT (President)***

- 4/17: CRC Chairs (1.5 hrs.)
- 4/18: LRCFT Salary committee (1 hr.)
- 4/21: Los Rios bucket study group with other unions (1 hr.)
- 4/23: DRT (1 hr.)
- 4/23: LRCFT PAFC (2 hrs.)
- 4/28: LRCFT Salary committee (1 hr.)
- 4/28: SUJIC (1 hr.)
- 4/28: Chancellor's Cabinet (1 hr.)
- 4/30: LRCFT VP Ass. Committee (1 hr.)
- 4/30: LRCFT RT committee (1 hr.)
- 5/1: May Day March (3 hrs.)
- 5/1: LRCFT Joint Union Picnic (5 hrs.)
- 5/5: LRCFT steering (1.5 hrs.)
- 5/5: CRC facilities master planning (2 hrs.)
- 5/5: ARC chancellor search (1 hr.)
- 5/6: LRCFT strategic issues committee (1 hr.)
- 5/7: CalSTRS divestment public comment (2 hrs.)
- 5/7: LRCFT Exec. Board (3 hrs.)
- 5/8: Power and Participation in Negotiations (2 hrs.)
- 5/14: Trinational Defense of Public Education (1.5 hrs.)
- 5/14: LRCFT Presidents meeting (1 hr.)
- 5/15: Kalinda Jones, coordinator issues (1 hr.)
- 5/15: Power and Participation in Negotiations (2 hrs.)
- 5/16: Faculty Tenure Reception (2 hrs.)
- 5/17: CTA Fight For Schools! Rally (4 hrs.)
- 5/17: Sacramento City Council Eric Guerra fundraiser (2 hrs.)
- 5/19: Los Rios bucket study group with other unions (1 hr.)
- 5/20: Sacramento City Council Mai Vang fundraiser (2 hrs.)
- 5/20: DAS (2 hrs.)

- 5/21: LRCFT Exec. Board (3 hrs.)
- 5/22: Power and Participation in Negotiations (2 hrs.)
- 5/28: Wellstone Democrats fundraiser (3 hrs.)
- 5/29: Power and Participation in Negotiations (2 hrs.)

#### **XVI. ARC Part-time/Communications Coordinator Report: Beckum**

**EB:** attended all meetings this semester

**PAC:** attended all meetings this semester

**PTFIC:** missed the last meeting 4/24 due to travel

##### **Other meetings:**

- VP assessment committee 4/30 3p-4:10p
- RT committee 4/30 4:30-5:30p
- Strategic committee meeting 4/22, 4/29 4p-5p & 3p-4p
- DAS 4/15 3p-5p
- SUJIC 4/28 2p-3p
- Community College Council (CCC) meeting 5/2 3p-5p
- PPL Inc.: recruiting the next LR Chancellor 5/5 1p-2p
- CFT EDD workshop 5/15 4:30p-5:30p

##### **Events:**

- May Day tri-union celebration, Oak Park Brewery 3:30p-8p

##### **Communication Coordinator:**

- social media posts
- union news
- created and sent norms for position to EB on May 7, 2025

##### **Timeline for email communications:**

- comm. coord. given info to create draft w/final date to go out (in email)
- draft created and returned with date for you to respond by
- info returned to me, I resubmit (repeat if necessary)
- share with Robyn when needed
- for short timelines** please be attentive to email (see above timeline) to get it out ASAP

##### **For social media posts:**

- please send information via email - [Beckum4Change@gmail.com](mailto:Beckum4Change@gmail.com)
- text to let me know you've sent info - 650-518-4864
- do NOT send info to my phone; it can't handle it, and I don't want to download to my phone

#### **XVII. CRC President Report: Aldredge**

##### Meetings

- Department Chair Council meeting – April 17<sup>th</sup> and May 15<sup>th</sup> 3:30-4:30 pm (Michael H)
- District Senate Meetings – May 6<sup>th</sup> 3:00 – 5:00 pm
- LRCFT Year End Picnic – May 1<sup>st</sup> (not present-out of country)
- CRC Social for Faculty – Date April 11<sup>th</sup> 3-5 pm Dust Bowl – Elk Grove
- SUJIC – April 28th @ 2 pm (Linda Sneed)
- Chancellor's Cabinet – April 28th @ 3 pm (no representative)

- DRT (Grievance) – April 23<sup>rd</sup> (not present-out of country)
- PACF – April 23<sup>rd</sup> – 3 pm (not present – out of country)
- Reassign time committee – April 30<sup>th</sup> (not present-out of country)
- VP Assessment committee – April 30<sup>th</sup> (not present-out of country)
- CRC Employee Retirement Social – LRCFT representatives introduced 11 am -1 pm
- Chancellor’s Forum by search firm and BOT Wilkerson – May 7<sup>th</sup> 4-5pm
- LRCFT Executive Board Meetings – May 7<sup>th</sup> 3-4 pm
- LRCFT College Presidents meetings – May 14<sup>th</sup> 2-3 pm
- CRC Health & Safety Committee May 12<sup>th</sup> 1-2 pm – campus safety issues
- CRC Academic Senate –April 25<sup>th</sup> & May 9<sup>th</sup> 12-2 pm
- Los Rios Tenured & First Year Faculty reception – May 16<sup>th</sup> 3-5 pm
- CRC College Representatives meeting – 1<sup>st</sup> Wednesday at 2 pm or TBD
- Monthly LRCFT office hours - TBD
- Meeting with LRCFT Vice President – TBD
- BIRT Meetings – bi-weekly; Tuesdays & Thursdays – no further meetings scheduled
- Vice President Student Services Meetings – Thursdays at 11 am; every other week
- Leadership Meeting – Senate, Union, President, VPs – April 23<sup>rd</sup> @ 3 pm (not present)
- Ongoing meetings and emails with faculty compliance issues & grievance issues
- Ongoing emails and text messages between college presidents/ED regarding union issues
- Multiple email messages among LRCFT Presidents and LRCFT Leadership

**Upcoming Meetings:**

Late July – Retro meeting  
 CCC Division Council Meeting – August 23<sup>rd</sup> 11 am-6 pm; San Diego  
 CFT State Council – Oct 3-4 (Sacramento)

**Ongoing Meetings:**

LRCCD EEOC Committee Meeting (LRCFT Rep) – April 29<sup>th</sup> OR April 30<sup>th</sup> 3-4 pm  
 LRCFT College Presidents – 2<sup>nd</sup> Wednesday @ 2 pm  
 LRCFT Salary Committee – 2/19; 2/28; 3/10; 4/2; 4/18; 4/28 (scheduled meetings)

**Conferences/Trainings:**

Power and Participation in Negotiations – May 8, 15, 22, 29 (5 pm – 7 pm)

**Ongoing Projects:**

Elections Committee – appointment by LRCFT president; several emails and meetings this Fall semester  
 Editorial Review Board – meeting to be scheduled to review Union News

**XVIII. Good of the Order:**

Traugott informs board members the Mermaid organization will be hosting the river clean up again and would like LRCFT to participate.

**Adjourned 5:00 PM**

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Jason Newman, President

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Stephanie Rowe, Secretary-Treasurer