

LRCFT Resolution – One Faculty (April 2026)

Whereas, Article I of the LRCFT Constitution declares, “The LRCFT is a democratically controlled organization supporting quality education in the Los Rios Community College District and the best interests of the faculty of the colleges of the District. LRCFT shall, through affiliation with the California Federation of Teachers and the American Federation of Teachers, AFL-CIO, work to further these goals in California and throughout the nation.”

Whereas, since 2023, the CFT One Faculty Task Force — made up of classroom and non- classroom part-time and full-time faculty from throughout the state — has met regularly to develop a strategic plan to transform the two-tier system of faculty in the California community colleges into a one-tier system.

Whereas, the task force initially focused on clarifying what a one-tier faculty structure would look like and agreed on a vision document outlining five employment experiences common to all community college faculty in California and, within those common faculty experiences, provides eleven goals for marking progress toward achieving the vision. (adopted at the fall 2024 CFT State Council)

Whereas, Phase I of a four-year One Faculty organizing campaign was approved at the fall 2025 CFT State Council and the task force has recently requested that all AFT/CFT affiliate CCC faculty locals adopt the One Faculty Vision document.

Whereas, The LRCFT had significant representation and material participation in the development of the CFT One Faculty organizing campaign materials and plans.

Therefore, be it resolved, The Executive Board of the Los Rios College Federation of Teachers hereby declares in policy a commitment to achieving the principles and goals of the CFT One Faculty Task Force Vision document adopted by the CFT State Council on October 5, 2024.

Be it further resolved, The LRCFT will create a districtwide One Faculty task force to study the benefits of a one-tier faculty structure.

Be it further resolved, The LRCFT will host college and districtwide academic and professional workshops and convocations to share the results of the study and plan for any recommendations.

Be it finally resolved, that a central objective of every negotiation cycle between the LRCFT and the Los Rios Community College District shall be to win measurable improvements in CBA language aligning with the One Faculty Vision.