

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**February 17, 2021**

**Present:** Jason Newman, Belinda Lum, Gabriel Torres, Oranit Limmaneeprasert, Linda Sneed, Robert Perrone, Teresa Aldredge, Paul Baltimore, Walter Kawamoto, Julie Oliver, James Telles, Josh Fernandez, Lingling Zhang, Kalinda Jones, Veronica Lopez, Tak Auyueng, Dennis Smith, Jesus Limon, Angelo Williams, Iris Dimond, LaQuisha Bekum, Leon Smith, Katie Carbary, Matthew Register, Nicole Griffin, Jackie Vargas-Ornate, KC Boylan, Annette Barfield, Wayne Olts

**Excused:**

**Absent:**

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved by consensus. February 3, 2021 minutes approved by consensus
- III. Public Comment: Newman discusses appropriate language for Executive Board meetings. Newman shares statement of guidelines with board members.

**Reports**

**IV. Academic Senate: Julie Oliver**

Los Rios Ethnic Studies Faculty Council • On Feb 16th the DAS approved a membership change for the council. Four adjunct faculty, preferably from each college, may be appointed to the council. o College AS Presidents will be making recommendations for appointments to the DAS President Program Placement Council (PPC). Music Program Convergence Meeting Fri Feb 19<sup>th</sup>. The following programs will be discussed at the March 2nd PPC meeting: ARC New Requests for December 2020, Energy: Basic Solar, certificate, Cybersecurity Apprenticeship, certificate, Financial Services Apprenticeship, certificate. SCC New Requests for December 2020: HVAC Automated Controls, certificate, Mechanical Systems-Acceptance Test Technician Certification Provider, certificate, Studio Voice Instructor, certificate. Los Rios CCD Academic Senate Call to Action Approved Tuesday November 17, 2020. The four Los Rios Colleges and the District Academic Senate support the Academic Senate of California Community Colleges (ASCCC) Fall 2019 Plenary Resolution “Support Infusing Anti-Racism/No Hate Education in Community Colleges”. Specifically, to the following Resolved statements from that resolution: denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan; take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible. To achieve this, our Academic Senates are committed to: 1. Include a discussion of anti-racism/no-hate education on agendas. Remembering that we do not have to have an answer to start a conversation. 2. Prioritize culturally responsive curricular redesign with our curriculum committees. 3. Acknowledge, without assigning blame, that the structure of our colleges house the biases and prejudices of their founding times. Those biases have privileged some and disadvantaged others, particularly African American and LatinX communities. 4. Prioritize the evaluation of hiring and evaluation processes with an equity lens. 5. Request services from the ASCCC about any of these topics if needed. 6. Evaluate our academic senates and find the voices among our faculties missing in governance. Find ways to empower those voices. 7. Work with our administrations, classified professional colleagues, and students to find constructive ways students can express themselves about structural and historical biases that exist.

**V. Negotiations: Lum**

Lum discusses email communication sent out to faculty regarding the four signed MOUs that allow full time faculty to work remote. Based on current information, the majority of classes are going fully online in the fall. Lum met with Deaf Studies faculty from across the district to identify and address their specific needs. Given their pedagogical approach, it is not safe to teach face to face or on ground. Will be seeking a one-off MOU to support their specific needs. Have started discussion regarding reopening as it relates to Part time faculty.

1. Reopening
  - a. Negotiated Items:
    - i. Had multiple meetings regarding waivers
      1. Want to complete waivers for FT faculty hopefully by the beginning of next week.
      2. Utilizing every strategy we can to see what online assignments will be available for PT faculty
        - a. Already started mapping out some key issues, but
      3. Working on developing an MOU that protects rights of
    - b. Preliminary discussion with Jamey about doing a presentation regarding waivers, if not I will prepare and record one myself
    - c. Provided feedback at Chancellor's cabinet about the reopening plans
      - i. Copied the integrated notes from Belinda/Jason. We integrated pieces we heard during our meetings with Presidents
2. JCIT
  - a. Begin negotiations on Thursday
    - i. Will be setting an agenda for the ordering of discussions
    - ii. Our first priority is to work on negotiating online assignment for non-classroom
  - b. Paul Baltimore will chair, Greg Breyer will serve
    - i. Have 'as needed' spots so we can bring expertise into the room. We foresee needing to ask people to help with Counseling and Accessibility to start.
3. Finalizing Prison Re-entry Education Program MOU
  - a. Negotiated Items
    - i. Assignment
    - ii. Preference
    - iii. Compensation and reimbursement
    - iv. Peer Review
    - v. Safety
    - vi. Academic Freedom
4. Meetings Attended:
  - a. Hiring Committee Associate Vice Chancellor of Human Resources
  - b. Steering Committee
  - c. Negotiation meetings re: Waiver w/District
  - d. Stakeholder meetings and calls re: Waiver
  - e. Joint Committee on Impact of Technology (JCIT) Prep meeting
  - f. Insurance Update
  - g. Senate Union Joint Issues Committee (SUJIC)
  - h. Meetings with Lori Petite

**LRCFT input to Reopening Plan draft report Jan. 30**  
**Integrated notes from JN & BCL**  
**Feb. 2, 2021**

1. The report was too limited in scope and content based on CDPH guidelines released Sept. 30: *COVID-19 Industry Guidance: Institutions of Higher Education*.
  - a. Adhere more closely to the tone and language used in the CDPH guidelines.
2. Plan does not acknowledge the need for an equity-minded approach to workers.
  - a. All on-ground workers should be labeled *essential workers*.
3. Many more questions from faculty not listed in the brief *key issues* section.

- a. Creation of a more specific X, Y, Z plan for re-opening that coincides with the charts used in recommendations 2 and 3. Need to assign a range of percentage of workforce expected to report in each section.
4. Define ‘efficiencies and flexibility.’
  - a. For whom?
5. No mention of collective bargaining agreements as resource consulted. Should be clear about what are negotiated items with collective bargaining units. Negotiated items include but are not limited to:
  - a. Rights of workers if safety protocols not followed.
  - b. Academic Freedom.
  - c. Compensation for workload related to re-opening when off-contract. (Doesn’t need to be in report, but needs to be accounted for in District agenda).
    - i. Inclusion of Chairs because of additional workload.
    - ii. Any faculty working on writing and implementing safety plans.
    - iii. Any faculty committees that need to continue meeting during the summer.
      1. Faculty on District Committees
        - a. Safety
      2. Academic Senate and Union Exec Teams (or their designees)
        - a. Other academic safety sub-committees.
      3. Faculty working in areas that need additional time to move towards re-opening.
        - a. Practicum Classes.
        - b. CTE with multiple licensing agencies to comply with.
  - d. Safety
    - i. Availability of PPE
    - ii. Availability of Vaccinations
    - iii. Enforcement of Safety protocols
      1. Reporting of violations
    - iv. Safety Plans
  - e. Need for a more robust set of COVID-19 health policies
    - i. Increased sick days?
    - ii. Use of substitutes to grade?
6. Need a clear decision-making tree. What decisions are within the purview of the ‘steering committee’ and what decisions will the district assert that it has authority over.
  - a. What decisions do college campuses, and their affiliated centers have autonomy over?
7. No acknowledgement or compensation of the workload increase experienced by faculty (counselors and chairs) with the changing schedule.
8. No mention of non-classroom faculty: coaches, coordinators, nurses, counselors.
  - a. Adaptations of the 164 or 174 scheduling
9. No mention of how we will address the space issues at the campuses.
  - a. For example: Can counselors be reasonably safe working in their offices, even with PPE?
10. No mention of any social science labs that were included in the lab-lecture parity MOU that have labs that are like the hard sciences (e.g., Psych 311, Biological Psychology Lab, Physical Anthropology, etc.)
  - a. Also, under consideration should be statistics classes in departments like Psychology, but mathematics as well where students could use computer labs.
11. Need to include Department Chairs in a formal way to determine what disciplines would be considered as “under discussion” for on campus in yellow/orange tier.
12. “Critical Response Groups” need robust representation of all stakeholder groups.
13. Need to remove ‘Exams and Tests’ section. This is protected by Academic Freedom.
14. Availability of technology funds to be able to use a High-Flex model which allows faculty to simulcast lectures from classrooms.
15. A robust coach’s section is important to add as mentioned in CDPH resource.

16. Part time faculty concerns not discussed but they are essential workers requiring Cares act funds for vaccination by district.
17. Need to coordinate the charts in recommendation 2 and 3. The color code chart is confusing to many who view it.
18. Adjustment to standing committee and department meetings? Move online until safe.
19. Safety Plans by department or Division.
  - a. Need to define what these are
  - b. What policies need to be followed
  - c. Who writes them?
20. Identify employee groups that may need to work through off-contract times.
21. Who reinforces safety violations?
22. Role of safety committees in messaging.
23. Provide basic vaccine info to faculty.
  - a. Tier
  - b. Directions of groups to call for information
24. Faculty cleaning responsibilities?
25. Will vaccinations be mandatory?
26. Will any public events be held on campus if we are partially on ground in Fall?
27. What range of PPE will be offered by District in the Fall?
28. Need survey of faculty and students to discern Fall motivations?
29. Students sign waivers when taking class?

**VI. Treasurer Report:**

Zhang reviews the categorized January 2021 Income Statement with a comparison of fiscal year-to-date data VS annual budget amount and the expanded January Income Statement in details for board members.

**Action**

**VII. Pay Part time faculty stipend compensation: (First Reading/Action/Suspend)**

Newman proposes paying part time faculty that serve on the board to receive compensation at the beginning of each semester. Dimond moves to suspend the rules, Sneed seconds the motion. Motion passes by consensus. Sneed moves to pay part time faculty serving on the board at the beginning of each semester, Dimond seconds the motion. Discussion held. Smith, Jones and Sneed speak in favor of the motion. Motion passes by consensus.

**VIII. Funding the FACCC Advocacy/Policy Conference: (Second Reading)**

Newman discusses proposal to fund FACCC Advocacy and Policy Conference. LRCFT has funded attendance of faculty and students in the past. The proposal is for \$3000 to defray the cost of faculty attendance, student registration is free this year. Discussion regarding expenses to be covered is held. Lum moves to approve an expenditure of up to \$3000 to support the registration cost for FACCC A& P for faculty, Dimond seconds the motion. Discussion is held. Motion passes by consensus.

**IX. Umoja Conference Sponsorship: (First Reading/Action/Suspend)**

Perrone discusses LRCFT's support of the Umoja Conference in the past at \$1500. Perrone discusses what LRCFT's contribution covers. Lum moves to suspend the rules, Sneed second the motion. Motion passes by consensus. Telles moves LRCFT contribute \$1500 to the Umoja conference, Sneed seconds the motion. Motion passes by consensus.

**X. Resolutions honoring recent retirees: (First Reading/Action/Suspend)**

James and Lum present resolutions honoring recent retirees. Wayne Olts share resolution honoring KC Boylan. Lum and Limon shares resolution honoring Annette Barfield. Jones moves to suspend the rules, Sneed seconds the motion. Motion passes by consensus. Smith moves to adopt resolutions, Sneed seconds the motion. Motion passes by consensus.

**XI. Faculty Excellence Speaker Series/Honorarium: (Second Reading)**

Jones reports on the Social Justice Caucus' Faculty Excellence Speaker Series for spring 2021. The series will highlight the excellent work being done by African American faculty across Los Rios. The SJC is requesting support from LRCFT in the form of money for Honorariums for the speakers. The request is for \$300 (\$50 per faculty participating in each webinar). Sneed suggests \$100 per speaker. Sneed moves to double the amount requested by the SJC to \$100, Jones seconds the motion. Motion passes by consensus.

**Discussion**

**XII. Salary Committee:**

Newman and Register will reach out to board and faculty members by email to encourage participation on the Salary committee.

**XII. Labor Solidarity Committee:**

The LRCFT will like to connect more with labor organizations in the community. Newman and Torres will send a message out to board and faculty members to participate on the committee.

**XIII. DAPIC (District Accessibility Plan Implementation Committee):**

Katie Carbary (SCC) and Veronica Lopez (ARC) - LRCFT Appointees. This committee is working to better understand the scope of the work required to create and remediate Information and Communication Technology (ICT), with a specific focus on instruction materials. The committee is aiming to identify the types of resources needed.

The [District Accessibility Remediation Plan](#) (March 2019) was previously approved and we are working to come up with recommendations for how to implement the requirements stated in it. Unfortunately, this plan has many issues and LRCFT was not involved in the taskforce that created it.

Composition of Committee:

- DE & OCDC Coordinators - 7 (2 from each college, except ARC - 1)
- DSPS Faculty - 2 (1 CRC & 1 SCC)
- LRCFT Faculty - 2 (1 SCC & 1 ARC)
  - Only 2 (now 4?) full-time classroom faculty
- Classified - 4 (1 from each college)
- College Administration - 4 (1 from each college)
- District - 4

NOTE: This committee focuses on responsibilities and needs of instructional faculty, but the majority of the committee members (about 22 out of 26) are not classroom faculty.

Spring 2021 work groups (work starting February 2021)

**Group 3: Faculty Training:** Identify needed training resources for faculty to meet accessibility standards and guidelines.

This group will be creating recommendations for the content and format of the accessibility training that faculty will receive.

Leslie Reeves and Jenna Trench are leading

**Group 5: Workload Impacts:** Identify the workload impacts required to meet accessibility standards and guidelines.

Leads: Katie and Veronica, perhaps others (TBD)

Focus primarily on classroom faculty since this committee addresses implementing the Accessibility plan for instructional materials

Group 5 - Highlights and Plans:

- Last semester, group 4 (specialist responsibilities) drafted a [list of accessibility work that requires specialist expertise](#) - these items should not be the responsibility of regular faculty members, and will not be included as part of workload.
- Reviewed data from last semester's district wide faculty accessibility survey comments, for workload-related themes in the comments.

- We plan to hold faculty focus groups in order to get a broader range of feedback, and understand better how workload implications differ across different instructional areas.
- Workload issues that have already been raised, but no recommendation has been made yet, include:
  - Will the accessibility training (under development by group 3) be mandatory?
  - Will it be one time, or regularly required (e.g. once every three years)?
  - Will the training hours be considered Flex or Service?
  - Will/should DAPIC recommend that training be compensated?
  - How will workload equity issues be handled?
    - Some faculty areas will have more accessibility needs than others
    - Some accessibility work is a larger burden on certain groups, for a variety of reasons - should all work in these categories be done by non-faculty support staff?
  - How will increased faculty workload to meet accessibility requirements be addressed?
    - Reduced workload in other areas?
    - Ongoing compensation?
    - Support staff to do most of the work for faculty?
    - Other ideas?

#### Additional Issues

- Minimal instructional faculty representation on this committee, as well as the previous Accessibility Taskforce that developed the initial District Accessibility Plan, is problematic. It has created a situation where the plan did not take faculty workload and contractual implications into account.
- The faculty evaluation process has been brought up, including assessment of course materials accessibility as part of evaluations (e.g. screening of video captions). This has also been raised in other meetings/conversations.
  - There seems to be a narrative that faculty are “responsible” for doing the necessary work to bring materials into compliance, and that evaluations should include whether faculty are meeting this presumed responsibility.
  - We think it is important to remind everyone that we need to work within the boundaries of the current CBA. Should the relationship between accessibility of materials and faculty evaluations be explicitly addressed by LRCFT?

Final DAPIC Committee Recommendations - expected end of Spring/early Summer 2021. This will include a recommendation about what accessibility work needs to be done by faculty, what training is needed, what that training should look like, and a description of workload concerns and suggestions.

#### Questions for you:

- Are there any specific goals, concerns, or suggestions about how to move forward with including a broader range of faculty in assessment of workload implications?
- What would LRCFT like to see included in the DAPIC committee’s final recommendations?

### Reports

#### XIV. LRCFT President Report:

##### **Reopening Plan update Feb. 17:**

- March 1 date for announcing to all faculty about Reopening.
- No message about % of courses online vs. on ground.
- All “impossible to convert” courses are listed on ground for Fall.
- Other tiers of programs---arts, athletics, activity courses---need more discussion between March 1 and April 19 when registration is over.
- April 5 deadline for announcing live schedule to students.
- The county of Sacramento continues to place community college educators in the tier 1b.
- <https://www.saccounty.net/COVID-19/Pages/CoronavirusVaccine.aspx>
- All Los Rios employees are included in Sac County’s plan.
- Dignity and Kaiser are using district sites for vaccine points (clinics) but not specifically for Los Rios employees, only 65 plus aged people.

- We sent out messages to all faculty on progress of negotiations and the final 4 FT waivers. We received many faculty responses with feedback.
- Chancellor King indicates that the district will announce its Reopening plans by the end of the month. We are indicating that we need a date to be announced now.
- We are negotiating two more MOUs on Reopening: Part Time Faculty, and Safety Guidelines for Reopening.

**LRCCD RE-Opening Plan:**

- Plan includes a charter and four VPs, one from each campus.
- Exclusion of Senate and LRCFT (and other unions and classified senate) from the reopening plan team is a major issue. I let Chancellor King know my problems with it.
- District agreed to allow us in the door at select moments and to vet documents with Senate and LRCFT prior to release to faculty. This is still a problem of limited access/input for LRCFT.
- Timeline: January 13-15=Listening Sessions with faculty. January 31=Reopening Feedback Report. February 28=Refined Reopening Report.
- Faculty are included in statewide K-14 teacher vaccine plan. We are not prioritized lower than K-12. We are Phase Two, Tier 1b.
- District is coordinating with the counties. Los Rios will not distribute vaccines. District does not decide who gets vaccines. Vaccines will be distributed based on county of employment through Kaiser, Sutter, etc.
- **Honoring our late President Dean Murakami**
- We will honor our late president on a Friday TBA for district staff to attend.
- APALA is honoring Dean with a special invitation meeting held Tuesday, Feb. 23
- The CFT will honor Dean along with other labor leaders who passed away this year at its annual convention March 26.
- The CFT will also donate to a scholarship fund in Dean's name that is being put together by the LRCFT.
- We are going through Dean's former office at ARC and will give away items to interested board members later this semester.
- [Robyn Waxman has designed an excellent graphic image of Dean on the LRCFT website.](#)

**Website update**

- Robyn Waxman is updating the LRCFT website over spring break. I am working with her and will bring the new design to the board at an upcoming meeting.

**Sacramento CLC**

- We now have our full contingent of delegates (10): Jason Newman, Linda Sneed, Gabriel Torres, Walter Kawamoto, Robert Perrone, Belinda Lum, Oranit Limmaneeprasert, Angelo Williams, Sara Smith, Josh Fernandez. Please see packet of information attached to the exec. board agenda email. (see doc) Newman elected to replace Dean Murakami's vacant seat that has 18 months left on a 2-year term as SCLC exec. council member (14 members).

**Meeting with Sacramento City Council Member Eric Guerra**

- I met with Eric Guerra to discuss his interest in running for State Senate and attending one of our PAFC meetings to answer questions.
- Walter Kawamoto, PAFC chair, has also met with Guerra.

**Academic Senate**

- CRC Senate Pres. Greg Beyrer and I met to discuss Senate plans to create its own Academic Freedom statement and policies.
- Senate has also shared the *Participating Effectively in District and College Governance* from the Academic Senate for CCCs and the Community College League of California. (doc attached to my email to you)

**BOT**

- I will invite Tami Nelson to our next EB meeting. Kelly Wilkerson visited us in January.
- BOT Retreat is March 5 and 6.

- Please consider attending meetings and retreat.

### **Equity Audit**

- This semester we will undertake an Equity Audit in the interest of anti-racism and removing anti-black and brown policies and practices within LRCFT.
- This work was started last semester and includes a scope of work, consultant, and a retreat.
- We are currently searching for a consultant.

### **Constitution, By Laws, and Policies overhaul**

- I read closely our constitution, by laws, and policies. We are out of compliance on several issues that require attention, such as agency fees, a policy on recording meetings, etc.
- We should form a subcommittee to tighten LRCFT by laws and suggest new policies to meet new needs.
- Constitution, By Laws, and Policies are part of the board orientation. (see docs)

### **LRCFT exec. board retreat**

- Following our equity audit, I would like us to convene a retreat as part of a re-examination of LRCFT practices.

### **Labor Solidarity Committee**

- I would like to get this subcommittee formalized and running this semester to assist health care workers and other labor actions that arise this year.
- It is on the agenda for the Feb. 1 meeting as a discussion item.
- Labor actions this past week:
  - Postal Workers: “Prioritize All Essential Workers” Campaign. Feb. 11
  - Nurses Association labor actions this Saturday, Feb. 6: car caravan in CA. cities. Medicare for All movement.

### **Salary Committee**

- A Salary Committee will be formed and is included as an agenda item.

### **Membership meeting end-of-semester**

- In years past, our picnic served as our yearly membership meeting. I have an interest in formalizing it as a stand-alone meeting disconnected from the picnic. This meets the description in our by-laws.

### **Listening Sessions**

- I have an interest along with our Chief Negotiator Belinda Lum in meeting with various constituency groups to get a better understanding of their contract needs: coaches, counselors, librarians, nurses, La Comunidad, Black Faculty and Staff Caucus, and CTE.
- I also plan to visit each campus virtually by asking each campus president to host a Q & A session with faculty.

### **Al Rodda bronze bust**

- Chancellor King has agreed to have the district pay for the pedestal for the bust. We recently sent over the dimensions of the bust to facilitate the process.

### **Student Centered Funding Formula**

- **The state chancellor’s office has recently released the SCFF Dashboard**  
<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/scff-dashboard>
- Los Rios has received a significant amount of supplemental funding because we are funded poorly as an urban district like Los Angeles by the current SCFF.

### **CFT**

- CFT continues to pushback on a quick reopening of K-14 schools in person prior to universal vaccine distribution to students and teachers.
- CFT calendar including conference dates:  
[https://www.cft.org/sites/main/files/file-attachments/cft\\_planning-calendar.pdf](https://www.cft.org/sites/main/files/file-attachments/cft_planning-calendar.pdf)
- CFT’s annual conference is March 26-27. <https://www.cft.org/timeline-schedule>
  - All board members are encouraged to attend and serve as delegates.
  - Deadline for Resolution submission is February 12.
  - Deadline for committee choice and delegate lists is March 12.

- CFT committees from last year cycle meet January 30 from 10-1 during the all-day Exec. Council meeting.
- New CFT committee choices available after the CFT conference March 26-27. Any LRCFT exec. board member can join a committee of their choice via appointment by LRCFT President. Leticia Castro ([lcastro@cft.org](mailto:lcastro@cft.org)) can answer Qs.

**SCLC: *Protecting the Right to Organize Act, Prioritize All Essential Workers***

- Please see SCLC documents attached to my email on national labor efforts for workers.

**LRCFT Organizational Reform:**

***Priorities:***

1. Equity and Anti-Racism Infusion
2. Communication with Members and Member Participation Enhancement
3. Exec. Board Operations Overhaul
4. Salary, Benefits, Safety, and Job Security Protection/Augmentation for all faculty

**Equity infusion**

- Audit of Exec. Board policies
- Exec. Board Retreat

**Membership Outreach**

- Invite members to meetings: EB and PAC
- Membership meeting end of semester
- Financial report outs
- Send out EB Agenda to faculty
- Recruit faculty non-members
- Union office hours: LRCFT Pres. and campus presidents
- Faculty participation in campus activities
- Online voting system implementation

**Exec. Board operations**

- By laws/constitution overhaul
- New board member and new LRCFT faculty member orientation
- Reassigned Time evaluation
- Compensate all PT faculty serving on board

**Communications committee (new)**

- Social media usage increase
- Website revamp
- *Union News* resurrection

**Labor solidarity committee (new)**

- Coordinate with local unions/SCLC
- interact with LRCFT Social Justice Caucus

**Campus presidents meeting (new)**

- steering updates from Exec. Director, CN and LRCFT Pres.
- campus reports/questions from presidents

**Student interaction with LRCFT committee (new)**

- Train students for labor organizing
- LRCFT scholarships: bring back w/equity focus. “Dean Murakami Scholarship.”

**Legislation Advocacy**

- Working with FACCC
- Maintain elected presence in CFT by LRCFT Pres. running for CFT VP in March.
- PAC organization
- Sac. Central Labor Council delegate participation

**Union dues reform**

- reform dues structure w/equity focus
- last dues increase was 2018

**XV. PAFC Report: Kawamoto**

The PAFC met last week on 2/10

The yearly budget was passed

1k was approved for the FACCC A&P conference legislative speaker

The semester plan was submitted, and then tabled.

The plan is available for review via google docs for a hopeful approval at a special meeting on 2/24

**XVI. FACCC Report: Limmaneeprasert**

FACCC Legislation and Advocacy Committee Meeting: Monday, Feb. 8, 2021 The committee discussed the bills in the current legislative cycle (Jan. 10 - Sept. 10, 2021) and made the decisions below.

FACCC Sponsored Bills Academic Freedom County Liaison. FACCC Co-Sponsored Bills CTA Part-Time Parity Bill (no bill number yet) AB 375 (Medina)/AB 897 reboot: Raise the cap on part-time faculty load from .67 to .85 [ FACCC Supports Bills AB 53 (Low) - Election Holiday AB 71 (Rivas) - Corporate and Wealth Tax AB 75 (O'Donnell) – Facilities Bond Act of 2022 AB 102 (Holden) – CCAP Permanent Program (removes the sunset) AB 103 (Holden) – CCAP partnership with counties " AB 245 (Chiu) – Require district to update student's name and gender upon request SB 205 (Leyva) – School and community college employees absences due to illness or accident " AB 288 (Bonta) – Ban on scholarship displacement " AB 295 (Jones-Sawyer) – Establishes a working group for free tuition and fees AB 306 (O'Donnell) – Easing regulations for building School District and CCC housing for students and employees AB 337 (Medina) – Second voting student on CCC BOG SB 20 (Dodd) – Would require the CSAC to notify Promise Grant students that they may also be eligible for CalFresh benefits. SB 22 (Glazer) – Public Preschool, K–12, and College Health and Safety Bond Act of 2022 (Education finance) SB 26 (Skinner) – Student athlete compensation SB 40 (Hurtado). The bill would require the pilot program to establish a regional pipeline program for community college students to pursue premedical training and enter medical school, in an effort to address the shortage of primary care physicians in California. 2. Upcoming Events [ Legislation and Advocacy Committee Meeting: Monday, February 22, 2021 [ Advocacy and Policy Conference: Fri, March 12, 2021 (10 a.m.) - Saturday, March 13, 2021 (tentative schedule attached) Theme: Building a Just Future: From Hope to Action " Keynote Speaker, Friday, March 12 Barbara Ransby, Professor of History, Gender and Women's Studies, and African American Studies, University of Illinois in Chicago " Keynote Speaker, Saturday, March 13 Melina Abdullah, Professor and former Chair of Pan African Studies at CSU, Los Angeles [ FACCC Week of Action, March 15 - 18, 2021 [ All Committee Meeting, March 19, 2021

**XVII. Campus Updates:**

**1. ARC – Limmaneeprasert**

During the period of Feb. 3 - 17, 2021, in addition to answering members' emails and phone calls and helping them with general union and contract issues, I performed the following tasks: " Met with part-time counselors, Feb. 3, 2021 " Conducted option B of the ARC union team beginning-of-semester meeting, Feb. 4, 2021 " Conducted a union event on part-time faculty benefits, rights, and responsibilities, Feb. 5, 2021 " Attended a SUJIC meeting, Feb. 8, 2021 " Attended the chancellor's cabinet meeting, Feb. 8, 2021 " Attended LRCFT president's meetings, Feb. 10, 2021 " Attended LRCFT PAFC meeting, Feb. 10, 2021 " Represented a member in a sexual harassment interview, Feb. 11, 2021 " Met with ARC VP of Instruction, Feb. 16, 2021 (issues discussed included underpayment for two Safety Center part-time faculty members, additional department chair workload created by a dean, a dean's mishandling of student complaints, resumption of meetings for the ARC Location Safety and the ARC Faculty Workload Committees, and fall 2021 FTE and scheduling) " Attended the SCLC meeting and was sworn in as a delegate, Feb. 16, 2021 " Created a flyer for the Union Membership Meeting and Union 101 and emailed it to the ARC faculty, Feb. 17, 2021 " Represented LRCFT at the ARC Location Safety Committee meeting, Feb 17, 2021

**2. FLC - Telles**

Telles is almost done compiling all of the questions and issues that I have dealt with since the beginning of the Winter Break through present. I am going to share with the FLC Team. Will have that to them early next week. They have let me know what they are dealing with, but I haven't been good at communicating what I am up to \*) Workshops and Other Offerings

Friday is the first event on our calendar. Thank you PT Caucus!

### **Meetings**

Represented a member

Reading sabbatical apps as the LRCFT member of the committee (Meet Friday)

Communicating with the faculty members of the Faculty Workload Committee to set up our meetings

Senate/Union Joint Issues Committee (SUJIC)

Weekly Chancellor's Cabinet

LRCFT Presidents' Meeting

Political Action Fund Committee (PAFC)

Contacted and worked with DO HR about dead links in the mandatory sexual harassment prevention training

### **3.CRC – Aldredge**

Meetings

- SUJIC Meeting 2/8/21
  - Progress on Fall 2021 MOU Waiver
- Chancellor's Cabinet Meeting 2/8/21
  - Discussed the Draft Reopening Report
  - Future LRCCD Vaccination Sites
- Chancellor's Cabinet Meeting 2/16/21 – revised date
  - Priority Registration Dates – Fall 2021
- LRCFT College Presidents Meeting – 2/10/21
  - Review Draft Fall 2021 MOU Waiver
- BIRT Meeting – 2/8/21
  - Cancelled – no issues
- CRC Health & Safety Committee 2/8
  - COVID-19 Safety Protocols for on campus courses
- LRCFT PACF 2/10/21
  - Donations and Political Endorsements to be revisited
- Meeting with VP Instruction 2/10/21
  - Email to Deans to delay Fall course assignments pending reopening plans
  - Regular monthly meetings scheduled for 3<sup>rd</sup> Thursday @ 4:30 pm

Upcoming Meetings

- DRT Meeting – 2/24/21
  - Campus Reports
- Council of Chairs Meeting – 2/26/21
- District Senate 2/16/19
- CRC Senate 2/19
- LRCFT College Reps meeting – next meeting on February 19<sup>th</sup> at 9:00 am

Training

- CFT Webinar on Guidance to School Reopening (by region) – 2/4/21

Hiring Committee

- Appointment to AVC – Instruction (LRCFT Rep) - first meeting 2/17

### **4.SCC - Lum**

- 1) Filed 1 grievance, settled 1 ongoing personnel issue
- 2) SCC membership meeting on February 15, 2021
  - a. Discussed Waivers and safety issues
  - b. Preliminary update on insurance increases
- 3) SCC Workload Meeting
  - a. Attended by: Connie Zuercher, Craig Davis, Sandra Guzman, Lori Petite, Albert Garcia, Jim Collins, Deb Saks, Robin Ikegama, Mitch Campbell

- b. Enrollment concerns regarding Math and English.
    - i. Enrollments noticeably down in both areas
  - c. SCC is at about 12% lower then last year at same time.
    - i. Mostly attributed to pre-emptive cuts
    - ii. Also due to COVID-19 related drops
  - d. Discussed the possibility of using Dual Enrollment as part of our enrollment strategy
  - e. Discussed our IDIS (1<sup>st</sup> year seminar) and impact on FTE
  - f. Need for potential critical hires in high productivity areas (e.g. Chemistry where they'll be down 3 professors).
    - i. Possibility of lifting hiring freeze next year to do some (not a lot) of hires to replace retirements
- 4) SCC Reopening Plans
- a. Michael Gutierrez has started plans to do stakeholder meetings at local level
  - b. Currently brainstorming how we should divide up the meetings
  - c. Discussed the email from Biology and Chemistry regarding HVAC systems

Meetings attended:

- 1) Chancellor's Cabinet (2x)
- 2) SCC Executive Committee meeting
- 3) SCC Instructional Dean meeting
- 4) Informal Grievance meeting
- 5) Representation meeting (2x)
- 6) Workload Committee meeting
- 7) SCC Academic Senate (1 meeting)
- 8) Meeting with VPSS Davin Brown
- 9) Meeting with VPI Albert Garcia
- 10) SUJIC

Meeting adjourned 5:15 PM

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Jason Newman, Interim President

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Ling Ling Zhang, Secretary-Treasurer