

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**February 3, 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, Katie Carbary, Matthew Register, Leon Smith

**Excused:**

**Absent:** Nicole Griffin

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved by consensus. January 20, 2021 minutes approved by consensus

**Reports**

**III. Academic Senate: Julie Oliver written report –**

Reviewing draft reopening plan. Concern about curriculum and DE addendum. Summer will be operation under the Socrates Los Rios DE closure addendum, as Los Rios is right now. For the fall, it is not known what Los Rios is doing. If LRCCD is back to normal, any online classes will need full robust DE approval through curriculum. Distance ED Tech Committee is creating a workgroup that will be addressing test proctoring and academic integrity. District Academic Senate Report to LRCFT Wednesday February 3, 2021 Los Rios Reopening Planning. Deputy Chancellor Jamey Nye joined the DAS at the Feb 1, 2021 meeting to discuss the DRAFT Reopening document. Future of Course Scheduling. Discussion about online vs face-to-face scheduling once LRCCD is back to 'normal'. Request was made for a comprehensive student survey to determine their interests. Distance Educational Technology Committee is creating a work group to discuss test proctoring and academic integrity • Recommendations are needed for test proctoring system criteria before Proctorio contract ends Future Events. Next DAS meetings- Feb 16<sup>th</sup>. LRCCD Board of Trustees Meeting, Wednesday February 10, 2020 5:30pm 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.

**IV. Negotiations:**

Chief Negotiator Report

- 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**

Integrated feedback that Jason and I provided to the re-opening teams. Jason and I created a list based on feedback we were receiving via email, issues discussed during this week's Presidents' meeting, and a review of the report relative to the CBA. We can add additional comments or provide an addendum in the upcoming weeks.

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?

### **Action**

- V. SCLC Appointments: (First Reading/Action/Suspend)**  
 Newman discusses LRCFT SCLC delegates. LRCFT has eight of the ten delegate spots filled. Newman discusses filling last two spots by appointing Sara Smith from ARC and Josh Fernandez from FLC. Sneed moves to suspend the rules, Torres seconds the motion. Motion passes by consensus. Telles moves to appoint Sara Smith and Josh Fernandez as delegates to the SCLC, Limmaneeprasert seconds the motion. Motion passes by consensus.
- VI. Part time faculty compensation as LRCFT reps: (First Reading/Action/Suspend)**  
 Newman discusses current stipend for part time faculty that serve on the board. There are currently 4 part time reps that each receive a \$1000 stipend. Newman proposes compensating any part time faculty that serves on the board with a \$1000 stipend. Limmaneeprasert moves to suspend the rules, Telles seconds the motion. Motion passes by consensus. Discussion is held. Jones, Limmaneeprasert and Smith speak in favor of compensation for all part time faculty and honoring people's labor. Sneed discusses part time stipends and full-time college service opportunities. Limmaneeprasert moves to compensate any part time faculty member that holds a position on the executive board \$1000 per semester, Telles seconds the motion. Motion passes by consensus.
- VII. Funding the FACCC Advocacy/Policy Conference: (First Reading/Action/Suspend)**  
 Newman proposes funding attendance of students and faculty to the FACCC Advocacy and Policy Conference to be held March 12 – 13. Newman proposes LRCFT help defray the costs of a FACCC keynote speaker at the conference. LRCFT has supported and contributed to the conference for the past several years. Last year LRCFT contributed \$7800 to registration and \$2000 towards the keynote speaker. This year the costs will be lower, the conference will be virtual. Newman would like the board to consider supporting FACCC at some level. Discussion is held. Kawamoto informs board members the \$2000 for the keynote speaker came out of the PAC fund. Kawamoto requests information from Zhang regarding the LRCFT budget. Zhang will look at the data and get back to the board. Discussion is held. Jones moves to table the proposal until the next board meeting, Lum seconds the motion. Motion passes with two opposed.
- VIII. LRCFT Faculty Relief Fund: (First Reading/Action/Suspend)**  
 Sneed presents information regarding the structure and set up of the fund. Lum moves to suspend the rules, Jones second the motion. Motion passes by consensus. Discussion regarding the name of the fund is held. Sneed is fine with the fund name as the LRCFT Faculty Relief Fund, as long as other on the board support the fund name. Limmaneeprasert moves LRCFT support the LRCFT Faculty Relief Fund as proposed, Lum seconds the motion. Motion passes by consensus.
- IX. Faculty Excellence Speaker Series & Honorarium for Speakers: (First Reading)**

Jones reports the Social Justice Caucus is piloting a Faculty Excellence Speaker Series for spring 2021. The pilot will include 2 webinars (one before and one after spring break). For this pilot, the plan is to highlight the excellent work being done by African American faculty across Los Rios. SJC is anticipating inviting 2-3 faculty to participate in each webinar. The SJC is requesting support of LRCFT in the form of money for Honorariums for the speakers. \$300 (\$50 per faculty participating in each webinar. Maximum participants = 6). Suggest that the funds come from the engagement/outreach portion of LRCFT's budget.

### Discussion

**X. Resolutions honoring recent retirees:**

Telles discusses resolutions honoring Annette Barfield and KC Boylan. Anette and KC will be invited to the beginning of our February 17 executive board meeting. Telles provides links to the drafts of the resolutions for input. The deadline for edits will be February 11.

**XI. CFT Convention:**

Newman discusses upcoming CFT Convention which will be held March 26 – 27. The delegate form is due on March 12. Board members interested in attending need to inform Newman and Mayorga of their interest no later than Friday, March 5.

**XII. Planning a virtual commemoration event to honor our late President Dean Murakami:**

Newman discusses hosting a virtual commemoration to honor Dean Murakami. Newman proposes hosting the commemoration on a Friday and would like to invite Chancellor King to attend. Discussion regarding possible dates is held. A committee to put together material is suggested. Lum will reach out to a professional that can put a video together for LRCFT if it is financially reasonable. Lum will have a quote for the board at the next meeting for the board to consider.

### Reports

**XIII. LRCFT President Report:**

**Meetings/phone calls since January 20:**

- Pre-steering: 1/21: Prison Education program/CARES Act funding/Reopening Plan
- Los Rios Labor Summit: 1/22 (Chancellor King and the other union presidents)
- Steering committee: 1/25
- Angelo Williams: 1/25: PAFC duties
- SUJIC: 1/25
- Chancellor's Cabinet: 1/25
- Steering Committee special meeting: 1/27: The Waiver for 100% remote
- President's meeting 1/27: Steering update
- Collegiality in Action w/Senate leadership: 1/27
- Interview SCC newspaper: 1/27: Los Rios Listening-Sessions
- Interview CRC newspaper: 1/28: Los Rios Equity on Campus
- Los Rios Labor Summit: 1/28: The Reopening Plan
- Deputy Chancellor phone discussion: 1/28: Fall Reopening Plan
- CFT Higher Ed committee: 1/30
- Chancellor's Cabinet 2/1: The Reopening Plan
- UC-AFT Virtual Rally for lecturer contract: 2/1
- DAS: 2/2
- CFT: 2/2: Vaccine Update
- Steering Committee special meeting: 2/3: The Waiver

**Local**

- **LRCCD RE-Opening Plan**

- Plan includes a charter and four VPs, one from each campus.  
<https://employees.crc.losrios.edu/collegewide/reopening-plan>
- 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.
  - <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/VaccineDoses.aspx>
  - Kaiser does not have enough vaccines for all tiers yet. Most of state is still in 1a tier. Some people in 1b now being vaccinated in some counties.
  - CFT vaccine fact sheet: [https://www.cft.org/sites/main/files/file-attachments/cft\\_covid-19-vaccine-info-sheet.pdf?1610751253](https://www.cft.org/sites/main/files/file-attachments/cft_covid-19-vaccine-info-sheet.pdf?1610751253)
  - Student and faculty vaccine timing is different.
  - We may negotiate with district a waiver for faculty to teach 100% online in Fall.
  - LRCCD sent first-priority list to county for vaccines=on ground lab teachers and their students (15 on ground lab programs this semester). More labs may be added in Fall.
  - March deadline to decide schedule for Fall semester.
  - On ground and online schedules in process.
  - *May need to pivot in summer to decide to go online.*
  - FT faculty may be able to use their offices for zooming in Fall. Discussions in progress.

***LRCFT input to LRCCD Reopening Plan draft report Jan. 30 Feb. 2, 2021***

30. 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.
31. Plan does not acknowledge the need for an equity-minded approach to workers.
  - a. All on-ground workers should be labeled *essential workers*.
32. 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.
33. Define ‘efficiencies and flexibility.’”
  - a. For whom?
34. 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. (Does not 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?
35. 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?
36. No acknowledgement or compensation of the workload increase experienced by faculty (counselors and chairs) with the changing schedule.
37. No mention of non-classroom faculty: coaches, coordinators, nurses, counselors.
  - a. Adaptations of the 164 or 174 scheduling
38. 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?
39. 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.
40. 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.
41. “Critical Response Groups” need robust representation of all stakeholder groups.
42. Need to remove ‘Exams and Tests’ section. This is protected by Academic Freedom.
43. Availability of technology funds to be able to use a High-Flex model which allows faculty to simulcast lectures from classrooms.
44. A robust coach’s section is important to add as mentioned in CDPH resource.
45. Part time faculty concerns not discussed but they are essential workers requiring Cares act funds for vaccination by district.
46. Need to coordinate the charts in recommendation 2 and 3. The color code chart is confusing to many who view it.
47. Adjustment to standing committee and department meetings? Move online until safe.
48. Safety Plans by department or Division.
  - a. Need to define what these are
  - b. What policies need to be followed
  - c. Who writes them?
49. Identify employee groups that may need to work through off-contract times.
50. Who reinforces safety violations?
51. Role of safety committees in messaging.
52. Provide basic vaccine info to faculty.
  - a. Tier

- b. Directions of groups to call for information
- 53. Faculty cleaning responsibilities?
- 54. Will vaccinations be mandatory?
- 55. Will any public events be held on campus if we are partially on ground in Fall?
- 56. What range of PPE will be offered by District in the Fall?
- 57. Need survey of faculty and students to discern Fall motivations?
- 58. Students sign waivers when taking class?

- **New EB Member Orientation**

- Part of our next three exec. board meetings will include orientation information for new and continuing members.
- Topics include the district budget, the responsibilities of college union representatives, the internal structure of the LRCFT, and the by-laws, constitutions, and policies of the exec. board.
- This semester I would like to meet individually with new board members to discuss their interests and questions.

- **Honoring recent Exec. board retirees**

- At our Dec. 16 board meeting, we voted to host a virtual party for our recent retirees Annette Barfield and KC Boylan to be held during the annual picnic in May, and to use the picnic funds for the celebration.
- Resolutions will be presented and voted upon at our February 3 exec. board meeting.

- **Honoring our late President Dean Murakami**

- The CFT exec. council is discussing the idea of creating a perpetual *Dean Murakami Memorial Award* given at its annual convention March 26.
- They also discussed with me the idea of donating to our scholarship this year. I will report back on their efforts.
- We are going through Dean's former office at ARC and will give away items to interested board members later this semester.

- **LRCCD Board of Trustees**

- Next meeting is Feb. 10
- Retreat is March 5 and 6.
- Please consider attending meetings and retreat.

- **Sac Central Labor Council (SCLC) [sacramentolabor.org](http://sacramentolabor.org)**

- 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.
- Next meeting is February 16.

- **LRCFT Membership #s update**

- LRCFT #s:
  - In June of 2018 we had **2393** faculty in the bargaining unit, and **2133** were union members: 988 full time and 1145 part time, or **89.1%** of the bargaining unit.
  - In November 2020 we had **2183** faculty in the bargaining unit and **1796** were union members: 918 full time and 878 part-time, or **82.2%** of the bargaining unit.
- There are currently 1178 part-time faculty in the district. 300 are non-union members.
- Our district lost approx. 230 part-time faculty from 10% cuts to classes in Fall 2020. Many were union members.
- Modest increase in full time faculty retirements in 2020. Most FT retirees were union- members.



- The current hiring freeze limits the number of new FT and PT faculty who would most likely become new union members over next two years.
- We should begin to recruit more members and finalize our membership form.
- Valarie Bachelor, CFT NorCal organizer, presented a deeper membership #s analysis during our Jan. 20 board meeting.
  - FT faculty membership percentage=90%
  - PT faculty membership percentage=75%
- **LRCFT Website *lrcft.org***
  - Robyn Waxman, LRCFT graphic designer (.2 RT) is making changes to the website.
  - Jane Hundertmark, CFT, can advise us if needed on making major changes to the site.
  - We need to update the images, photos, and text to reflect equity and efficient usage.
  - SCLC website is another model to examine besides the CFT site.
  - We should form a subcommittee to suggest a plan of action achieved by August.
- **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.
- **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.
  - Nurses Association labor actions this Saturday, Feb. 6: car caravan in CA. cities. Medicare for All movement.
    - <https://www.jacobinmag.com/2021/01/nurses-covid-19-pandemic-safe-staffing-legislation-california>
- **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.
- **Los Rios Trustees**
  - Invite a trustee to each exec. board meeting this semester: Q & A.
  - Kelly Wilkerson attends our first meeting.
  - I will also meet with each trustee individually during the semester.

- We need to attend the trustee retreat March 5-6.
- Trustee Tami Nelson will be invited to one of our upcoming meetings.
- **Al Rodda bronze bust**
  - To commemorate SCC's 100-year anniversary, and to acknowledge the role of former faculty member and legislator Al Rodda in establishing community college collective bargaining rights, the LRCFT in 2017 paid for the creation of a bust of Rodda to be placed potentially in Rodda hall at SCC. The cost was \$15,000. It sits in the union hall now.
  - We need to figure out how to finish this legacy project of Dean Murakami.
  - 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.
- **Picnic**
  - In lieu of a picnic this year, we will hold a virtual party for our recent retirees.

## **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

### ***More specific ideas:***

- **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

## State

- **CFT**
  - CFT continues to pushback on a quick reopening of K-14 schools in person prior to universal vaccine distribution to students and teachers.
  - A resolution was passed at the last CFT executive council in support of the continuation of online learning during the pandemic.
  - A second more symbolic resolution was also passed against the recent terrorist takeover of the Capitol.
  - 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.
- **Governor's Budget and CCs**
  - <http://www.ebudget.ca.gov/2021-22/pdf/BudgetSummary/HigherEducation.pdf>
  - The recent state budget proposal for CCCs released by the Governor allocates \$800 million to pay down the \$1.4 billion in deferrals because of the pandemic this year.
  - 1.5% COLA and .5% growth allocation also provided.
  - Information on the CARES Act and CCs:
    - <https://www2.ed.gov/about/offices/list/ope/heerfiinstitutional.html>  
Under the Formula allocations section, you will see a link that lists the exact allocation for each institution. That link takes you to:
    - <https://www2.ed.gov/about/offices/list/ope/314a1allocationtableheerfii.pdf>  
On this page you can see the amount allocated for your college. According to folks at AFT this money could be flowing to schools' coffers very soon, perhaps in weeks.
    - We will discuss with district in steering the allocation of CARES Act funds.
- **CFT Legislative Update**

Gov. Newsom released the annual January budget proposal for the 2021-22 budget year, totaling \$227.2 billion on Friday, January 8. The budget is very different from what lawmakers anticipated six months ago, when the 2020-21 budget was finalized, thanks to much larger than expected tax receipts. The proposal includes \$34 billion allocated to reserves (including the Public School System Stabilization reserve) and as discretionary surplus funding.

The budget proposal includes \$85.8 billion for Proposition 98 in 2021-22 and revises upwards the Prop. 98 funding for 2020-21 by \$11.9 billion. The statutory COLA for 2021-22 is calculated at 1.5% and the budget proposes a COLA of 3.84% for the LCFF, which accounts for 2020-21 COLA that was not funded.

The governor's January proposal includes \$2 billion for schools that create plans and return to in-person instruction as early as February, and a request for immediate action by the Legislature to fund this incentive.

Another \$4.6 billion is proposed to extend learning time for students this year – through summer and after school programs – and address other impacts of the pandemic. The governor is also requesting early action on this allocation.

The budget proposal calls for \$36.1 billion in total funding for higher education, which is \$951 million greater than the 2020 Budget Act. The California Community Colleges would receive a 1.5% COLA for apportionments, and funding to support 0.5 percent enrollment growth. The proposal calls for 3 percent base increases for the University of California and California State University.

California expects to receive a significant amount of funding for education from the federal stimulus package that was passed just before the new year. At this time, the governor estimates there will be \$6.7 billion for TK-12 and \$2.9 billion for higher education.

Below is a summary of the key components of the governor's 2021-22 budget proposal. Further analysis and information will be forthcoming as the budget moves through the legislative process. The Governor is required to update this proposal in May, before a final budget is adopted in June.

### **Community College Student Support and Engagement**

The governor also seeks early action by the legislature on proposals to address community college student' immediate student needs. This includes:

- \$100 million one-time funds for emergency student financial assistance grants to full-time, low-income community college students who were previously working full-time.
- \$20 million one-time funds to support community college student retention and enrollment, especially for re-engagement of students who may have withdrawn from classes due to the pandemic.
- Proposals to delay requirements for private nonprofits to access Cal Grants and restore Cal Grant A eligibility for students whose eligibility was affected by the pandemic.

### **Community Colleges**

The January budget proposes Proposition 98 funding totaling \$9.3 billion for the community college system. The budget includes \$204 million increase in ongoing funding and \$428 million in one-time funding. This reflects a 1.5% COLA (\$111.1 million) for the SCFF (Student Centered Funding Formula) and funding to support 0.5% enrollment growth (\$23.1 million). Most categorical programs will also receive the 1.5% COLA (\$6.1 million). Note: the COLA proposed for community colleges is different from the COLA for the K-12 system; state law requires the unfunded COLA from 2020-21 to be applied to the K-12 LCFF.

### **CFT Higher Education Committee meeting 1/30/2021**

Calbright fiasco

- CTA representing Cal bright faculty; some faculty groups supporting it?
- 16 million on going funds for Cal bright. Gov supports it. Recall Newsome.
- Calbright is wants to access funds for labor training programs. Vocational, certificates.
- Call politicians when the senate bill comes up to kill Calbright.

The budget process now moves more quickly with more feedback opportunities. If you want to testify, you can do public comment. Let Mike Young of CFT know, and he will get you on agenda.

CFT will provide updates on sponsored bills so that we can mobilize our members. That way we can get members to testify at the correct time and issue.

Hold harmless student-centered funding formula: hold harmless still in place and COLA increased by 1.5%. Getting rid of deferrals, partially 340 million outstanding. No push to freeze SCFF.

COLA should be 3.84 like K-12 rather than 1.5 for us. State law gives better COLA to K-12. It needs to be equalized.

FACCC says the same. Our COLA is lower than K-12 and CSU. CFT is pushing for equalization. COLA should not be connected to 10% online course offering for CCs.

Loan forgiveness is also a CFT priority.

Part Time Health Care: need a state law allowing it for all PTers when they teach one class. Issue varies across the state.

No workshops this year at the convention. March 1-May 1 workshops outside of convention.

Repeatability resolution=CFT priority soon.

- Negotiations:

- COVID: vaccinations: mandatory k-12, can negotiate it locally, and CFT will take a position later.
- Tech stipends:
  - They vary by district depending on funding.
  - Basic Aid districts like Marin or San Jose offer big stipends.
  - \$300 one-time tech stipend, \$500 to transition to online per class.
  - Other districts=\$800 to transition per class=Cabrillo
  - San Mateo=\$100 a month for expenses, plus \$500 total for transition. Basic aid district.

Repeatability and dual enrollment=lingering issues. Resolutions coming.

To vote at CFT conference, you need to be an elected delegate.

Cabrillo has a list of all contracts on a website. CFT should manage it <http://www.cftcabrillo.org/california-locals-and-contracts/>

### **Compensation:**

Local Pres. Tobin Keller at Cuesta has dealt with FT complaints about PT compensation.

adding steps to the salary schedule is one way to raise compensation for all rather than divisiveness.

Bay Area districts have shifted to a one salary schedule for both full and part time faculty while others outside Bay are not yet doing so.

- **Cabrillo CC's contract list statewide**
  - <http://www.cftcabrillo.org/california-locals-and-contracts/>
- **Dual enrollment: California ahead of the nation but students of color left out**
  - <https://www.insidehighered.com/quicktakes/2020/01/30/report-california-ahead-dual-enrollment>
- **FACCC Advocacy and Policy conference: March 12-13**
  - Should we pay for faculty and students to attend?
  - Last year, we provided \$7,800.00 for registration fees for faculty/students to attend.
  - Our PAFC also provided \$2,000.00 to FACCC's PAFC.
  - Conference Rates:
    - FT faculty non-FACCC members=\$100.00.
    - PT faculty non-members=\$40.00. If a member, cost of attending the conference is half these amounts. Students=\$20.00.
- **Upcoming Labor Actions**
  - Nurses Association labor actions this Saturday, Feb. 6: car caravan in CA. cities. Medicare for All movement.
    - <https://www.jacobinmag.com/2021/01/nurses-covid-19-pandemic-safe-staffing-legislation-california>

### **National:**

- Biden's labor agenda
  - <https://www.nytimes.com/2020/12/15/business/economy/biden-labor-economy.html>
  - <https://www.politico.com/news/2020/10/09/unions-biden-administration-426880>
  - <https://www.cato.org/blog/president-biden-labor-unions>
  - <https://www.cnbc.com/2020/12/01/biden-promises-to-be-the-most-pro-union-president-and-rep.html>
  - <https://www.latimes.com/politics/story/2021-01-29/biden-takes-an-aggressive-approach-on-labor>
  - <https://sacramento.cbslocal.com/2021/01/21/cesar-chavez-bust-biden-oval-office/>
  - <https://www.wsj.com/articles/labor-groups-push-biden-administration-on-union-friendly-priorities-11611351746>
  - <https://www.nytimes.com/2020/11/30/business/biden-economics-yellen-labor.html?action=click&module=RelatedLinks&pgtype=Article>

**XIV. PAFC:**

Kawamoto reports he attended the Women Dems Meeting. Betty Yee was the guest speaker and Dean's Dem contributions came up. Jaclyn Moreno requested PAFC endorsement for County Supervisor seat. Inquired around about this issue. Kawamoto will continue to prepare the Spring Plan for the PAFC in consultation with Jason. The next PAFC meeting will be on February 10, 2021 at 3pm.

**XV. FACCC:**

Limmaneeprasert reports Julie Adams, Executive Director of ASCCC, announced that they will be sponsoring 20 students from each campus to attend FACCC's A&P Conference in March. If anyone needs more information, they can contact Limmaneeprasert.

**XVI. Social Justice Caucus:**

Lopez reports on Caucus Plans:

SCC Karen Tercho organizing a virtual SJC Happy Hour - Date/time - TBA

Celebrate Black History Month - Faculty Excellence Speaker series

- Highlight Faculty of Color doing amazing things in the district
  - 30 min presentation and/or panel conversation
  - 30 min Q & A
- Work with FLC PD for Flex (run through all campus, equity centers)
- Equity minded recognition certificate along with honorarium
- Working with our campus representatives to set dates
- Working with campus representatives to identify FT/PT faculty to reach out
- This is a pilot

**XVII. Campus updates:**

***1. ARC – Limmaneeprasert reports***

During the period of Jan. 21 - Feb. 3, 2021, in addition to answering members' emails and phone calls and helping them with general union and contract issues, I performed the following tasks: " Attended a SUJIC meeting, Jan. 25, 2021 " Attended the chancellor's cabinet meetings, Jan. 25, 2021 and Feb. 1, 2021 " Met with Melanie Dixon, ARC President, Jan. 27, 2021 " Attended the DRT meeting, Jan. 27, 2021 " Met with a faculty member to prep him for an upcoming investigatory interview " Attended LRCFT president's meetings, Jan. 27, 2021 and Feb. 1, 2021 " Attended CFT Higher Education Committee meeting, Jan. 29, 2021 " Planned and emailed the ARC union event calendar to all the four college reps, Jan. 31, 2021 " Represented a member on Zoom in an unlawful discrimination complaint against him, Feb. 1, 2021 " Created and emailed a part-time faculty event flyer to AR part-time faculty, Feb. 1, 2021 " Met with ARC VP of Instruction, Feb. 2, 2021 " Met with Linda Sneed and Paul Baltimore to discuss the faculty relief fund, Feb. 2, 2021 " Met with ARC part-time counselors, Feb. 2, 2021 and Feb. 3, 2021 " Conducted option A of the ARC union team beginning-of-semester meeting, Feb. 3, 2021 Upcoming Events for this week " ARC union team beginning-of-semester meeting, option B, Feb 4, 2021 " ARC part-time faculty benefits, rights, and responsibilities workshop, Feb. 5, 2021

***2. CRC – Aldredge reports***

Meetings attended:

SUJIC Meeting 1/25/21

- Progress on Fall 2021 MOU Waiver
- Health Insurance increase coming
- Future scheduling of classes (online vs in person)

Chancellor's Cabinet Meeting 1/25/21

- Accomplishments in 2020
- Enrollment Down 10%
- New CalOsha Requirements; Vaccines; PPE

- Reopening Preliminary Report due - 1/31/21
- Equity focus (Black & Latinx students)
- Chancellor's Cabinet Meeting 2/2/21
  - Discuss the preliminary reopening report
- LRCFT College Presidents Meeting – 1/27/21
  - Review Draft Fall 2021 MOU Waiver
  - Revisit Availability Form
- DRT Meeting – 1/27/21
  - Campus Reports
- Council of Chairs Meeting – 1/29/21
  - Reopening conversation with VP Theresa Tena
- BIRT Meeting – 2/1/21
  - Cancelled – no issues
- Other meetings attended: CRC Senate 1/29; District Senate 2/2;
- Upcoming meetings: CRC Health & Safety Committee 2/8; SUJIC 2/8; Chancellor's Cabinet 2/8; CRC President Meeting 2/11
- College Reps meeting planned bi-monthly – first meeting on February 5<sup>th</sup> at 9:00 am
  - Campus Communication
  - Campus Workshops/Meetings (19.4.1)
  - Union Office Hours
- Grievances
  - One active grievance in process
- Hiring Committee
  - Appointment to AVC – Instruction (LRCFT Rep) - first meeting 2/17

### **3. SCC – Lum reports**

#### **1. Updates**

- a. 1 grievance, 1 potential grievance, 1 potential disciplinary action, 1 potential hostile workplace environment claim
  - b. Will be working with Lori Petite on organizing a couple feedback sessions to catalogue local reopening issues
  - c. Passing of Ruben Ruiz and Craig Hart. Both worked in student services. Faculty and staff in that area are really hurting right now. Trying to be cognizant of the support needed in that area.
  - d. 1 grievance, 1 potential grievance, 1 potential disciplinary action, 1 potential hostile workplace environment claim
  - e. Will be working with Lori Petite on organizing a couple feedback sessions to catalogue local reopening issues
  - f. Passing of Ruben Ruiz and Craig Hart. Both worked in student services. Faculty and staff in that area are really hurting right now. Trying to be cognizant of the support needed in that area.
2. Feb 5, 2021 –First Friday, Membership Meeting 2:30-4
    - a. Agenda
      - i. Intro our EB Members
      - ii. Discuss Re-open Issues
      - iii. Provide a limited update on potential insurance increases
3. Meetings attended
    - a. Senate meetings
    - b. SCC Re-opening Meeting with SCC Exec Team
    - c. Monthly meeting with President Gutierrez
    - d. Meeting w/ 2 Deans
    - e. Meeting with VPSS Davin Brown
    - f. Meeting with VPI Albert Garcia
    - g. SCC Ethnic Studies Council

- h. LRCFT President's meeting
- i. Dispute Resolution Team
- j. Chancellor's Cabinet weekly meeting

4. *FLC – Telles reports*

**Internal**

We've set up a monthly meeting of the FLC team

We're compiling a list of the issues that members have approached us on to share with each other

**Workshops and Other Offerings**

We've set up our initial group of offerings, but will add to our calendar as new events come to light:

Self-Study Workshops

EDD/Unemployment Clinic(s)\*

Hangtown Discussion

Part-time Faculty Caucus\*

Monthly Membership Meetings

\*District-wide offering

**Meetings**

Met with VPI to set up Faculty Workload Committee Meetings

Dispute Resolution Team

LRCFT President's meeting

Chancellor's Cabinet (now held weekly)

Meeting adjourned 5:15 PM

---

Jason Newman, Interim President

---

Ling Ling Zhang, Secretary-Treasurer