

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 1, 2021

Present: Jason Newman, Gabriel Torres, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Walter Kawamoto, Linda Sneed, James Telles, Josh Fernandez, Lingling Zhang, Kalinda Jones, Dennis Smith, Iris Dimond, LaQuisha Beckum, Katie Carbary, Matthew Register, Arthur Jenkins, Gabriel Torres, Veronica Lopez, Tak Auyuang, Nicole Griffin

Excused:

Absent: Angelo Williams, Jackie Vargas-Ornate, Jesus Limon, Leon Smith

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Agenda approved by consensus. May 19, 2021 minutes approved by consensus.
- III.** Public Comment: Newman reviews upcoming events

Reports

IV. AS Report: Oliver

The AS will meet next week. Data collection will be addressed.

V. Chief Negotiator: Lum

Lum reviews written report.

1) Vaccination Mandate / COVID Protocols

a. Agreements Reached Regarding the Impact of Vaccination

- i. 45 days for new hires to come into compliance with protocol
- ii. If necessary, District agrees to extend the benefits guaranteed in SB95 Supplemental Sick Leave through the end of the semester. They are currently scheduled to expire on September 30, 2021
- iii. If faculty violate the vaccine mandate, District will follow the CBA's progressive discipline policy
- iv. If faculty go through discipline policy and still refuse vaccination and to file exemptions, the final step will include and Unpaid Leave of Absence for a set period of time (still in discussion) -it may be until the end of term.

b. Accommodations for those with exemptions

- i. Each person with an exemption will go through an accommodations process individually.
- ii. The intent of the district, per the vaccine mandate protocol, is to:
 - 1. Require enhanced masking protocols even if Sacramento County Public Health no longer requires masking.
 - 2. Required weekly testing
 - 3. Potential enhanced use of online platforms (e.g. online counseling appointments for students)
 - 4. Other measures as needed. What is needed might vary by job title and requirements, etc.

2) Current campus level protocols for COVID positive reports in classes is messy. Discussed the need to create a more realistic system.

a. Other Miscellaneous but related items:

- i. LRCFT has encouraged a clear reporting guideline for those co-workers, or students who are not following masking policies.
- ii. Right now, tell faculty to contact their area dean if protocols aren't being followed.
- iii.

3) 100% Online and Remote Work in Spring,

4) All office hours for Full and Part timers Online

5) Negotiation related to additional COVID Payments starts tomorrow

a. Chairs

- b. Stipend for flipping from on-ground to in-person (Fall)
 - c. Coaches
 - d. PREP program
 - e. College Nurses
 - f. Extra hours related to COVID trainings for practicums
 - i. Nurses
 - ii. ECE
 - iii. Emergency Responder Programs
 - g. Etc
- 6) Salary Negotiations (To be discussed on separate agenda item)
- 7) Summer Negotiated items
- a. Remote Work MOU in June
 - b. Family Leave in July
 - c. Salary Discussions and Retro in August

Meetings

Steering

Negotiations on Item 7 above

Negotiation meetings regarding Vaccine Protocol

Review of Protocol

Presidents Meeting

Chancellor’s Cabinet

VI. PAFC Report: Kawamoto

Kawamoto reviews written report. Sneed will send out PAFC minutes next week.

The big political issue these days is the recall. LRCFT has contributed to the CLC effort, and several members are volunteering. If you have any available time, let me know and I will get you connected.

The PAFC meets next week, primarily to approve the semester plan. The central component of the semester will be choosing an endorsee for state senate district 6 (Richard Pan).

There are several issues to discuss on this: there are at least seven people to interview. CFT wants to do work with us in the process. With several good candidates, should we be open to dual endorsements?

There are many other local races that might be interesting, like maybe the county supervisor race between Jaclyn Moreno and Pat Hume.

We only have time for 2 or 3 races, this semester. The reason we want to address important 2022 races now is so we can donate to our endorsees now and in 2022.

VII. Treasurer Report:

Zhang gives shares and reviews LRCFT financial report, proposed and approved budget for last year. Discussion held.

Action Items

VIII. SCC LRCFT President RT allocation: (First/Suspension/Action)

Lum discusses board approval of reassigning .1 of SCC President’s Reassigned Time load to SCC union representative Jacqueline Vargas-Onate for this semester and after. Reassigned allocation of .1, no new funding requested. Discussion held. Register moves approval of allocation of .1 reassign time from SCC College President allocation for the fall semester, Telles seconds the motion Discussion held. Motion passes by consensus. *[No one moved to suspend the rules]*

IX. Reassigned Time for Fall 2021: (First/Suspension/Action)

Newman shares list of recommended Fall 2021 semester reassign time 2021 for consent by board members. Newman intended to share and discuss at the board retreat that was postponed. The list for Spring 2022 will be shared in time for fuller discussion. Jones requests information regarding previously assigned reassign time with concern of increasing release time ties to an increase in use of member’s dues. Perrone clarifies how release time is paid for. The district pays for 3.5 FTE from the district which the district pays for. LRCFT normally purchases

.7 FTE which comes to \$40,000 to \$45,000. Other than years LRCFT has negotiated for contracts, this is standard for what has been purchasing in past years. Compared to other unions, locals and districts, LRCFT has a very low FTE from the district. LRCFT has asked for more in the past but the district has refused. Perrone clarifies that there is no increase in the proposed list. Jones requests verification in this Fall amount compared to past amount. Perrone will provide information. Register suggests the board consider using release time for other positions than the ones listed. Discussion regarding release time during Summer 2021 and if there is need for release time next summer is discussed. Move to approve reassign time passes with consensus. *[No one moved to suspend the rules or seconded]*

X. Salary Negotiations Update:

Newman reviews and discusses Executive Board vote for change to the salary schedule. The vote was for option 3. The district has acknowledged option 3 can be implemented. Newman discussed the importance for the membership's support and the opportunity to approve of the changes. According to the LRCFT Constitution and By-laws, membership must approve of the proposed changes. The LRCCD BOT will need to approve changes to the salary schedule as well. Newman discusses several options for drafting the ballots, presentations to inform faculty and workgroups. Timelines are discussed. Lopez requests clarification in approach to change that was approved by the board. Lopez supports the idea of democracy and transparency within the union but is concerned with the change on how to move forward from the last meeting. Newman discusses the need to have the membership vote on such a big change to the salary schedule and the need for transparency. The ballot will state the board voted in support of option 3 and will promote for support of option 3. Perrone discusses the LRCFT constitution and negotiated agreements should be ratified. Lopez raises the issue that the salary committee was not informed of the process to have the membership ratify the changes when the vote took place. The process should have been communicated with the salary committee. Newman agrees with the lack of communication. Aldredge supports taking the changes to the membership with clear support of the proposed change from the board. Jones discusses her concerns to changes of past practice, processes and the new proposed changes to process. Newman is in agreement with Jones and accepts responsibility of not communicating process sooner. Limmanprasert is in agreement with Aldredge, support of membership approving of proposed changes is important. Register is in support of taking changes to the membership but suggests not making the default to be option 1 but make the default option to go back and reexamine things for a more palpable option for members. Beckum agrees with Register. Beckum reminds board to support of option 3 that the board supported. Lopez suggests the board be transparent with all processes, including working on the Constitution. Lum discusses the importance of presenting the change with the clear approval of the proposed change for option 3. Smith moves to suspend the rules to take action on the item, Aldredge seconds the motion. The BOT will need to accept the proposal in early November. Lum reviews timeline, counting back from November. Motion to suspend the rules passes with one opposition. Motion passes. Limmaneeprasert moves to bring option 3 with board approval to the LRCFT membership for ratification, if option 3 is not ratified option 1 is the default. Aldredge proposes friendly amendment to the motion, if option 3 is not ratified, the workgroup will make a recommendation to the board of what the default option is. Limmaneeprasert accepts friendly amendment. The workgroup will be one member from each campus selected by each campus team, including Newman and Lum. Motion to bring option 3 to the membership vote passes with one opposition. Sneed discusses concerns regarding change of addresses process and making sure the district has up to date addresses. Volunteers for the workgroup are needed by the end of the week. *[Don't know if Oranit needed to approve of amendment to her motion, along with the friendly amendment she accepted from Teresa]*

Discussion Items

IX. Honoring Our Late Colleagues:

Sneed proposes approval of donations to families of our colleagues who passed away this summer: Tanya Rodriquez (SCC, Philosophy) and James Strode (ESL, CRC), in the amount of \$500 to each family. Sneed discusses potential board policy regarding announcements when a colleague passes. Newman informs the board that there has not been a policy. LRCFT has dealt with this situation on a case by case basis. Lum discusses requesting the district contact the union regarding these situations. LRCFT can consider putting together a check list for family such as making sure LRCFT contact HR to make sure family receives retro payment they are due and reaching out to see if family needs help with CALSTRS. The History Department at SCC has started a petition for a Part-timer space with the intention of naming it after Paul Baltimore and establishing a scholarship

fund. Regarding Tanya Rodriguez she was a member of our philosophy department, taught on the Cessi Grant. Coordinating a scholarship in Tanya's name for SCC students, her family feels Tanya would like that. LRCFT can consider a \$500 donation to the fund. Kawamoto discusses proposals in honor of Dean Murakami. Telles discusses Paul Baltimore scholarship fund. Will be discussion fund with Paul's mother.

Other Reports

XI. **Legislative Liaison:** Limmaneeprasert

AB 375 (Medina), *Community College Part-Time Employees*, Raising CCC part-time faculty load cap from 60%/67% to 80%/85%, Co-Sponsored by CFT and FACCC

The bill was voted (7 ayes, 0 noes) out of the senate suspense file on Aug. 26th and will head to the Senate floor for a vote. Again, this bill is the reboot of AB 897. It would change the load limit for CCC part-time faculty from 60%/67% to 80%/85%. In the spring, I sent my support letter and emailed the sample support letter to the EB and many fulltime and part-time faculty members to ask them to send their support letters to the Assembly Appropriations Committee or Michael Young. Numerous faculty members did so.

AB 1269 (Garcia), *CCC Part-Time Faculty Parity Study*, Sponsored by CTA and supported by FACCC, but **opposed by the CCC Chancellor's Office (letter attached)**

Unfortunately, this bill did not make it out of the senate suspense file despite FACCC's advocacy (in which I participated). It would require the CCC Chancellor's Office to conduct a comprehensive study of part-time faculty as specified, to be completed by July 1, 2023. It would also require, as part of the study, the chancellor's office to collect and report part-time faculty parity data from each community college district, and would require those data to be reported on the public internet website for each community college district and the public internet website for the chancellor's office by July 1, 2022.

AB 1326 (Arambula), *County Liaison for Higher Education*, Sponsored by FACCC
This bill was voted (7 ayes, 0 noes) out of the senate suspense file on August 26th. It would require counties to designate a county liaison to work with higher education counselors.

AB 1432 (Low), *Eliminating Calbright*, Co-sponsored by CFT and FACCC.

This bill is now a two-year bill. It would make the California Online Community College Act inoperative at the end of the 2022–23 academic year and would eliminate Calbright.

Please go to the next page.

AB 928 (Berman), *Student Transfer Achievement Reform Act of 2021*, Opposed by FACCC, ASCCC, SSSCC, CCCO, and the Department of Finance

This bill was voted (7 ayes, 0 noes) out of the senate appropriate committee on August 26th and went through second read on August 30th. It has three significant changes that will affect community college students, but **the automatic placement of students on the ADT pathway is the most alarming:**

The bill would require the CCCs to auto-place all students in an Associate Degree for Transfer (ADT).

ADTs are not a guaranteed transfer to the CSU campus of choice, so many place-bound students cannot transfer.

Students wishing to enroll in an impacted major are not guaranteed transfer.

The majority of students have a better chance to transfer to the major and campus of their choice with a local AA or no degree.

In 2020 only 24% of **all** CCC transfers to the CSUs transferred with an ADT guarantee.

However, less than half of the students earning an ADT transfer with a guarantee.

AB 928 will place too many students on a crowded educational path with no off-ramp to transfer. We need to ensure the pathway is a genuine guarantee before automatically placing more students on this pathway. This bill will also steer our students away from TAG agreements that allow them a true guaranteed path to the elite UC system.

All practitioner system partners (FACCC, ASCCC, SSSCC, CCLC, and CCCCO) agree that Berman must strike the automatic placement in the ADT pathway from the bill.

ASCCC resolution in opposition

SSCCC letter - opposed unless amended

CCCCO analysis - opposed unless amended

Joint System Partners letter - opposed unless amended

Dept of Finance - opposed due to fiscal impact of the bill

FACCC strongly opposes this bill. Please **contact your legislators** and ask them to vote NO on AB 928 when it comes up for a floor vote.

Upcoming FACCC Events: ACCC Board Meeting (hybrid), September 17th, 9 a.m. - 5 p.m.; Returning to Campus: Evolving College Practices in the Era of COVID-19, October 1, 12 - 1:30 p.m.

XII. Campus updates:

1. ARC – Limmaneeprasert

This report includes my activities during the period of May 19th to August 30th (even though I didn't/don't have reassigned time for the summer). The union concerns I addressed by email and by phone are about these topics: retro payment, COLA and salary improvement, repayment to the district, leave of absence, reopening issues (e.g., social distancing, policy for COVID exposure in in-person classes, mask policies and enforcement on campus and at worksites for the internship program, vaccination requirement, FTE that tenure-track and tenured faculty are allowed to work online in spring 2022), preference, healthcare, part-time faculty office hours, initial salary placement, salary advancement, equity reflection for the performance review, fall 2021 performance review. Additionally, I performed the following tasks:

- ◆ Attended two LRCFT president's meetings, June 4th and August 18th
- ◆ Coordinated the faculty relief fund activities (created the application, organized the committee meeting, and communicated with Jason, the union college presidents, the treasurer, the committee members, and the applicants), May 24th - July 1st
- ◆ Co-conducted the faculty relief fund committee meeting with Linda, June 29th
- ◆ Attended two chancellor's special cabinet meetings, July 12th and August 2nd
- ◆ Attended two SCLC delegate meetings, July 20th and August 17th
- ◆ Co-conducted the orientation for new part-time faculty with Linda Sneed, July 23rd
- ◆ Attended the LRCCD special Board of Trustee meeting on vaccination requirement, August 3rd
- ◆ Met with the ARC VPI twice (issues discussed: flex, performance review, deans' communication with department chairs, new full-time faculty list, load balancing, issues with the link to the faculty availability form on the ARC web page, issues with the DOADJ-ARC list, support for faculty dealing with cheating), August 25th and 31st
- ◆ Discussed shared governance issues with ARC academic president, August 18th and 25th
- ◆ Conducted an ARC union team meeting, August 26th
- ◆ Conducted a union workshop called Part-Time Faculty Benefits, Rights, & Responsibilities, August 27th

Upcoming Event: An ARC union event, September 3rd

3. FLC – Telles

Internal

1st FLC Team Meeting of semester

Sending out 2nd email to all FLC part-timers on our PT Rep position, as we only had a single response over Summer and want to provide more information about the position.

Grievances

Still waiting to have meeting with new head of HR to attempt to remedy the last outstanding item of the grievance on not paying faculty for prior month's work. Remedy is quicker turnaround on getting faculty paid when administrative mistakes delay payment on time.

Workshops

FLEX Equity Reflection Training (edited, caption clean-up and published video). Thank you, Jesus, for the heavy lifting and Julie for your great input throughout the session. Belinda, always happy to have you there for needed back-up. You came in handy!

Team Worked w/ Members on:

Salary, tech stipends, retro, PT office hours, medical leaves, chair stipends, EDD/unemployment, type c leaves,

sick leave, how to join union, re-opening (enforcement of policies), vaccinations & exemptions, coaches (vacc & testing issues), preference, low enrollment and enrollment fraud, performance review (removal of team member, self-study, online and reflection-specific)

Meetings

Faculty Disciplinary Meeting

Multiple Re-Opening Meetings w/ VPI and faculty returning in Fall

Special DAS/Union Summer Meeting

Special Summer Chancellor's Cabinet Meetings

Summer and Early Fall Presidents' Meetings

FLC Academic Senate (Provided FLC Senate with LRCFT Report)

4. SCC – Lum

Internal

- Set up team meetings for the semester

Grievances, Issues, Questions

- Ongoing issue in Vocational Nursing
- Complaints regarding the COVID-19 exposure reporting and feedback process
- Questions about How do we handle those violating public health protocols?

Workshops / Trainings

- Shared the equity reflection training the Jesus and James ran.

- Created SCC Calendar for the first half of the semester

Sep 3- Union office hour 12-1pm (SCC only)

Sep 8- LRCFT/ LRCCD Online workstation review 3-4pm (All faculty and Admin)

Sep 9- Self-study presentation w/ Jesus 3-4:30 pm (All Faculty)

Sep 10- Adjunct Faculty meeting (SCC only)

Sep 13- LRCFT/ LRCCD Online work state review (All faculty and admin)

Sep 17- Pre tenured faculty brown bag 12-1pm (SCC Only)

Sep 20- SCC LRCFT meeting 3-4pm *Zoom link sent

Sep 24- Self-study presentation 1-2:30 (All Faculty)

Oct 1- Union office hour 12-1pm (SCC only)

Nov 5- Union office hour 12-1pm (SCC only)

Nov 15- SCC LRCFT meeting 3-4pm

Dec 3- Union office hour 12-1pm (SCC only)

Meetings

- Multiple Re-Opening Meetings w/ VPI and faculty returning in Fall

- Special DAS/Union Summer Meeting

- Special Summer Chancellor's Cabinet Meetings Summer and Early Fall Presidents' Meetings

- SCC Academic Senate

- Worked with SCC AS President on issues related to Performance Review Team

- Email / virtual meeting regarding establishing a scholarship in memory of Professor Tanya Rodriguez

- Email Petition / Updates with SCC History. They are working to 1) Establish a new PT faculty space at SCC. Want to name the room/space in memory of Professor Paul Baltimore. Also looking into helping establish (or join with others in funding) a scholarship in Paul's Honor.

Meeting adjourned 4:30 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer