

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 4, 2024

Present: Jason Newman, Belinda Lum, Teresa Aldredge, Michael Henderson, Gabriel Torres, LaQuisha Beckum, Art Jenkins, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Veronica Lopez, Leon Smith, Dennis Smith, Kalinda Jones, Bill Miller, Kalee Christensen, Katie Carbary, Jacob Traugott, Michael Angelone, Linda Sneed, Scott Faulds

Excused:

Absent: Jackie Vargas-Ornate, Teresa Urkofsky, David Reese, Iris Dimond

Motions passed:

- Consent items 1 -5
- Appointments to Salary Committee
- Approval of 2024 – 2025 LRCFT Budget

Consent items:

1. *CLC Labor Day Picnic* (\$500)
2. *Sacramento Run to Feed the Hungry* (\$1500)
3. *CLC Salute to Labor Dinner* (\$2,500)
4. *LRCFT Holiday Party* (\$2,500)
5. *CLC Operation Xmas Basket for Kids* (\$1,000)

Torres moves to approve consent items, Rowe seconds the motion. Motion carries.

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Goodchild moves to approve agenda and May 15, 2024 minutes. Rowe seconds the motion. Motion carries.

Action

III. Salary Committee: (1st Read/Suspend/Action)

Newman discusses the appointment of faculty to the Salary committee that will meet once a month for one-two hours during the Fall and Spring Semesters, except August and January. A total of 8 meetings at a minimum. The committee will meet in Fall 2025 to finalize the proposed options to use during the negotiations. The committee will consist of the Secretary/Treasurer as the lead, one full-time and one part-time faculty member from each college (8), the college faculty union president (4), the chief negotiator, and the past and current LRCFT presidents. We need to appoint the 8 full and part time faculty members from each campus (2) to the committee. The 8 full and part time faculty will be paid \$500 per semester for participation. ARC has appointed Matt Register; SCC has appointed Rebecca Goodchild and Jacob Traugott. Rowe moves to approve ARC and SCC appointments to the salary committee, Miller seconds the motion. Motion carries.

Discussion

IV. LRCFT Constitution/By Laws retreat work and next steps:

As part of the process of reforming our Constitution and By Laws which the membership is required to ratify by end of Fall semester, we held an in person one day meeting at the union hall on Friday, Feb. 23. We need as a board to discuss Constitutional provisions that achieved consensus and did not achieve consensus during the retreat.

Review of the elections procedures for the upcoming elections is held. Models for electing College VP's is reviewed and discussed. Goodchild proposes removing model 1A & B. Jenkins and Beckum voice support for Model 3. Discussion regarding the rotation of VP elections is held.

Part-time faculty assigned to several campuses vote is discussed. Should preference determine what campus part-time faculty can vote at. Aldredge suggests LRCFT inquire how other locals address this. Sneed suggests part-time faculty vote at each campus they are assigned to for their local elections but not for district wide elections like President and Treasurer.

Newman will assign board members to the Elections Committee Task force at the next board meeting.

Timeline for announcing upcoming elections is reviewed. Aldredge suggests announcing upcoming elections at the beginning of the semester to give more time for faculty. Torres informs the board that LCLAA announces 60 calendar days ahead of an election. Supports announcing earlier in the semester.

Nomination process is reviewed. Discussion regarding self-nomination and the purposes of collecting signatures is held.

Reimbursement of campaign materials for contested elections is reviewed. Rowe supports reimbursement of up to \$500. Sneed supports reimbursing up to \$500. Faculty does not have access to non-work emails. The cost to print and mail materials can be costly. Having access to non-work emails would reduce the need for printed materials and postage. LRCFT will host a candidate forum for member. The forum will be posted to the LRCFT website.

V. Treasurer Report:

Rowe reviews the unaudited financials for the board. A list of LRCFT contributions for last year has been posted to the Livebinder. Rowe reviews the list. The management report and balance sheet are reviewed. The draft budget for 2024 – 2025 is reviewed and discussed. Traugott moves to approve the budget for 2024 – 2025, Miller seconds the motion. Motion carries.

VI. AI Workload Increase:

Christiansen discusses AI workload creep and discusses the need for the union to step in to help address this issue by creating a Union Monitoring and Advocacy: Task Force or Dedicated Position. Christiansen suggest the union appoint someone specifically to keep an eye on how AI is impacting us across different colleges. This person could track these developments, share insights, and bring our concerns back to the union. To make sure this role is effective; it should come with release time. That way, the person can focus on AI-related issues without adding to their own workload. The union could help by advocating for standardized policies across all colleges to manage AI in education. Clear guidelines would benefit both us and our students, reducing confusion and disparities. Faculty need the union's support in pushing for more resources and professional development opportunities so we can better understand and manage AI in our classrooms. This is something that needs the union's attention right now. The current situation isn't just unsustainable; it's impacting the quality of education we provide. With the union's help, we can fair solutions and make sure our workload is manageable. Smith reminds the board that a structure is in place which is the Information Technology Committee. This is also a SUJIC issue.

VII. LRCFT Part-time Faculty Issues Party and Membership Drive:

Members of the LRCFT Part-Time Faculty Issues Committee would like to host a party for part-time faculty (and those who support part-time faculty issues – no one would not be welcome) to discuss part-time faculty issues, to help people get connected to their union, and – we hope – to gain some new members. This will also be an opportunity to launch the new Part-Timers Almanac. The PFIC is asking for the LRCFT to contribute up to \$400 for food and non- alcoholic drinks for an event to explore part-time faculty issues and introduce part-time faculty to the

LRCFT, aiming to sign up new members. This is scheduled to take place the evening of Friday, September 27 at the LRCFT building. We intend to welcome partners and families to make the event even more inviting

VIII. Joint Picnic in May 2025 with SEIU and LRCEA Unions in Los Rios:

Newman discusses hosting a joint union picnic with SEIU and LRCEA in May 2025.

Reports

IX. LRCFT President Report: May 9 - September 3, 2024

General recommendations to board:

- **Read agenda and board docs prior to the meeting;** see LRCFT live binder.
- Consider **submitting agenda items:**
 - 1st draft of agenda sent one week before meeting.
 - Final agenda sent Tuesday morning prior to Wednesday board meeting.
- If you want an item on the **consent calendar** to be further discussed prior to a vote to pass all items on the calendar, please announce that you want to pull the item from the calendar when able to do so during our meeting.
- Keep **motions clear** on the floor during the meetings. Restate the motion for board members prior to voting.
- Please use the **red and green check buttons** in zoom for voting.
- **Adhere to time limits of agenda items** during meetings. Time limits will be monitored. A vote will take place to authorize more time if needed.
- **Chat:** please use the zoom chat function sparingly. Refrain from engaging in debate on chat.
- There is a **new parking lot** across the street from union hall! \$5 a day.
- If you receive **Reassigned Time or stipends from the LRCFT:** Please **submit a written report** to Reina/me for **second** board meeting of month (*campus presidents, chief negotiator, treasurer, graphic designer, PAFC chair, and part time faculty board members receiving compensation at the second and third tier*).

Important events and dates: Fall semester

LRCFT Exec: 3-5 pm (first/third Wed.): Sept. 4, 18; Oct. 2, 16; Nov. 6, 20; Dec. 4

LRCFT PAFC: 3-5 pm (fourth Wed.): Aug. 28, Sept. 25; Oct. 23; Nov. 27

SUJIC: 2-3 pm (fourth Mon.): Sept. 23, Oct. 28, Nov. 25

Chancellor's Cabinet: 3-4 pm (fourth Mon.): Sept. 23, Oct. 28, Nov. 25

BOT: 5:30-7:30 pm (2nd Wed.): Sept. 11, Oct. 9, Nov. 13, Dec. 11

LRCFT Presidents: 2-3 pm (second Wed.): Sept. 11, Oct. 9, Nov. 13, Dec. 11

Dispute Resolution Team: 2-3 pm (fourth Wed.): Sept. 25; Oct. 23; Nov. 27

Sac Central Labor Council Delegates meeting: 6-7 pm (second Wed.): Sept. 11, Oct. 9, Nov. 13, Dec. 11

LRCFT workshop: "representing faculty when meeting with management": Fall 2024 TBA

LRCFT Labor film series: 4 pm (fourth Sunday)

SCLC Labor Day Picnic: September 2

CFT Standing committees: Sept. 21 (Los Angeles), Dec. 14 (virtual)

CCC Division and State Council: Oct. 4-5 (Irvine)

CFT Exec. Council: Sept. 14 (Burbank); Nov. 16 (virtual)

SCLC Salute to Labor Dinner: Oct. 24

Run to Feed the Hungry Race: November 24

LRCFT Holiday Party: Dec. 7, Track 7 Brewery

General Issues over the summer and plans for Fall:

Summer:

- LRCFT along with CFT participated in Sacto's **Pride March and Festival** on June 9.
- Several LRCFT board members attended **CFT union summer school** June 24-28 in Asilomar.
- LRCFT sent 8 board members to the **AFT convention** in Houston in July.
- LRCFT sent 9 board members to the **CFT CCC Division leadership** meeting in San Diego in Aug.
- At a **special board meeting** in late July to discuss the **Retro** allocation, LRCFT steering successfully negotiated a 4% COLA and 11% Retro.
- LRCFT negotiated a new **PREP MOU** with LRCCD to restart the program. The issue was covered twice in the *Sac News and Review* and *Sac Bee*.

- **LRCFT PAFC** meetings and endorsements:
 - **4 LRCCD Board of Trustee races** are open this fall
 - LRCFT PAFC has endorsed Kelly Wilkerson, Tami Nelson, and Colette Harris-Mathews (to replace Pam Haynes retiring). Tami Nelson and Kelly Wilkerson have no challengers. Harris-Mathews has a challenger who has historically received less than 25% of the vote.
 - May 22 and Aug. 27 PAFC meetings:
 - endorsed Maggie Krell for AD6.
 - provided more funding to Porsche Middleton (AD7), Roger Dickinson (Sac City Council D2), and Flo Cofer (Mayor). These are the local focus races.
 - reduced PAFC chair pay to .10 and cut some outreach duties.
 - endorsed Leroy Tripette (Rancho Cordova city council D4), Barbary Leary (Folsom City Council D4), Tami Nelson LRCCD Trustee, Kelly Wilkerson LRCCD Trustee.
 - Colette Harris Mathews was endorsed for trustee in April.

Fall:

- CLC **Labor Day picnic** is this Monday. Free for union members and families. LRCFT will table.
- CLC **Salute to Labor dinner** is October 24.
- **Trustee Tami Nelson** will attend our EB meeting in September/October.
- A new **Chief Counsel** hire takes place this semester. I am on the committee.
- The District hired a new **Police Chief**, Harvey Woo. I am meeting with him for coffee.
- LRCFT **representing faculty workshops** will be scheduled in April and in the summer.

- The LRCFT **Constitution** and By Laws work will continue in the fall semester with the membership providing a final vote in November.
- **The March in March** student protest in Sacramento is in the planning stages. Date set is March 4.
- **Negotiated items recent/upcoming**
 - PREP MOU finalized.
 - Pre-Retirement Reduced Workload Program finalized.
 - Party Time Faculty Professional Development on-going.
 - Moratorium on the Use of Human Remains Task Force in Fall will create new policy.
 - ARC Library faculty relocation compensation upcoming.
 - Noncredit course offerings upcoming.
 - Coaches and playoff pay upcoming.
 - Nurses upcoming.

- **Reassigned Time positions**
 - LRCFT RT committee will meet this semester to evaluate all positions.
 - PAFC chair and Communications Coordinator positions will be readvertised and remain open until filled.

- **LRCFT committees**
 - **Salary** committee formed this semester, 2 Pters and 2Fters per campus.
 - **Stewards Committee**: meets this semester to finalize steward duties and program.
 - **Editorial Review Committee**: meeting this semester for *Union News* publication.
 - **Accessibility Committee**: meetings ongoing, one per month on third Friday.
 - **Part Time Faculty Issues Committee**: meetings ongoing.
 - **PAFC**: met May 22 and Aug. 27. Next meeting is Sept. 25.
 - **Elections** committee: will be formed early this semester
 - **Reassigned Time** committee: will reconvene in October.

- **LRCFT Union hall activity**
 - LRCFT Labor film series (4 so far) held by Leon Smith.
 - Endorsed candidate campaigns: phone banking
 - SCC happy hour TBA.
 - PT faculty caucus gathering TBA.

- **CFT upcoming meetings**
 - *Exec. Council*: Sept. 14 (Burbank); Nov. 16 (virtual)
 - *Standing committees*: Sept. 21 (Los Angeles), Dec. 14 (virtual)
 - *CCC Division and State Council*: Oct. 4-5 (Irvine)

- **Sacramento Central Labor Council**
 - COPE endorsements took place in August.
 - *Salute to Labor Dinner: Celebrating Women in the Movement* takes place Oct. 24.
 - Phone banking and walking for endorsed candidates locally and Reno, Nevada.

- **Trinational Coalition in Defense of Public Education**
 - <https://journals.sagepub.com/doi/10.1177/0160449X20901649>
 - planning meetings for Nov. conference in San Antonio.

- **LRCFT Constitution/By Laws**
 - Retreat held at LRCFT Building – Friday, February 23 from 9:00 AM – 4:00 PM.
 - Work continues this semester to finish the policies.
 - Final version to membership for a vote in December.

- **LRCCD Board of Trustees** this semester expressed an interest in:
 - Receiving the PREP report from District
 - Restarting Interest Based Approach
 - CTE audit: race-based
 - Dual Enrollment increase of C-cap agreements.
 - Fixing the problem of attracting adult learners over age 25.
 - Space utilization: The study will be released Fall semester.
 - Accessibility report from the Deputy Chancellor to trustees pending.

- **What we propose to accomplish as a union this semester:**
 - LRCFT Constitution, By Laws, and Policies revamp
 - *Union News* activate
 - LRCFT website update

- *Communications Coordinator* new RT position to be filled
- *PAFC chair* position to be filled
- Grievance workshops (2) for board members
- Workshop on LRCFT representative duties
- *Leadership Handbook* creation
- Stewards network formation
- Campaign for local candidates.

Meetings attended by LRCFT President: May 9 -September 3:

CA Federation of Teachers (Vice President, Exec. Council)

- 5/14: standing committee prep (1 hr.)
- 5/17: division council (4 hrs.)
- 5/18: standing committee (6 hrs.)
- 5/20: standing committee debrief (1 hr.)
- 5/21: Classified rally at capitol (4 hrs.)
- 6/4: calendar committee (1 hr.)
- 6/7: exec. council (4 hrs.)
- 6/8: exec. council (7 hrs.)
- 6/9: gay pride day march (3 hrs.)
- 6/20: March in March planning (1 hr.)
- 6/13: March in March planning (1 hr.)
- 7/10: briefing for CLC (2 hrs.)
- 7/15-17: CA Labor Fed convention (3 days)
- 7/10: division council (4 hrs.)
- 8/24-25: CCC division council leadership San Diego (8 hrs.)
- 7/21: AFT Houston convention (5 days)

Sacramento Central Labor Council (Recording Secretary, Exec. Council)

- 5/13: Supervisor Phil Serna and staff: affordable housing (1 hr.)
- 6/5: housing and homeless program debrief (1 hr.)
- 6/10: check signing (1 hr.)
- 6/11: Law and Legislation (1 hr.)
- 6/12: exec. board (2 hrs.)
- 7/10: exec. board (2 hrs.)
- 7/20: Sky River casino workers meeting (2 hrs.)
- 7/28: state fair booth (8 hrs.)
- 8/7: COPE interviews (5 hrs.)
- 8/12: COPE interviews (4 hrs.)
- 6/11: Law and Legislation (1 hr.)
- 8/12: COPE interviews (4 hrs.)
- 8/14: exec. board (2 hrs.)
- 8/23: job fair (2 hrs.)

LRCFT meetings/events (President)

- 5/9: March in March planning (3 hrs.)
- 5/9: AVCI impressions committee (1 hr.)

- 5/10: tenure reception (2 hrs.)
- 5/15: reference check Alameda (1 hr.)
- 5/15: EB meeting (1 hr.)
- 5/17: LRCFT picnic (1 hr.)
- 5/21: Sac News and Review reporter (30 mins.)
- 5/21: Mo Kashmiri, SEIU 1021 field rep (30 mins.)
- 5/22: PAFC meeting (2 hrs.)
- 5/22: Trinational (2 hrs.)
- 5/23: Los Rios labor summit (1 hr.)
- 5/24: Chief counsel impressions (2 hrs.)
- 6/4: steering prep (45 mins.)
- 6/5: steering with district (1.5 hrs.)
- 6/6: Los Rios labor summit (1 hr.)
- 6/11: Trustee Robert Jones breakfast (1 hr.)
- 6/12: LRCCD BOT (3 hrs.)
- 6/13: SEIU 1021 (1 hr.)
- 6/14: Senate and Union leadership (2 hrs.)
- 6/18: PREP negotiations (2 hrs.)
- 6/19: Trinational (2 hrs.)
- 6/24: PREP negotiations (2 hrs.)
- 7/3: Retro with LRCCD (1 hr.)
- 7/8: PREP MOU negotiations (2 hrs.)
- 7/10 LRCCD BOT (3 hrs.)
- 7/11: March in March planning (1 hr.)
- 7/12: PREP MOU discussion with Los Rios 9 (1 hr.)
 - 7/15: PREP MOU check in with LRCCD (1 hr.)
 - 7/17: PREP MOU with LRCCD (2 hrs.)
 - 7/17: Trinational (2 hrs.)
 - 7/18: Retro/COLA discussion (1 hr.)
 - 7/26: Retro meeting (1 hr.)
 - 7/26: PREP negotiation (4 hrs.)
 - 7/30: New faculty orientation meeting (1 hr.)
 - 8/2: PREP MOU (1 hr.)
 - 8/6: PREP MOU (1 hr.)
 - 8/9: PREP with LRCFT exec. board (1 hr.)
 - 8/12: new faculty orientation (4 hrs.)
 - 8/13: Los Rios unions check in (1 hr.)
 - 8/14: LRCCD BOT (3 hrs.)
 - 8/15: new faculty reception (2 hrs.)
 - 8/15: faculty call (1 hr.)
 - 8/16: FT faculty orientation (1 hr.)
 - 8/20: LRCFT UDL accessibility workshop (1 hr.)
 - 8/22: attorney interview (1 hr.)
 - 8/26: Colette Harris Mathews campaign event (3 hrs.)
 - 8/27: PAFC (3 hrs.)
 - 8/30: DAS retreat (3 hrs.)
 - 9/4: steering with LRCCD (2 hrs.)

X. College Reports:

1. *SCC* – Traugott Part-time Report

For August my activities to support LRCFT included:

- COLA Emergency Board Meetings
- LRCFT PAC meetings to interview candidates
- Attendance at the Collette Harris-Matthews Dinner
- Tabling for the state fair •Cohosted PD Week workshop on Accessibility
- Cohosted CFT workshop on Transgender Inclusion
- Met with Deb Sachs to discuss Trans Faculty bathroom accessibility
- Met with Rose Giordano, Gayle Pitman, Dennis Lee, Tanya Anderson, Tiffany Clarke, Deb Sachs, and Emilie Mitchell about Demographic sampling and institutional effectiveness data on queer faculty and students.
- Worked with Michael, Linda, and Josh on new leaders manual
- Met with LaQuisha, Linda, and Leon to discuss part time issues and events
- Emails and coordination of faculty with various issues mostly concerning the 27 hour adjunct professional development fund, healthcare enrollment, retirement, STRS, and preference

XI. Announcements:

Flo Coffey campaign will be working out of the Union Hall on Saturday 9:00 AM to 5:00PM

SCC will have their first social gathering of the semester this Friday at Oak Park Brewery

Adjourn 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer