

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of September 19, 2014

1. Bill Zeman called the meeting to order at 4:10PM.

2.

3. ATTENDEES

4.

5. Present at this meeting were: Bill Zeman, Mark Wessel, Linda Chan, Anne Battle, Cecil Brower,
6. Elizabeth Serrao, Antonio Anfiteatro. Laura Wills and her husband, Zubiria arrived late.

7.

8. AGENDA APPROVAL

9.

10. Mark moved and Linda seconded that the agenda be adopted with flexibility. It was accepted by
11. general consent.

12.

13. APPROVAL OF MINUTES

14.

15. Mark moved and Linda seconded approval of the last Executive Board Meeting minutes of June
16. 20. The movement was approved by general consent.

17.

18. COMMUNICATION COMMITTEE REPORTS

19.

20. Elizabeth Serrao had nothing to report from retirees, but mentioned that at Rio Hondo, if adjuncts
21. are teaching at several colleges dues rates are reduced at Rio Hondo Local.

22.

23 Cecil Brower provided written reports from Board of Trustee meetings: 7/15, 8/12, 9/9 and from the
24. College Information Technology Committee meeting of 9/15. **1)** Highlights from the 7/15 meeting
25. included **a)** a statement of G4 Bond Sale costs, **b)** a presentation by Dr. Sammis of the initial pro-
26. posal for a successor collective bargaining agreement for CCFA, and **c)** a requested authorization
27. to retitle the management position of Director of Institutional Research to Director of Institutional
28. Research, Planning and Effectiveness. This changes the salary range from M-17 to M-77 effective
29. July 1, 2014. The position is currently filled by Dr. Lan Hao. **2)** Highlights from the 8/12 meeting
30. included **a)** introductions of the new CCFA Board, **b)** a presentation of the Progress of the Cit-
31. rus College Sustainability Plan, **c)** a summary of the Initial Proposal for Reopeners with CCAFF
32. by Dr. Sammis, **d)** Authorization for the change of title for Dr. Lan Hao's position. **3)** Highlights
33. from the 9/9 meeting included **a)** a presentation by John Fincher based on a survey of students in
34. his classes asking for indication of who would use the Gold Line when completed and who would
35. continue driving and paying for a Citrus Parking Pass. The current costs are \$51.00 for a parking
36. pass and \$280.00 for a Gold Line pass. The board was urge to meet with other agencies to try
37. and get some sort of student discount. **b)** *Authorization was given to approve the District's initial*
38. *proposal to the Citrus College Adjunct Faculty Federation, Local 6352 of the American Federation*
39. *of Teachers, for re-opener negotiations. The District's initial proposal provides that all salary sched-*
40. *ules remain the same for the duration of the collective bargaining agreement. The proposal also*
41. *requests to re-open Article 8 - Evaluations, for the purpose of discussing and modifying the current*
42. *language.* **4)** The College Information Technology Committee meeting of 9/15 included: a review
43. of technology objectives in AIP for Strategic Plan and Technology Plan for 2014-15, the creation of
44. a Purpose Statement, a review of funding for technology upgrades and homework discussions of
45. Web and Social Media Policy.

47.
48.
49.
50.
51.
52.
53.
54.
55.
56.
57.
58.
59.
60.
61.
62.
63.
64.
65.
66.
67.
68.
69.
70.
71.
72.
73.
74.
75.
76.
77.
78.
79.
80.
81.
82.
83.
84.
85.
86.
87.
88.
89.
90.
91.
92.
93.
94.
95.
96.

DIVISION REPRESENTATIVE REPORTS

Membership Organizing Coordinator Clay Johnson was not present due to illness.
Community Outreach Coordinator, Antonio Anfiteatro, reported that he had been manning a table in the quad on Mon. Tues. and Wed. with the purpose of communicating with students, collecting e-mails, and with the purpose of creating relationships with constituencies that might be interested in working with us. He Intends pursuing involvement with local PTA's from feeder schools in the area..

REPRESENTATION OFFICER REPORT:

Linda Chan reported that **a)** there are new CCAFF brochures available for distribution that should prove helpful to Antonio's efforts. Linda proposed that business cards would be of further assistance with community outreach efforts. She will be researching costs of printing by the college printing services. **b)** She also showed the CCAFF logo as it will be printed on shirts. Any shirt may be purchased with the logo, which will be available through Land's End for \$6 / minimum (1) order. **c)** In the Academic Senate, Linda learned that a lawyer is being hired by CCCA CTA to sue Citrus college over mandating SLO's without bargaining it. This will be used as a test case at the state level. **d)** The resignation of Arne Duncan from his current position as Secretary of Education has been called for by both the CTA and CFT. **e)** Part-timer Advisory items: CCC's Jim Maher is seeking approval on resolving *parity pay* and getting a *part-time to full-time conversion*. (This language is being distributed amongst those gathered.) **f)** Legislative issues: There were five resolutions passed at the last CFT Convention. A discussion is now taking place about how to turn them into action items. A new bill on re-hire rights is being crafted with a new number: The language has changed to "Fair Dismissal Protection", "Career Status" may be more effective language adjustments for building sympathy. **g)** Maher responded on ACA (Affordable Care Act) responding to Linda's question about scheduling as takes place across community college districts and was provided with an interpretation of language concerning scheduling rules. **h)** Linda obtained a copy of "*A Voice at the Worksite*" (*Organizing & basic grievance handling*). Any time there's a job action done with two or more people, if District retaliation takes place, it is illegal.

SECRETARY/TREASURER AND COMMUNICATIONS REPORT

Mark Wessel reported that **a)** the District's Detailed Deduction Report for the period ending 8/27/14, showed 333 part-timers with total revenue deposited to the general fund of \$9,267.66 The average contribution per member is \$27.83. **b)** There is \$11,805.04 in the COPE Account. \$179.00 was deposited to the account in August and September. 20 employees contributed to this account for an average contribution of \$8.95. **c)** Bank statements have been *reconciled*. The General Fund checkbook balance is \$87,446.86, before paying current outstanding bills. **d)** Membership numbers were adjusted on the Per Capita invoice from AFT to reflect true numbers for the month. The count is 333. Two of those are Agency Fee payers with \$30.00 being paid into the Citrus Foundation.

97. VICE PRESIDENT'S REPORT

98.

99. We have only 24 zipper packs left that will no longer be provided by AFT, to stuff new member
100. paperwork packets. We need to have research done on options. (Linda will take care of this.) An
101. order of 100 would be a reasonable number. 2) There's still a discrepancy between Sandra
102. Coon's list of current employees and Payroll's.

103.

104. CFT FIELD REP REPORT

105.

106. Karen Curtis was not present.

107.

108. PRESIDENT'S REPORT

109.

110. Bill submitted a written report itemizing the following:

111. 1) Problems Pending: Juan Gonzalez Grievance

112. a) OSHA finally responded and opened an investigation

113. b) Juan is experiencing shortness of breath and vertigo from the stress of this

114. c) He contacted a lawyer and the Attorney General of California about this, but he does not
115. want to create a big fuss unless somebody is willing to do something about Lancaster's bullying
116. and unprofessional attitude.

117. d) To this end he wants to meet with Sammis and Perry. We tried to drop in on Sammis on
118. Wed. Sept 3, but he was busy negotiation with full-timers.

119. 2) Linda and I interviewed and established Antonio Anfiteatro and Clay Johnson as Community
120. Outreach Coordinator and Membership Organizing Coordinator.

121. a) I sat at the table with Antonio three times this week and we collected e-mail addresses of
122. those interested in working with us.

123. 3) I e-mailed the adjuncts to see how many have lost one of their two classes and there were
124. quite a few.

125. 4) I will be attending thte CCC and State Council the weekend after this in San Jose.

126. 5) Linda and I met with Robert Coutts to coordinate negotiations

127. a) They had a big meeting where they agreed to ask for 5%, so we are going to do that to
128. track with them.

129. 6) Working ideas on negotiations. We should ask for:

130. a) 5% and settle for? permanent

131. b) Reassess how they calculate for ACC. (Linda presented the information she'd obtained
132. from Jim Maylor on the subject, which seemed an unambiguous refutation of the District's current
133. reading of the law as it relates to maintaining part-time status.)

134. c) Extra steps in our salary schedule?

135. d) What do we ask for on the non-credit faculty schedule?

136. e) Yearly contracts guaranteeing us classes

137. 7) Progress on Negotiations

138. a) Sammis has sent notice asking for the times we are available to meet. I answered but
139. have not heard back.

140.

141.

142.

143.

144.

145.

146.

147. DISCUSSION / ACTION ITEMS

148.

149. 1. Plan negotiations: Assignments (yearlong contracts), and Salary for Contract workers

150. 2. Plan strategy to change ACA interpretation: (already discussed during President's report.)

151,

152. ***The following three items were approved for discussion and action by general consent:***

153.

154. 3. Add *Facebook* page Mark moved that Linda and Antonio set up a CCAFF *facebook* page to facilitate interactions with membership and the larger community. Linda seconded. The vote passed by unanimous consent. .

157. 4. Approve set-up for shirts and business cards: Linda moved approval of \$95. open ended account with Lands End. Elizabeth seconded. Members will bear their own costs for having shirts made. Selection of logo can take place on line or at Sears. The motion passed. Linda will be getting a comparison of pricing differences between *Vista Print* and at *Citrus Printing Services*, for business cards.

162. 5. Approve part-time "Parity and conversion resolution" Linda moved and Antonio seconded. The motion passed by unanimous consent

164.

165. Next meeting:

166.

167. Friday, Oct. 17 @ 4:00 in CI 237.

168.

169.

170. Bill adjourned the meeting at

171. 5:52

172.

173.

174.

175.

176.

177.

178.

179.

180.

181.

182.

183.

184.

185.

186.

187.

188.

189.

190.

191.

192.

193.

194.

195.

196.