

**Citrus College Adjunct Faculty Federation, AFT-6352**  
**Executive Board Meeting**  
**Minutes of August 21, 2012**

**CALL TO ORDER**

Bill Zeman called the meeting to order at 9:36.

**ATTENDEES**

Present at this meeting were: Anne Battle, Mark Wessel, Monica Lee, Linda Chan, Bill Zeman

**AGENDA APPROVAL**

Linda moved and Anne seconded that the agenda be adopted. The agenda was approved by unanimous consent.

**APPROVAL OF MINUTES**

Mark moved and Anne seconded approval of the June 21 2012 with minor corrections, Executive Board Meeting minutes. The movement was approved by general consent.

**REPRESENTATION OFFICER'S REPORT**

Linda Chan reported the following:

**Representation Officer Report:** 1) Linda spoke with Mr. Felix about his rehiring situation in Cosmetology. article 6 paragraph 6 is in question as being undermined by paragraph 7. Which means corrections are required during negotiations.

**Political Committee Report:** 1) Yes on 30 No on 32 are the positions that need to be promoted. Linda will be using a powerpoint presentation to promote these positions during the Welcome Back Meeting. 2) She attended the CoCal conference and was presented with a consensus from fellow Mexican, Canadian and American attendees, that tenured faculty are being replaced by low paid adjunct workers.

**TREASURER'S REPORT**

Monica reported that:

- 1) There is a balance in the general fund of: \$51371.91. The COPE account is: \$6022.17
- 2) Dues this summer for 84 adjuncts amounted to: \$2730.31 for month of July.

\$2,300 was spent for new laptop and software to be used for treasury purposes. The new computer has arrived and Apple will be providing \$100 credit.

**SECRETARY AND COMMUNICATIONS REPORT**

There was no report.

## VICE PRESIDENT'S REPORT

Anne had a thirty minute meeting with Drs. Sammis and Perry last Thursday. She reported to them that CCAFF was becoming more visible on campus through participation in a number of campus wide committees. Dr. Perry suggested participation in Flex day. Bill will be attending. They suggested that proposals for negotiations topics be discussed preliminary to the Negotiations process. They would not be opposed to language about rehire-rights as long as their hands aren't tied regarding replacement of "coasting" instructors. In 2014 when the "Affordable Health Care Act" comes into being, they will have to provide healthcare to adjunct employees. Dr. Sammis will be calling Bill to follow-up on a Cosmetology Employee scheduling issue. Dr. Hurtado is retiring. Dr. Spore will be the new Dean of Student Services. The Administration admits to not being too good on evaluations and will be making efforts toward improvement of their performance.

Welcome Back Meeting:. (50) \$10 Target Cards as incentive for attendees to return to the union meeting to complete surveys will be purchased and distributed at the end of the CCAFF meeting. Bill will do quick introductions. Linda does brief Polical presentation. Monica alerts group to need to return after breakouts to turn in surveys. Approximately fifteen minutes. Joe Hooper does presentation on benefits. Surveys collected at end of meeting. Anne will be arriving with refreshments at 4:15.

## PRESIDENT'S REPORT

1) While at the CFT Summer Institute Bill talked with Elena Fredericks. (coordinator for California Propositions support), in search of volunteers and hires by CFT for phone banking etc. Bernie Lau applied. 2) Bill came to the conclusion that negotiation of the best possible contract is the most important function of the local union. 3) Bill promoted the idea of a "Bargaining Committee" at the local level as a method to get more of the membership involved in negotiations. 4) He recommended not agreeing to a "silence clause" if the District requests one prior to negotiations, so that membership can be updated continually. 5) Bill reported that the Institute experience trained him in techniques for enhancing abilities to gain positive outcomes in negotiations. An example is through Involvement of the larger community. 6) As a result of the Institute experience, Bill feels much more focused to our local's objectives. 7) Bill will be contacting KC Curtis for: ccfs 311, college expenditures request will be made of our union representative and ask for three components of salary data for comparison before negotiations.

## Discussion and Action Items

Brochures describing CCAFF mission statement and officers for member awareness, were folded for distribution at the upcoming Welcome Back Meeting.

Next meeting will be Sept 20 at 4:00.

Bill adjourned the meeting at 10: 50



