

**Citrus College Adjunct Faculty Federation, AFT-6352**  
**Executive Board Meeting**  
**Minutes of October 13, 2010**

**CALL TO ORDER**

Jeff Gordon called the meeting to order at 4:30.

**ATTENDEES**

Present at this meeting were: Mark Wessel, Anne Battle and Jeff Gordon, Bill Zeman, Linda Chan, Adrian Soldatenko, Cecil Brower, Kevin Cronin (Daniel Holm arrived late).

**AGENDA**

Anne moved and Mark seconded that the agenda be accepted as submitted. It was accepted by general consent.

**APPROVAL OF MINUTES**

Mark moved and Anne seconded approval of the September 15, 2010 E-Board Meeting minutes. The minutes were approved by general consent.

**CALIFORNIA GENERAL ELECTIONS**

CFT Representative, Kevin Cronin reported that CFT has adopted the position that the November 2 election is very important to education professionals. And in fact, as Kevin stated: "If we lose in November we might as well close up shop." Meg Whitman has identified 40,000 public sector employees that would be eliminated if she's elected. Listening to her in debates, one is confronted by her anti-union rhetoric. And she has proposed no significant budget solutions. In spite of the fact that CFT doesn't support all his positions, Jerry Brown has been a long term friend of labor and education. There are clearly different agendas between the two candidates. Proposition 25 is being endorsed by CFT and virtually every newspaper in the state, recognizing that borrowing is taking place every single day because of budget gridlock, resulting in exorbitant interest rate costs to the state. CFT endorses Barbara Boxer for senate and Jerry Brown for governor, as well as encouraging (yes) votes on propositions 24 and 25, and urges membership participation in "get-out-the-vote" help efforts. Kevin distributed cards to members for signing up to volunteer to man phone banks before the election.

**FACT-FINDING UPDATE**

Jeff provided background to our negotiations over the past year and a half and Kevin informed the present members as to the process; Most significant proposals have been rejected by the District. Impasse has been reached. A mediator was assigned in which no agreement was reached. The final step in the process is Fact-finding. There is a panel of three judges. The District selects one. The Union selects one. And a third impartial judge is assigned. The panel asks for clarification of the issues surrounding the various articles from the representatives from both sides. The panel then tries to find an equitable solution to the issues, issuing a report on the various articles and giving recommendations on what should be done based on standards common to California community colleges. The finding is then submitted to the Board of Trustees who can accept or reject the report. That's why it's important to be involved as members, to support the position of

the union before the Board. Taking Board members to dinner to make the case for the fact finding report if it's favorable to the union, is a possible strategy.

## DIVISION REPORTS

Cecil Brower reported on the 8/27 meeting of Business (CSIS). Steve Lyndsay provided an agenda and draft schedules for Winter and Spring semesters. All but one full-time faculty member is working overload assignments and Distance Education classes are being offered. This is cutting into Adjunct offerings. Changes to schedule for Spring and Winter were possible based on budget. Irene Malmgren discussed moves into new buildings and said no new classroom space would be gained. Dr. Perry's communication indicated that eight new full-time employees will be hired based on 2.2% enrollment growth figures. "Ethnics" on new hires has been done. Approvals have been made and interviews will be completed by Christmas. Rating on potential hires by department was provided: 1) Health Sciences (Nursing) 2) Language Arts (English) 3) Math 4) Performing Arts (Commercial Dance) 5) Physical & Natural Sciences 6) Cosmetology 7) Physical & Natural Sciences 8) Language Arts.

Linda Chan reported on the 9/24 meeting in Physical & Natural Sciences, (NPS). Two grants have fully funding. New scholarships were discussed. A fire drill was discussed. Shake out on the 21st practicing stop/drop/hold will take place. The Add Code policy was discussed. Summer 2011 was discussed. No astronomy courses are offered in summer currently. Not much change in scheduling. An NPS bowling challenge with another division is in the works. Program reviews are almost done and will be turned in by next division meeting; dedicated to fire training.

Daniel Holm from Cosmetology reported that there isn't much communication with adjuncts about meeting schedules. The division seems to currently operate as a closed club of full-timer's who don't really include adjuncts. Daniel is confident however, that a meeting schedule would be provided to him if it were requested.

Adrian Soldatenko reported that he was receiving training for management of the CCAFF website and preparing to play a role in union communications.

## SECRETARY AND COMMUNICATIONS REPORT

- 1) There was no Secretarial Report.
- 2) Mark Wessel reported that the website continues to be managed with updates to the Calendar, Agenda and Minutes Archives, and that he had trained both Adrian and Bill Zeman to use of the Web Administration site. The current newsletter was printed and mailed to the membership in the previous week. Adrian, Anne and Bill assisted Mark at an envelope stuffing event to prepare for mailing.

## REPRESENTATION OFFICER'S REPORT

Bill Zeman has been attending Academic Senate meetings. Whoever makes decisions to hire new teachers will be full-time faculty recommended. A whole committee is working on topic of Dept. Chairs, and it looks encouraging. Relationship with Trustees is reasonable enough to act as lobby. There is a liaison seat possibility from union on academic senate that Bill will be researching. Most of the topics discussed in Senate don't seem applicable to part-timers. Overload assign

ments are something guarded zealously by full-timers.

#### VICE PRESIDENT'S REPORT

Anne reported that membership continues to grow.( Over 180). A deal with HR allows her to pick up updated membership on Wednesdays. She's working with payroll to get a list of adjuncts who are being paid to cross reference against the union roster. She has requested an October list to avoid the confusing flux that takes place during the first month of a semester. HR is being supplied with union welcome information for new hires.

#### PRESIDENT'S REPORT

Jeff urged Division Representatives to embrace their new positions and use them to communicate with other adjuncts keeping avenues to full participation open, enhancing the strength of our unity and the formation of a stronger bargaining position. He encouraged them to spread the word that part-timers benefit from their union membership in a variety of ways and that they should feel free to express their concerns and issues to the Executive Board when they arise.

#### NEXT MEETING DATE

NOVEMBER 17, 2010 at 4:30.

#### ADJOURNMENT

The meeting was adjourned at 6:00PM by President Gordon.

