

**Citrus College Adjunct Faculty Federation, AFT-6352  
Executive Board Meeting Minutes  
of April 17, 2015**

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

**ATTENDEES**

Present at this meeting were: Bill Zeman, Mark Wessel, Anne Battle, Cecil Brower, Linda Chan Elizabeth Serrao, Laura Wills. Martha Figueroa and Antonio arrived late.

**AGENDA APPROVAL**

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

**APPROVAL OF MINUTES**

The last meeting was held informally at dinner during CFT Convention. Official reports were not given and minutes were not recorded.

**CFT FIELD REP REPORT:**

Lobby Day is coming up next week, April 20-21; Division Councils and Committees on May 2; State Council is taking place May 3. Union Summer School is taking place June 22-26, a great opportunity to build a variety of skills. CFT was sued by a Mr Bain, CTA and the national organizations are being sued by the same group. Friday at noon there was an emergency response from CTA. David Welch of Save our Schools and Vergara is behind it. A group of union members are suing because: "They want to be a part of the union but not pay the dues." They want representation without paying for it. CFT President, Josh Pechthalt thinks it's a weak case, but there will be a great deal of negative publicity that needs preemptive action to educate our membership.

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**COMMUNICATION COMMITTEE REPORTS**

Elizabeth Serrao discussed the election process. It's been a time intensive process. Elizabeth stressed how important it was to receive regular updates from the union. Monday the election letter will go out with a link for candidate biographies. The ballots will go out on the 24th.

Cecil Brower provided written reports from Board of Trustee meetings: 2/3, 3/17 and 4/7: Highlights include: 1) At the April 7 meeting there were recommendations for the hiring of two full time employees - one for Counseling, (Student Success and Support Program), and one for Biology. Eleven Adjuncts were approved for assignments, seven of whom are not currently on the adjunct list. 2) At the March 17 meeting comments were made by Paul Swatzel, President of the Full Time Faculty union, about the proposed closing of the Veteran's Center, scheduled for July 31, 2015. There is a concern among employees that this will be a hardship on our Veterans.

Cecil also attended the Human Resources Advisory Committee meeting of March 18. Dr. Sammis provided a faculty recruitment update using the Authorization of Full-time Faculty Positions for Academic Year 2015/16. HR is actively recruiting 11 of the 15 slots identified in the November 2014 Board Agenda. Some areas are easy to find recruits and others are not so easy. Diversity is an issue with some of the slots.

(A full report from Cecil's meeting attendance is available in the secretarial records.)

## DIVISION REPRESENTATIVE REPORTS

*Community Outreach Coordinator, Antonio Anfitreato*, 1) Talked about Income Based Repayment on the student loans he's responsible for. 2) We have 50 new e-mail addresses for students from community outreach CCAFF tabling efforts during club rush week.

## REPRESENTATION OFFICER REPORT

Linda Chan reported that: 1) She was elected to the CFT Board at CFT Convention. 2) Legislatively, AB1010, *Rehire Rights Bill*: "If you give up a class you give up rehire rights, which is objectionable" in Linda's view and needs re-crafting. Medina is the sponsor. 3) The contract ratification received a nice response from the membership 27 - 17 passage of contract. 4) Linda Wells was engaged over e-mail in-box memory at the Citrus site. Problems with capacity of mailings needs to be addressed. 5) Linda was asked to run for Glendora School Board. CFT has volunteered contribution to campaign if Linda chooses to run. 6) There's a grievance to deal with over an appropriate Evaluation Process, that will be difficult to satisfy the member in question, due to contract language. 7) David Welch (responsible for the previously mentioned lawsuits), seems to be preying on weak union locals. 8) Linda is being recognized with a WHO (we honor our own) award with CTA.

## SECRETARY/TREASURER AND COMMUNICATIONS REPORT

Mark Wessel reported that 1) **a)** the District's Detailed Deduction Report for the period ending 3/25/15, showed 364 part-timers with total revenue deposited to the general fund of \$10,695.52. The average contribution per member is \$29.38. **b)** There is \$14,340.04 in the COPE Account. \$161.00 was deposited to the account at the beginning of April. 19 employees contributed to this account for an average contribution of \$8.47. **c)** Bank statements have been reconciled. The General Fund checkbook balance is \$101,313.15, before paying current outstanding bills. We are still .50 short after balancing to bank statement. **d)** Membership numbers were adjusted on the Per Capita invoice from AFT to reflect true numbers for the month. The count is 364. 2) The Newsletter has been written and was submitted to Repro-Graphics for publishing today.. Thanks to Bill for his outstanding contribution on the history of social advocacy. 3) Today's agenda didn't make it onto the web-site but will be added after the fact.. Mark has been in communication with Chris Hicks of Jobs For Justice, who gave a presentation at the break out session Mark and Laura attended at CFT Convention. Chris's most recent communication announced a new website called ***ForgiveMyStudentDebt.org***: Information about student debt repayment and forgiveness options available to workers have been aggregated on this site, with targeted focus on public service loan forgiveness and ways to get out of default. Bringing this issue to the attention of the campus, especially the student body - may be an area of meaningful focus for our local. It warrants further discussion.

## VICE PRESIDENT'S REPORT

1) Anne set up a date for the Adjunct Welcome Back. We may need to rethink date because of Flex schedule conflict. We need to push it to the start of school as close as possible.

## PRESIDENT'S REPORT

Bill:

1) Helped negotiate a contract that was equivalent in financial increases to the Full-Timer's contract. An MOU will be provided by Robert Sammis indicating that any financial improvements to the other campus locals will be reflected in "Me Too" increases. Bill gave Anne credit for non-adversarial bargaining strategy. 2 1/4, 1 1/4, 1 1/4 has been approved. But Full-Timers are negotiating for more that may then be reflected in the CCAFF contract because of the "Me Too" MOU.

## DISCUSSION / ACTION ITEMS

1. Discuss appointment of Antonio to position of "Membership" Outreach Coordinator: 20 hours per semester was approved at the last meeting. Further discussion of hourly commitment will be discussed at the Retreat. (Next year in a national election year, and with the status of the lawsuits - there may be much more for the Outreach Coordinator to do.)
2. The CCAFF e-mail address will be available to all officers. A password will be distributed and changed every two years.
3. CCAFF Retreat dates were set for July 24-26.

## NEXT MEETING

May 15, at 4:00.

Bill adjourned the meeting at: 5:35.

