

**Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of December 12, 2014**

Bill Zeman called the meeting to order at 4:02PM.

ATTENDEES

Present at this meeting were: Bill Zeman, Mark Wessel, Anne Battle, Cecil Brower, Linda Chan Elizabeth Serrao, Antonio Anfiteatro, Laura Wills.

AGENDA APPROVAL

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

APPROVAL OF MINUTES

Linda moved and Cecil seconded approval of the last Executive Board Meeting minutes of Nov. 21. The movement was approved by general consent.

COMMUNICATION COMMITTEE REPORTS

Elizabeth Serrao had nothing to report.

Cecil Brower provided written reports from Board of Trustee meetings: 12/2 and from the College Information Technology Committee meeting of 12/8 (which was cancelled but a request from Linda asked for a committee review of the draft on Social Media Administrative Procedure and comments. 1) Highlights from the 12/2 B of T meeting included: a) The law suit regarding litigation of free speech on campus was settled without going to trial for a sum of \$110,000. This was estimated to be less than the cost to continue litigation. The district agreed to revise the procedures regarding the use of the campus for the purposes of Speech: Time, Place, and Manner. 2) The following action items were taken: a) An organizational meeting was held in order to select trustees for the various positions for the Board of Trustees: Joanne Montgomery - President, Susan Keith - Vice President, Barbara Dickerson - Clerk/Secretary, Edward Ortell - Member, Patricia Rasmussen - member. b) The Board approved the dates, time, and place for regular meetings for the period of January 1, 2015 through December 8, 2015. c) The Annual Financial and Compliance Audit report was approved. d) The Board approved a list of General Signature Authorization and Certification of Signatures for the College business functions and bank accounts. e) The Student Equity Plan for 2015 was approved. f) The Board approved the second and final reading of, and adopted, BP 5500 Standards for Conduct.

DIVISION REPRESENTATIVE REPORTS

Community Outreach Coordinator, Antonio Anfiteatro, went to Claremont *Move-on* meeting on 11/25 and was well received. There were many in attendance who were faculty at Claremont Colleges. Antonio discovered they were not unionized. They are involved in election finance restriction issues and in the last election, monitoring elections for adequate staffing. They also did a Wal-Mart Black

Friday protest. A committee is being set up to come up with an action plan in response to human trafficking. Antonio was invited to attend future meetings. On Sunday he attended an AFT event for the Classified workers at Community Colleges. He sat with CFT's Fred Glass who gave a lecture on the *Ludlowe Massacre*. Many maintenance workers in attendance had never been trained to OSHA standards.

REPRESENTATION OFFICER REPORT:

Linda Chan from the Academic Senate meeting. 1) Full-time faculty concluded that they may conduct evaluations of part-timers, but are not obligated to do so. 2) Dr. Perry reported that the Institute for College for Completion is targeting primarily Hispanic and African-American students. Potential donations are being sought and Student Equity Plan funds will be used. There's half a million dollars to start. 3) Linda attended the Community College Council meeting. a) There was a focus on raising the equality of our classified brothers and sisters. b) Josh Pestalt reported about "Vergara" and the need for an organizing campaign. Jim Mahler is now the chair and anticipation is high that good things will happen under his leadership. c) Prop. 30 ends in 2018 and it will not be extended legislatively, but it can be placed before the voters as a mirrored tax measure that would be made permanent. d) There's a coalition researching the inequality of tax liability under Prop. 13, of payments made by residential vs. by commercial property owners. e) Agency Fee is ending and as a consequence it is essential that locals do what they can to assure the ongoing support of membership. f) The ACC/JC lawsuit cost between 800 and 900 thousand dollars but the AFT will be paying half that cost. Final arguments were heard two days ago. g) Prop. 30 loans will be paid off by Dec. 14. h) A policy handbook is being created. i) There are a number of new legislators now in the California legislature who are faculty friendly. j) There is a list of current legislation. of interest to CC personnel. 4) Linda has gone to Sacramento to be part of a group arguing before the Governor's Finance Director. a) Parity for part-timers is being requested. Also, an increase in part to full-time positions was argued. b) The discrepancy between compensation for part-timer and full-timers was presented and received with surprise at the huge difference. It was argued that student success will not be achieved if there isn't an equal focus on improving the working conditions of our temporary, part-time faculty who teach nearly fifty percent of community college courses. c) We are asking for: \$50 million in new resources to increase the salaries of temporary, part-time faculty as a first step toward achieving pay equity with their tenured-tenure-track colleagues; \$30 million in new resources to fund paid office hours for temporary, part-time faculty; \$100 million in new resources for the conversion of existing part-time temporary faculty

SECRETARY/TREASURER AND COMMUNICATIONS REPORT

Mark Wessel reported that **a)** the District's Detailed Deduction Report for the period ending 11/25/14, showed 348 part-timers with total revenue deposited to the general fund of \$9,656.07. The average contribution per member is \$27.75. **b)** There is \$13,332.04 in the COPE Account. \$167.00 was deposited to the account at the end of November. 19 employees contributed to this account for an average contribution of \$8.79. **c)** Bank statements have been reconciled because bank statements hadn't been received before submission of this report. The General Fund checkbook balance is \$104,212.41, before paying current outstanding bills. There is a difference of +\$632.03 on statement balance sheet which is yet to be explained. **d)** Membership numbers were adjusted on the Per Capita invoice from AFT to reflect true numbers for the month. The count is 348. **e)** The two agency fee payers: 1) Fred Bruce-Oliver 2) Anna Turcios, from the September report, are now listed as normal contributing members. (Anne says she has signed membership forms from both these people.)

VICE PRESIDENT'S REPORT

Anne secured date 2/11 for Welcome Back. Linda will send out surveys for topics. Linda and Anne took JoAnne Montgomery and Sue Keith to lunch.

CFT FIELD REP REPORT

Kevin Cronin was not present.

PRESIDENT'S REPORT

Bill submitted a written report itemizing the following:

- 1) CFT's Progressive Tax Agenda (per CCC meeting of 12/6):
 - a) Planning for the initiative to close the business loophole of Prop. 13 is moving ahead at full steam. SEIU and CTA are on board and are helping to pay for research.
 - b) CFT is also lobbying extensively to get the governor and the legislature to make taxes like Prop. 30 permanent.
 - c) We may make a compromise to drop Prop. 13 reform to get the permanent tax extension.
- 2) Eva Mendez called Bill and informed him that she is still exploring the possibility of working at Citrus. Bill expressed to her that the likelihood of this was not good and that we couldn't support her in a lawsuit.
- 3) Anne recommended following up with Kevin Cronin about Juan Gonzalez's case and the possible need to follow up on his grievance in spite of Juan not pursuing it.
- 4) Two negotiations meetings were cancelled at the last minute. Bill decided to make his discontent with the treatment known.
- 5) Management demonstrated a lack of concern with Juan Gonzalez's complaints by not responding to two requests for meetings by Bill.

DISCUSSION / ACTION ITEMS

1. Discuss and approve CFT Leadership Conference expense Survey to members needs to be sent by Linda to membership on issues of interest for District's presentations. The 17th or 18th of February is currently proposed. Antonio is interested in attending the Leadership Conference with Linda. It was moved by Mark and seconded by Anne that a budget of \$1100 be dedicated to attending this. The motion passed.
2. Discuss and /or approve CTE Convention Expense: No motion was needed.
3. Appoint delegates to CFT Convention: March 20 - 22 in Manhattan Beach at the Marriott Hotel. Bill, Mark, Linda, Anne, Antonio, Laura, Elizabeth and perhaps Cecil.
4. Set Spring meeting dates: Fridays 4 - 6:00, 1/30; 3/21 @ Convention, 4/17, 5/15, 6/12
Elections: Wednesday, March 11. Elizabeth will be organizing the time line.

Next meeting:

Friday, Jan. 30 @ 4:00 in CI 237.

Bill adjourned the meeting at: 5:25

