

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of May 26, 2017

Linda Chan called the meeting to order at 5:40 PM.

ATTENDEES

Present at this meeting were: Bill Zeman, Mark Wessel, Anne Battle, Linda Chan, Laura Wills, Martha Figueroa, Elaine Jefferson.

ANNOUNCEMENTS AND INTRODUCTIONS

None

AGENDA APPROVAL

Anne moved and Bill seconded that the agenda be adopted with flexibility. An addition to New Business on the cancellation of an AFT insurance program was requested. It was accepted by general consent.

APPROVAL OF MINUTES

Mark moved and Linda seconded that the minutes of April 14 be approved with noted changes. The motion passed by general consent.

OLD BUSINESS

A) June Meeting: The meeting was pushed to July Retreat by general consent.

B) Retreat Agenda Items

1) Budget:

2) Negotiations

C) Newsletter (for Spring) - Mark was ready to put them in the mail as soon as the address labels were added - (provided by Anne at the meeting).

D) Back to School Night - Fall; Linda will not be in attendance and therefor will be working on a script to put together for a video address for the members assembled at the Welcome Back, to be

E) Other

NEW BUSINESS / DISCUSSION ITEMS

A) May Revise: PAGE 20 of the *California State Budget Revise* was referred to as one time funding money. Martha said many Districts are clamping down on budgets, including raises, based on the initial budget forecast that predicted less revenue and an incipient recession. The dire predictions were not realized when final tax revenues were tabulated. Now, 1.56% for COLA, is budgeted at the state level. Since the governor is predicting a recession in the next four years, Martha recommends presenting the idea to the District during negotiations, that the one time funding money might be set aside in an interest producing fund that may be able to accommodate faculty salary needs at a future time. She says this is done regularly. Emily Gordon, CFT Research Director, can provide us with District financial analysis. It is important to determine a 1%/unit calculation in that will allow us to place legitimate requests before the District. Third Quarter Financial Reports can be

used for this purpose.

B) Negotiations: Dr. Sammis presented a form from the California Community Colleges Chancellor's Office to Linda for her signature indicating compliance with *Education Code 87482.3*, which is a certification of compliance with the new *Part-time, Temporary Reemployment Certification*. Linda did not sign at the time, choosing instead to confer with the CCAFF Board about whether or not Citrus is, as they maintain, already in compliance based on existing contractual language. In fact, as understood by the Board, there is no current language in the current contract that includes policies and standards. It is the Board's position that this must be negotiated in the up-coming sessions to comply with the new law. Seniority must be one of the standards included in the new contract. Bill and Linda will be meeting with Dr. Sammis again about this issue.

C) Membership Promo idea: Linda's looking for ideas. Elaine suggested *m&m's* or *life-savers* with our logo. (Linda said they were expensive.) Linda suggested *Power Bars* with union wrappers, (Power up with your union slogan; Anne) - placed in adjunct faculty mail boxes.

D) Other: Dropping the AFT insurance based on a \$200/mo. premium charged on our monthly statement from AFT, that no one at a recent CCC conference ever reported using. Bill recommended dropping the coverage. Bill moved that the rules be suspended and Mark seconded. Suspension of the rules passed by unanimous consent. Bill moved that we cancel the Liability insurance. There was no second and the issue was tabled until Bill is capable of gathering more information on the subject.

RECESS TO COPE

Mark moved and Anne seconded recess to COPE at 6:30
After Bill's report the meeting resumed at 6:35.

CFT FIELD REP REPORT:

Martha spoke about the *Jannis* case that puts Agency Fees at risk. CFT is recommending a *Maintenance of Check-off* form for members to sign, which allows members to drop off the union roster after the contract expires. Martha has contract language from other locals that may be used as a template for us to propose on re-hire rights during bargaining. Martha also recommended getting a "me too" clause inserted into the contract.

COMMUNICATION COMMITTEE REPORTS

Retirement Committee: Elizabeth Serrao was not present.

Community Outreach Coordinator: Antonio Anfiteatro was not present.

Communications Committee: Elaine attended the Human Resources/Diversity Committee meeting of 4/27 and 5/17. The plan being worked on establishes five key areas:

1) Recruitment and Selection, 2) Workforce Excellence, 3) Work Environment, 4) Employee-Employer relations, 5) Human Resources Office.

Additionally, Elaine reported on highlights of the Board of Trustee Meeting of 5/2/17.

(A copy of the report is available through the secretarial records.)

REPRESENTATION OFFICER REPORT

Laura Wills had no report.

SECRETARY AND COMMUNICATIONS REPORT

Mark Wessel had no report

TREASURER

Bill submitted a budget and report.

We're well within the budget.

General Fund Portion

I. Balance as of May 26, 2017: \$144,218.66

II. A) COPE Fund balance as of April 14, 2017 - \$17,612.49

B) PIPE Fund - \$152.00

III. Members approximately (381) in April, with three Agency Fee payers

VICE PRESIDENT'S REPORT

Anne had no report.

PRESIDENT'S REPORT

Linda submitted a written report that included the following meetings:

Academic Senate, May 10

(Minutes and agendas of these meetings can be found at: <http://citruscollege.edu/asDocuments/Forms/Allitems.>)

President's Steering Committee Meeting, May 8 and May 22

Approval of a number of Board Policies was given as well as approval of the Institutional Effectiveness Partnership Initiative (IEPI). Dr. Lan Hao gave a presentation on the 2017 Student Success Scorecard and the Strategic Plan 2016-17. There are eleven focus areas: Preparedness, Enrollment, Instructional Quality, Student Support, Safe Environment, Sustainability, Technological Advancement, Diversity and Equity, Image, and Community Relations. The committee will be reviewing which activities were not accomplished and see how to go forward.

Dr. Spor gave an update on accreditation.

(Steering Committee minutes can be found at: <http://www.citruscollege.edu/admin/president/steering/Documents/Forms>)

AFT Convention Organizing Highlights

Linda attended the session on organizing adjuncts. The discussion focused on membership engagement and the long timeline to strike. She concluded that to organize there must be an issue that is strong enough or traumatic enough to get a large group to rally. They also emphasized making accurate membership lists, have well established relationships with administration in each department, do surveys and have weekly newsletters so that the membership is informed.

She also attended the session on academic freedom. It appears that the definition is broader than expected and so discussion was on shared governance, sanctuary campuses, and campus safety. A very important idea was that if one decides to go on a campaign to fight an issue, be sure to focus the goal to make it achievable.

Anne moved and Mark seconded adjournment.

The meeting was adjourned at 7:15

Next meeting: Board Retreat in Big Bear - July 14-16.

