

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of October 27, 2017

Linda Chan called the meeting to order at 4:10 PM.

ATTENDEES

Present at this meeting were: Bill Zeman, Mark Wessel, Anne Battle, Linda Chan, Laura Wills, Martha Figueroa, Elaine Jefferson and Cecil Brower. Kendrick Kim arrived at 4:50.

ANNOUNCEMENTS AND INTRODUCTIONS

AGENDA APPROVAL

Mark moved and Anne seconded that the agenda be adopted with flexibility.

APPROVAL OF MINUTES

Linda moved and Bill seconded approval of the September minutes. They were approved by general consent.

OLD BUSINESS

A) Member Issues -

1) Bill described a scheduling issue that occurred in the Language Arts Division. An instructor, Adriana Hernandez, who has been teaching classes for two years with good student evaluations was not offered classes for the coming semester. It was determined that there was probably an innocent over-site on the part of the new dean, Gina Hogan, but that it represented a contract violation nonetheless. Bill pointed this out to Adriana and before her complaint needed to go any further she was offered two classes for Spring by the dean.

2) Kendrick said he finally received an e-mail from Dr. Sammis claiming that Title 9 was not the reason for his dismissal. He requested an apology from the student responsible for spreading the rumor via e-mail about Title 9 being the reason behind his dismissal. It was recommended that copies of the Human Resources Dept's confirmation be disseminated. The reputation of his reputation is at issue and he's still concerned about the rumor spreading to other employers. He will be going to Human Resources to get proof of his exoneration.

B) Bill moved that the liability insurance policy through AFT be dropped. It was seconded by Mark and approved by general consent.

B) Negotiations - Linda presented progress on negotiations. She provided a written report of the Negotiations Report. The information Request submitted to the District was returned with responses to the various budgetary and membership questions we needed answered. Linda said the response from the District to the Request for Information required a set of priorities from the CCAFF Board so that negotiations can proceed on salary. CCAFF officers were asked for their input on priorities regarding salary and language clarifying assignment and scheduling.

There was an October 3 Board meeting at which Linda submitted CCAFF's Sunshine letter. She also obtained the Full-time Faculty Sunshine letter and distributed it to the meeting attendees.

The Negotiations team for CCAFF will be Linda Chan, Bill Zeman and Martha Figueiroa. The District team will be Dr. Sammis, Dr. Hester, Dr. Spoor and Claudette Dain with Sandra Coon acting as recorder. Linda met with their partial team on October 26, presenting CCAFF's proposed changes to Article 7 - Personnel Files, Article 11 - Office Hours, Article 13 -Working Conditions, and Article 14 - Non-Discrimination. Proposed ground rules by both our local and the District were submitted and were nearly identical. They also discussed issues of Personal Necessity and how to calculate the time, union participation in new faculty orientation, and how to facilitate the recently signed law on rehire rights, and academic freedom. Both teams agreed to work as a modified interest based bargaining. CCAFF was complemented by the District as not being adversarial and that we were easier to work with than the other bargaining units. For the next meeting both sides would like to begin working on the rehire rights language and the District will respond to the Federation's proposals.

C) Newsletter (for Fall) - Mark requested that articles for the Fall newsletter be submitted to him for inclusion in the upcoming issue by the week before Thanksgiving.

NEW BUSINESS / DISCUSSION ITEMS

A) Membership audit: Martha expressed the importance of making sure membership cards were faithfully recorded and maintained and that the list on *Membership Suite* is consistent with the District and in communication with CFT. She said our unit is doing really well compared to the majority of units around the state. Updated cards are needed from Linda, Bill and Mark. Anne continually updates each semester, active and inactive members.

B) Post Janus vs. AFSCME: We need to educate the District on if the decision is handed down if against us, they discontinue deductions for agency fee payers.

C) Other: A thank you was made to CFT locals who contributed to the Tony Thurmond campaign.

RECESS TO COPE

Mark moved and Laura seconded recess to COPE at 5:30
After Bill's report the meeting resumed at 5:40.

CFT FIELD REP REPORT:

Martha said CFT got Governor Brown to sign the Public Sector Orientation Law which gives unions the right to be at new hire orientation meetings as a way to counter negative effects of Janus.

COMMUNICATION COMMITTEE REPORTS

Cecil Brower submitted the following report:

College Information Technology Committee, October 09, 2017

Robert Hughes, Chief Information Services Officer had attendees introduce themselves and describe what their duties are at the Campus.

Minutes of the September 11, 2017 meeting were reviewed and approved.

The Committee continued the comment and review of the Citrus Community College District Information Technology Master Plan 2017 – 2022 draft. Some minor changes were suggested and the final plan was accepted for submission.

The Citrus College Information Technology Committee (CITC) 2017 – 2018 Purpose Statement was finalized and approved and sent to Steering for approval.

scheduled for this effort.

Bob gave a report on the recent enhancements to Banner. The campus is scheduled to switch to Banner 9 in the spring.

Handouts were as follows:

1. September 11th Minutes
2. Information Technology Maser Plan 2017–2022, Year 1 – 2017-2018
3. CITC Purpose statement final
4. Draft of Publishing Guidelines for the Portal; AP3723

Elaine talked about the *H.R. Diversity Meeting* she attended that requested adjunct input on a possible program with the intention of recruiting graduate students into an internship program with the aim of increasing the diversity of new hires into permanent positions. Elaine expressed her concerns about adjuncts with ambitions to work full-time, and how such a pilot program may negatively impact their opportunities. Professional Development is open to all faculty, including adjuncts.

REPRESENTATION OFFICER REPORT

Laura Wills had no report other than what Kendrick already contributed.

SECRETARY AND COMMUNICATIONS REPORT

Mark Wessel had no report.

TREASURER

Bill submitted a budget and report.

I. Balance as of October 27, 2017 pre-meeting

A. General Fund \$ 161,397.11

B. COPE Fund \$16,986.49

C. PIPE Fund \$0

II. Members approximately 369 in October, 3 Agency Fee

III. We need to consider investing in certificates of deposit (CDs)

A. I propose investing \$120,000 in rolling amounts while maintaining around \$40,000 in working capital, i.e. buying a \$10,000 CD with a 12 month maturity every month for the next year

IV. I went to a Division Meeting and got information about new hires

A. The Faculty Need Identification Committee (FNIC) reported 9 retirements or resignations since the Summer

B. Depending on the faculty obligation number, we will need 9-10 or 7-8 new full timers

C. Last year FNIC called for 12 new hires and we ended up hiring 13

VICE PRESIDENT'S REPORT

Anne had no report.

PRESIDENT'S REPORT

Linda submitted a written report that included the following meetings:

Academic Senate meetings of September 27, October 11 and October 25.
President's Steering Committee meeting of September 25, October 9 and October 23.
CCC Division Council on September 22 in Sacramento.
CFT Part-Time Committee on September 23.

The report was extensive and can be requested from the CCAFF secretarial records. Complete minutes of the *Academic Senate* and *President's Steering Committee* meetings can be found at:

<http://www.citruscollege.edu/as/Documents/Forms/Allitems> and
<http://www.citruscollege.edu/admin/president/steering/Documents/Forms>

Highlights of interest from the other meetings follow:

CCC Division Council: 1) The council discussed the issue of mandatory reporting facilitated by CFT lawyer David Conway. Just because you may have a minor in the classroom does not necessarily make a faculty member a mandatory reporter, however, if you are a coach or are teaching child development classes, then you may be a mandatory reporter. Citrus Colleges's position is that if you hear of an incident and you are out in public you are required to report. This is not the case. The districts are going beyond the scope of the law to protect themselves. 2) David also answered the question regarding dismissal based on a Title IX complaint. Even though contingent faculty have no due process rights, they still have some protection under unlawful termination. There is the case to be made under the concept of retaliation particularly if it is a malicious complaint by a student. 3) There was a discussion on the implementation of SB 1379. Many districts are claiming, (including our own), that they are compliant under the law. The union believes that *some* compliance is not compliance. There is rumor that the Chancellor's office has no intention of enforcing the law by withholding SSSP funds. There were a couple of districts who turned in their forms without the signature of the exclusive representative of their part-time bargaining units or a fraudulent signature. Jim Mahler is collecting forms to verify this case. 4) Our legislative analyst drew attention to the CFT sponsored bills, (of which 16 made it to the governor's desk), including AB 568, Paid Pregnancy Disability Leave, which gives a minimum of six weeks of paid maternity leave during and after the pregnancy; The \$5 million Office Hour augmentation for which districts must apply; Technology Study Audit Request, SCR 30; AB 45, California School Employee Housing Assistance Program, which currently is for K-12, but is being worked on to extend to K-14; AB 1217, which would have created a state STEM school sponsored by Eli Broad, (the bill has died); AB 705, Student Success Act, which allows multiple measures for admission into mathematics and English classes; AB 1651, Faculty Due Process, which requires a district to give reasoning within two days of paid administrative leave to the faculty member; AB 19, College Promise for free tuition; Discussion on baccalaureate degree proposals and the upcoming hearings on the Master Plan for Higher Education. 5) The state budget is holding at 1.56% COLA, 1.88% base allocation increase, 1% growth, 14.43% STRS and 15.8% PERS increases.

Part-Time Committee: The committee must work on the following priorities. a) Track the categorical funding in the state budget for part-time faculty to assist with efforts on parity issues. b) Track legislation and provide advice to CFT legislative program on policy issues related to part-time faculty. c) Engage part-time faculty from CFT local union affiliates across the state. d) Align committee's work with and part-time faculty equity efforts of the related Division Councils and provide regular committee updates to related Division Councils.

State Council: 1) Members of the state council adopted the new budget with cuts in preparation of the decision by the Supreme Court on the Janus vs. AFSCME case. There was discussion on the structural organizing that is changing in preparation of the Janus decision. 2) There was a presentation on DACA students, who they are and some of the programs that are trying to protect them. 3) Membership Suite and all other related AFT software programs are being moved to Connect. Connect will have more versatility in doing membership searches and creating forms. 3) The Council also discussed local contract negotiations in which districts are claiming to have no money but are

keeping large reserves. The Council did not have very good attendance (about 50 people) and none of the Division Council presidents stayed to give reports, so the council ended early.

FUTURE AGENDA ITEMS

none listed at this time

Mark moved and Bill seconded adjournment.
The meeting was adjourned at 6:00

Next meeting: Friday, November 17 at 4:00.