

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of November 20, 2020

Linda Chan called the meeting to order at 4:30 PM. The meeting was held remotely via Confer-Zoom.

ATTENDEES

Present at this meeting were: Linda Chan, Mark Wessel, Bill Zeman, Anne Battle, Laura Wills, Elaine Jefferson, Barbara Young. John White, Sally Olivas, Jason Elias, Olufemi Gonsalves.

ANNOUNCEMENTS AND INTRODUCTIONS

None

AGENDA APPROVAL

Mark moved and Bill seconded that the agenda be adopted with flexibility. Approved by unanimous consent.

APPROVAL OF MINUTES

Mark moved and Laura seconded approval of the October 16, 2020 meeting minutes. They were approved by unanimous consent.

OLD BUSINESS

A. Member Issues

Sally is having an issue with her dean in the English department. She's not being given classes. Her classes are going to an instructor with less seniority and experience. Laura and Linda have examined the contract and determined that contractually there isn't much that can be done. The rationale is that there is low enrollment in Spring. Jason, the CFT representative consulted on the issue, suggested more could be done. Laura is going to push the issue farther up to Human Resources to see if a Grievance is necessary after discussing the issue with Dr. Sammis. If a grievance is to be filed the timeline was discussed for adherence to the contractual protocols. The appropriate form will be filed with both Dr. Sammis and Dr. Spore. Sally also expressed concern over what she considered a discourtesy at not even being informed that she wasn't being included on the teaching schedule. Adjuncts across the board are not getting the classes they're used to getting.

B. Negotiations: The Tentative Agreement has been signed. Some improvements to the Medical Benefits clause has been written. We aren't going to sign the contract ratification until the full-timers sign theirs. In reopened contract negotiations we'd hope to have a permanent 2% raise that won't be discontinued. The District is currently playing the full-timers against us in an effort to get the current T.A. signed. The District currently has over 30% reserve. Jason suggested the District was exhibiting Bad Faith Bargaining based on things said that weren't true. His recommendation was to send out the T.A. for approval, but that other members of the Executive Council send out recommendations for it to be rejected for the sake of going back into bargaining.

C. CD Purchase: Bill said \$20,000 has been invested for sixteen months.

D. Newsletter/Video: A video is being created for how adjuncts are handling teaching in the on-line Covid environment.

We will be creating individual testimonies on Zoom that will be forwarded to Linda for editing.

E. Workshops: Unemployment seminar on Monday, December 14 at 2:00. Someone from DFT will be conducting the seminar

F. Other: None.

NEW BUSINESS / DISCUSSION ITEMS

A. Spring Meeting Dates: Every third Friday, 4:30: 1/22, 2/19, 3/19, 4/23, 5/21, 6/18

B. Spring Back to School Night: Tentatively 2/10 or 2/11; Gift Cards, Union Benefits, (More will be discussed at a future date.)

C. Other

Anne moved and Barbara seconded a recess to COPE at 5:25.

RECESS to COPE

The general meeting was resumed at 5:35.

SECRETARY AND COMMUNICATIONS REPORT

Mark had no report

TREASURER

Bill submitted STATEMENTS OF ACTIVITY and STATEMENTS OF FINANCIAL POSITION and Budget reports for November 20, 2020. More money has been spent recently due to the lawyer who was employed during negotiations. We are well within budget with income above expenses. Total Assets to date are \$237,613.63. Membership is down to the low 200's with lower projections for the winter and spring.

REPRESENTATION OFFICER REPORT

Laura had no report.

VICE PRESIDENT'S REPORT

Anne got a preliminary report from the District about membership. Members frequently change their addresses. She will be e-mailing Sandra Coon for the most current membership list. The District is tardy in providing this information.

PRESIDENT'S REPORT

Linda submitted a report from the following meetings she attended:

Academic Senate of October 28 via Zoom: Linda shared the ongoing discussion regarding the legal opinion from the Chancellor's Office centered around the issue of requiring students to have their cameras on during Zoom meetings and privacy concerns of students versus academic freedom for instructors. Suggestions are that instructor requirements for *camera on* conditions be included in the syllabus and the beginning of semester welcome letter.

A second legal option was presented about Real-time captioning for on-line classes. Students with need are given priority for college resources. Another discussion regarded Ethnic Studies. The deadline for submitting a course in November 11 to be active for Fall 2021. There is a \$500 stipend and \$3000 when finished, available for an anti-racism cohort that has an application deadline of tonight at midnight. Linda said a violation of the nepotism clause, AP 7107 is being violated due to the hiring of the new Vice President of Instruction because she's the sister of Gina Hogan. Jason said CFT supports only defenses of contracts. Special funding would have to be requested for support of legal action against this hire. Jason said cases like this are notoriously hard to win. Speeches at the Board of Trustee meetings airing our objections are probably a better strategy to adopt.

President's Steering Committee

The meeting met October 26 and November 11. There was a review of CalWORKS Institutional Self-Evaluation Report that will go to the ACCJC: Standard #5 on Adjunct Evaluations was brought up. A Diversity Equity and Inclusion toolkit is being used to see if compliance is being maintained with all BP's and AP's.

Suggestions were made for the student on-camera issue. There will be no break between winter and spring semesters.

CFT FIELD REP REPORT

Jason thanked everyone who participated in the Prop 15 phone banking. He said the fight's not over and it will probably be reintroduced at a future date. He said the work we did in Arizona and Colorado bore fruit. He's excited about the inauguration of a new president in January. He's also requesting help with phone banking for the Georgia senate race run-off elections. He said he'd help with the ratification of the new contract with membership and any other grievances that may arise in the future. He also said funds to schools will be restored due to an unanticipated state surplus of \$26 billion. However we're still not out of the woods. Budgetary austerity is still projected and K-12 and community colleges will still need to teach remotely due to the risks to kids and teachers.

COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

Barbara Young had no report.

COMMUNICATION COMMITTEE REPORTS

None.

FUTURE AGENDA ITEMS

1. Back to School Night
2. Update on Grievances
3. Update on Negotiations and Ratification
4. Newsletter

Next meeting: Friday, Dec. 11, 4:30

The meeting was adjourned at 6:35.

