

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of November19, 2021

1. Linda Chan called the meeting to order at 4:40 PM. The meeting was held remotely via Confer-
2. Zoom.
- 3.
4. ATTENDEES
- 5.
6. Present at this meeting were: Linda Chan, Mark Wessel, Anne Battle, Bill Zeman, Laura Wills,
7. Jason Elias, John White, La Quirishia Fennell, Samantha Roth, Antonio Valdez
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9. ANNOUNCEMENTS AND INTRODUCTIONS
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11. None.
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13. AGENDA APPROVAL
- 14.
15. Anne moved and Bill seconded that the agenda be adopted with flexibility. Approved by unanimous
16. consent.
- 17.
18. APPROVAL OF MINUTES
- 19.
20. Mark moved and Anne seconded approval of the October 22, 2021 meeting minutes. They were
21. approved by unanimous consent.
- 22.
- 23 OLD BUSINESS
- 24.
25. A. Member Issues
26. 1. We're going forward with the Grievance on the stipend, understood as available for the
27. academic year as opposed to the semester as held by the District.
28. 2. Jason explained that there has been an ongoing process that is discussing the possibili-
29. ties of winning the afore mentioned Grievance. The consulting lawyer expressed a lack of confi-
30. dence in our ability to do so based on the ambiguity of the language in the MOU.
31. 3. Antonio said he was told he didn't qualify for the Training Stipend initially, but after much
32. communication with Administrators it was approved.
33. B. Newsletter/Website Articles - La Quirishia will be submitting something about the Black Scholars
34. program.
35. C. Workshops - Unemployment Workshop dates - Friday, December 3 at 11:00 AM, Linda will be
36. sending out another e-mail reminder.
37. D. Other:
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- 45.

47 NEW BUSINESS / DISCUSSION ITEMS

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49 A. Spring Meeting dates: Tentatively meetings will be held third Fridays of the month.

50 B. Back to School Night: Feb 16, middle hour for union presentation

51 Topics to request are:

52 1. how to read paychecks

53 2. DSPS presentation on student success

54 3. Checklist for step-by-step procedure on checking students for COVID protocols

55 C. The Academic Senate needs to have the issue of COVID checking brought to them.

56 D. A request was made for donations to the Black Scholars and Mental Health Program. A 3K/5K
57 walk in alliance with the National Alliance on Mental Health (NAMI).

58 Bill moved that we Donate \$500 to the *Black Scholars Program*. Mark seconded.

59 The movement passed unanimously that CCAFF is going to contribute \$500 to the Scholarship
60 Program. We'll be sending it to the Foundation designating it for the *Black Scholars Program*.

61 E. CFT Part-Time Faculty campaign: Linda showed a Powerpoint that asked for healthcare in-
62 creases, which will be addressed through legislation and collective bargaining. Organization and
63 mobilization are on-going. Parity and raising the load cap will be addressed after healthcare im-
64 provements. **There are three guiding principles:** 1. Every employer of part-timers should pay
65 toward healthcare. 2. Eligibility requirements should be relaxed. 3. Pooling of time from multiple
66 Districts worked by an employee should take place.

67 **Five Variables:** Quality of coverage. Eligibility. Cost from the state and cost from the District and
68 cost from employee need to be addressed.

69 \$300 mil. is the current requested amount for this effort.

70 This is a really good statewide opportunity that is being worked for by a variety of CFT personnel,
71 using a full throttle public approach pushing for healthcare coverage. Many collective bargaining
72 contracts are being examined for best outcomes. One of the things we need is a local member to
73 join the statewide committee for the sake of mobilizing. 17000 adjuncts are represented by CFT,
74 which represents a lot of bargaining power.

75

76 RECESS TO COPE

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78 No report

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80 SECRETARY AND COMMUNICATIONS REPORT

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82 Mark said all minutes to date are on the website with the exception of October, which was ap-
83 proved today.

84

85 TREASURER

86

87 Bill submitted STATEMENTS OF ACTIVITY and STATEMENTS OF FINANCIAL POSITION and
88 Budget reports for November 19, 2021. Our total assets to date are \$234,607.77. There is
89 \$17,574.49 in the COPE account. We are up to date on our Percaps which keeps us in good
90 standing with CFT and AFT. He had no other report.

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92 REPRESENTATION OFFICER REPORT

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94 Laura had no report.

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97. VICE PRESIDENT'S REPORT

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99. Bill and Anne will be composing a membership outreach letter with incentives for non-members to
100. provide personal emails.

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102. PRESIDENT'S REPORT

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104. 1) Linda shared the status of the "vote of no confidence" that took place at Compton Commu-
105. nity College regarding the joint resolution adopted by the Compton College Academic Senate,
106. Compton Community College Federation of Employees, Locals 3486 and 3486A. Their concerns
107. were about the performance of Dr. Keith Curry, President/CEO and Sheri Brger, Vice President
108. of Academic Affairs, and their perceived failure to perform their duties to the benefit of the college
109. and therefore resolved that they should be terminated.

110. 2) She also shared an update on progress with CFT legislative action that documents CFT co-
111. sponsored bills, CFT supported bills and bills opposed by CFT. Notable are AB 310 which insti-
112. tutes a 1% tax on Californians with a net worth of \$50 million and up, and another 0.5% tax on
113. billionaires (for a total of 1.5% tax annually. And AB 375 which affects community college part-
114. time employees by requiring negotiation on reemployment preference for faculty assignments to
115. be based on the minimum standards not exceeding 80% to 85% of a full-time equivalent load, (up
116. from the current 60 - 67% limitations.

117. 3) She also discussed the ambitious and well organized CFT Pat-Time Faculty Campaign, that
118. focuses primarily on healthcare access and cost, state funding and new program development.
119. Additional member priorities include wage parity, raising cap, job security and class size. Legisla-
120. tive mobilization will be the primary mode for advancement of these priorities, but there will also
121. be overlaps with LU bargaining and an Inaugural Part-time Conference.

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123. CFT FIELD REP REPORT

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125. Jason spoke about the University Council in the University System and the difficulties of staying in
126. contact for the sake of creating worksite structures that would help to facilitate negotiations with
127. University of California, who were dragging their feet. A strike vote was authorized. 25000 letters
128. were sent to administrators. Bargaining on Zoom took place. Phone calls and tweets were em-
129. ployed. Much support came from students. Members were ready to strike Wednesday morning.
130. The strike was averted at the last minute. The University agreed to a 30% salary increase over
131. five years, in addition to other improvements to the well being of these employees. Jason thinks
132. it's an incredible contract that might be capable of being used as a model for the nation.

133.

134. COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

135.

136. none

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138. COMMUNICATION COMMITTEE REPORTS

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140. Samantha will be taking responsibility for this in the future.

141. She'll be communicating with Bill and Anne when ideas arise.

142. She wants to be sure clarity and transparency are priorities when communicating with members
143. and potential members.

144. She advocates for multiple reminders be sent to new hires

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147. FUTURE AGENDA ITEMS

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149. 1. Back to school night updates/topics

150. 2 Debrief workshop

151. 3 Update on \$2200 stipend issue.

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153. Next meeting: Friday, December 17, 4:30.

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155. The meeting was adjourned at 6:41.

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