

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of October 22, 2021

1. Linda Chan called the meeting to order at 4:33 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. Samantha Roth, Jason Elias, John White, Olufemi Golsalves.
- 8.
9. ANNOUNCEMENTS AND INTRODUCTIONS
- 10.
11. None.
- 12.
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 September 17, 2021 meeting minutes. They were
21. approved by unanimous consent.
- 22.
23. OLD BUSINESS
- 24.
25. A. Member Issues
26. 1. Preparation pay for COVID related issues - MOU: Funding has been restored for adjunct
27. COVID prep that had temporarily been suspended.
28. 2. Campus reopening: Things seem to be going smoothly, everyone wearing masks and
29. adhering to COVID testing protocols.
30. 3 Other. 1. Dr. Ed Ortel died last weekend. He was a long time Board of Trustee who was
31. a strong advocate for the light rail station near Citrus College and is possibly deserving of some
32. sort of recognition on site.
33. Bill presented thoughts on assisting members in need through union funding. The idea was as-
34. sessed as being valuable and that needed much further investment in specifying the methodology
35. for such a program. John suggested the possibility of bus cards and Gold Line cards that would
36. support members transportation needs as well as supporting public transportation and its positive
37. impact on global warming.
38. B. Newsletter/Website Articles - Update: Linda has posted new articles including Donna's
39. Ed-Source part-time pay expose'.
40. C. Workshops - Unemployment Workshop dates - Friday, December 3 at 11:00 AM,
41. D. Other: Samantha asked about the \$2200 stipend. She said after much effort, questions were
42. answered about the qualifications needed for the stipends. People not working the minimum of
43. 6 units per semester were denied this stipend. Samantha thought this was unfair and the MOU
44. should have been something that was prorated to accommodate more employees who under CO-
45. VID weren't granted their normal work load.

The MOU that addresses this states that the stipend is to be awarded based on each academic year of the contract. As a consequence, the payroll department needs to pay the stipends to many faculty members who qualify. Dr. Sammis will be contacted in order to point out the error.

NEW BUSINESS / DISCUSSION ITEMS

A. Membership engagement: Anne explained that before the Janus decision HR would hand out membership information to new hires. They no longer do this, which hampers the union's ability to make initial contact with these people and attract them into a membership relationship as opposed to these new hires simply enjoying the benefits of union representation without paying for the privilege. Information about new hires is now limited, in spite of contract requirements that the District provide lists of unit members to the union. This is to be done by the fourth Monday of each semester. It would be helpful to have monthly updates that include personal e-mails for these individuals. Requests for personal e-mails is sometimes heeded and other times not. Employees have the choice of making their personal e-mails available. We *can* use the District's e-mail server for incidental information distribution.

B. Committee attendance:

1. Bookstore: Issues of interest to adjuncts are coming up that need representation at meetings related to the bookstore. Stipends are available for attendance.

2. OER: Open Education Resource; the push to get everyone to go no-cost textbooks that could add significantly to adjunct work load.

C. Other: Samantha volunteered to be the point person for communications about the union to members in the VPA division.

RECESS TO COPE

No report

SECRETARY AND COMMUNICATIONS REPORT

Mark had no report

TREASURER

Bill submitted STATEMENTS OF ACTIVITY and STATEMENTS OF FINANCIAL POSITION and Budget reports for October 22, 2021. Our total assets to date are \$234,607.77. There is \$17,574.49 in the COPE account. He had no other report.

REPRESENTATION OFFICER REPORT

Laura had no report.

VICE PRESIDENT'S REPORT

B. Union Benefits: If you sign up for UnionPlus.org on the CFT website 40% discounts as union benefits are available before Holiday shopping.

Anne is meeting with Linda next week at the office to get union membership information and swag to members.

97. PRESIDENT'S REPORT

98.

99. Linda submitted written a report from her attendance of the following meetings:

100. **Academic Senate on 9/22/2021.**

101. The Accreditation schedule via zoom beginning October 12 was shared. Approval of AP's and
102. BP's concerning Nursing Programs, Probation, Dismissal and Readmission took place.

103. A resolution for open education resource (OER) was considered for institutionalization.

104. **President's Steering Committee Meeting on Community College Council (CCC) on**

105. **9/27/2021:**

106. The Accreditation Visit from ACCJC was the most important issue for committees.

107. **Community College Council 9/24/2021**

108. A part-time organizer named Chase Golding was hired to focus on part-time issues and health
109. care. Council priorities are for funding, progressive taxation, the wealth tax and part-time faculty
110. health care. The Political Director spoke to ballot measures, including vouchers, a prohibition on
111. public sector unions, (supported by Tim Draper), and California election integrity in voting require-
112. ments calling for voter ID, (introduced by Carl DeMayo).

113. **CFT Part-Time Committee on 9/20/2021**

114. The cost of AB 1269, (\$300 million) and AB 375, (\$440 million) was discussed. In a health care
115. discussion disparities of coverage between part-time and full-time faculty members was pointed
116. out, with the committee supporting a statewide pool that would have each district contribute a
117. percentage based on the number of adjuncts with the state providing matching funds.

118. **CFT State Council on 9/25/2021**

119. A member survey was reported on by President Freitas. Of those members surveyed, 85% sup-
120. port mandated vaccines, 79% support mandated vaccines for workers and 75% support man-
121. dated vaccines for students.

122. Two bills of interest to part-time faculty, AB 375 - raising the maximum load an adjunct can teach
123. to 85% and AB 1269 - requesting a parity study by the Chancellor's office, were both vetoed. The
124. Chancellor's Office has admitted that part-time faculty members earn 50¢ for every full-time dollar
125. on average.

126.

127. CFT FIELD REP REPORT

128.

129. Jason had to leave early.

130.

131. COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

132.

133. none

134.

135. COMMUNICATION COMMITTEE REPORTS

136.

137. none.

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147. FUTURE AGENDA ITEMS

148.

149. 1. Membership Engagement

150. 2. Campus Re-opening specifics

151. 3. Parity

152. 4. Update on \$2200 stipend issue.

153.

154. The raffle winner was Olufemi Gonsalves.

155.

156. Next meeting: Friday, November 19, 4:30.

157.

158. The meeting was adjourned at 6:27.