

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of February 18, 2022

Linda Chan called the meeting to order at 4:39 PM. The meeting was held remotely via Confer-Zoom.

ATTENDEES

Present at this meeting were: Linda Chan, Mark Wessel, Bill Zeman, Laura Wills, Chase Golding, Jason Elias, John White, Antonio Valdez, Samantha Roth.

ANNOUNCEMENTS AND INTRODUCTIONS

CFT's Chase Golding and Jason Elias who were instrumental in the Part-time efforts are with us.

AGENDA APPROVAL

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

APPROVAL OF MINUTES

Mark moved and Bill seconded approval of the December 17, 2021 meeting minutes with noted corrections. They were approved by unanimous consent.

OLD BUSINESS

A. Member Issues

1. MOU - We had been told by Dr. Shultz that instructors would have a choice of working remotely or in person. The same MOU is being voted on by the full-timers. Discussion of the issue took place: a) No option was given to Samantha for selection of her mode of instruction. She is being required to teach her second class on campus. Courses were prepared with an understanding of the modalities assigned to classes. Changes to modalities should be addressed with possible compensation for the change. Bargaining for funds dedicated to requiring compensation for faculty returning to campus as was the case in the fall, would be a good issue to pursue.

b) Anthony is being required to teach via Zoom in the morning and in-person in the afternoons on Mondays and Fridays. Anthony said a good hour of class time was lost to inefficiencies in the test reporting. Anthony also complained about classroom cleanliness. Linda posed the following: If we don't have a choice, do we demand to bargain?

Jason said we need to start negotiating for the fall in April so that we have time to implement the desired policies. We need to negotiate at the same time as when the full-timers negotiate, and communicate with them.

B. Grievance Update: 1. Our Grievance was denied by Dr. Shultz. We are terminating the grievance for a number of reasons, primarily - that we would lose in advisory arbitration.

2. Class distribution is being denied to returning adjuncts - deans are not adhering to contract guidelines about assignments.

C. Workshops: Unemployment Workshop for June - Jason will be conducting the workshop either at the end of May or beginning of June. Antonio said he'd be interested in a payroll explanation workshop.

D. Spring Back to School Night February 15, 2022 - debrief - There was a better response than in the past due to the change in time slot for our presentation. Both Chase and Jason discussed options to Gift card distribution as enticement for participation as an artificial engagement strategy that needs to be replaced by a stronger engagement with issue support. Perhaps T-shirts or buttons to be worn during job actions. Gift cards can be thought of as a nice dues rebate to members who really need it, but although financial enticements are a nice tool they should be part of a larger strategy.

E. Statewide Part-time Campaign / Healthcare focus: Chase talked about what is hoping to be achieved and how it's to be achieved. A legislative strategy is being embraced that looks for funding increase allowing for much broader and more affordable access to healthcare. Eligibility for access plans are also being ironed out. We need to have the reimbursement rate above 50% and hopefully getting close to 100%. Strategies for pursuing these goals are the following:

1. Letter action is available to members.
2. Mobilization to Budget hearings with positive results.
3. Survey is being conducted about how many and the kind of health policies adjuncts have.

None of these goals or strategies matter if the strength of Locals is not increased for member activism. Another budget hearing will take place on April 5 in the state legislature on Zoom. Part-time faculty leaders will be attending and testifying.

F. Other: none.

NEW BUSINESS / DISCUSSION ITEMS

A. Spring 2022 MOU: A copy will be sent to the membership for approval of the MOU addressing COVID protocols and Faculty assignments.

B. Action Alert: Please sign letter to Gov. Newsome about funding healthcare for part-time community college faculty. There is a link on the agenda for this.

C. CFT State Council March 18 & 19; Hyatt Regency, 5 Embarcadero Center, San Francisco, CA (CFT is considering a hybrid option.)

D. Elections: The election process was deferred due to the COVID pandemic. If there is no objection to the current slate of officers we will postpone elections until Spring 2023 as per Constitutional requirements. Notification to this effect will be sent to the membership. The Representation Officer position is vacant. A volunteer to fill this position is requested. If there is more than one person interested in this position a special election will be held. Samantha was suggested for this position. John White was asked his feelings about filling this position.

E. Other: Pursuit of Organizing Grant is ongoing.

RECESS TO COPE

a. Board of Trustees Election It was mentioned that Bill and Linda need to resume lunch meetings with Board members to maintain good relations.

b. COPE Report - none

c. Other - none

SECRETARY AND COMMUNICATIONS REPORT

No report.

TREASURER

Bill submitted STATEMENTS OF ACTIVITY, BUDGET ATUALS and STATEMENTS OF FINANCIAL POSITION for February 17, 2022. Our total assets to date are \$227,315.91. There is \$17,574.42 in the COPE account. Taxes were filed. All necessary forms were submitted as well as 1099 forms sent to officers. Bill shared the four CD's we're invested in with balances and interest listed.

REPRESENTATION OFFICER REPORT

No report.

VICE PRESIDENT'S REPORT (Interim)

Laura has been appointed interim V.P. Union materials need to be reclaimed from Anne's family when its convenient for them.

PRESIDENT'S REPORT

Linda submitted reports from the following meetings:

- 1) CFT Part'Time Faculty Committee (PTFC) on February 5, 2022. a) The continuing denial of unemployment benefits was discussed, with the need to remind members that they need to refer to the Cervisi decision when applying for benefits, which sites the fact that there is no guarantee of class assignments in the future. b) CFT lobbyist Michael Young discussed the state budget. Individual districts will need to negotiate terms after the legislature approves the governor's \$200 million budget request. Jason Elias will be developing the CFT 'toolkit' for available to locals for negotiations of these terms with districts. Many adjuncts (including Linda) testified at an Assembly Budget Subcommittee hearing on February 16th about the importance of approving the \$200 million budget for part-time faculty healthcare.
- 2) The next Academic Senate meeting is February 23,2022
- 3) The next President's Steering Committee meeting is February 28, 2022

CFT FIELD REP REPORT

Jason talked about the Part-time Campaign reported in section E of Old Business.

COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

none

ACADEMIC SENATE

COMMUNICATION COMMITTEE

FUTURE AGENDA ITEMS

1. Revisit how new members are enticed to join. (Is there another way to use our funds rather than giving gift cards to anyone who attends things like the Welcome Back. Members should be eligible for gift cards and raffles.)

2. Organizing Grant

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1. Next meeting: Friday, March 18, 4:30.

Subsequent meetings will be April 15, May 20, starting at 4:30

The meeting was adjourned at 6:22.