

Citrus College Adjunct Faculty Federation, AFT-6352
Executive Board Meeting Minutes
of April 15, 2022

Linda Chan called the meeting to order at 4:35 PM. The meeting was held remotely via Confer-Zoom.

ATTENDEES

Present at this meeting were: Linda Chan, Mark Wessel, Bill Zeman, Laura Wills, Esther Vogel, Tiffany Williams, Lisa Castillo, Belinda Flores-Castro, Lorimar Hunter. Erick Sanzon arrived late.

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 Bill seconded approval of the March 18, 2022 meeting minutes with noted corrections. They were approved by unanimous consent.

OLD BUSINESS

A. Ongoing

1. Mask Mandate / Spring 2022 MOU

Addendum update; The MOU didn't need to be approved by the membership, but Linda is running a vote that has a 10% turnout. So far there's a 65% approval. Linda has not yet signed it, but the new policy has been implemented as of April 11.

District's interpretation of "Scope of Bargaining": Linda will be addressing the approval and implementation pre-reception of response from all constituencies with Dr. Sammis.

B. Statewide Part-time Campaign

1. Survey; The link to the CFT survey is provided to get input on the State Healthcare proposal. It's a \$200 million budget addition that's been put before the Governor. This would be an ongoing fund. There will be a need for negotiation at the local level.

C. Organizing Update

Hustle: Effective messaging tool via text to members, which is much more efficient than the e-mail approach Linda's been using. Linda is the only qualified administrator, but she can designate

an agent to send out approved messages.

D. CFT Summer School; June 27 - July 1 at Cal Poly Pomona; Many classes exist for enhancing an understanding of union intricacies, things like organizing, or fulfilling various officer responsibilities. The CFT website provides a more extensive explanation of

E. Reduce dues proposal: There was a proposal to reduce the dues from 1.8% to 1.5%. Bill moved as such, and Mark seconded. It would be effective in August of 2022. The motion passed and Bill will be contacting the Payroll dept for implementation of this change.

F. AFT Convention, Boston July 14-17: We can have three delegates. So far no interest in participation has been expressed.

G. CFT Part-Time Faculty Conference; May 1 & 2 in Sacramento

Cost is about \$500 for hotel (\$200 / night) and airfare

Request for funding: CFT will be contributing \$500 to locals for each person attending. Mark moved and Bill seconded that we contribute an additional \$500 for Linda to be able to attend. There were no objections and therefore the motion was approved.

H. Negotiations and Bargaining Toolkit - Jason was not present. Linda solicited members who might volunteer to be part of the Bargaining Committee.

I. Confirmation of Grievance Officer: Mark moved and Bill seconded appointment of Samantha Roth to this position. There were no objections and so the appointment was confirmed.

Other: Membership Engagement: Linda asked the non-officers what might be a good incentive for attendance of monthly meetings. A response took place from Lisa that it was enough to see the agenda so that issues of interest could provide the incentive. Other responses agreed that people will participate if they have the interest, exclusive of give-aways.

NEW BUSINESS / DISCUSSION ITEMS

A. Legislation.

1. Parity Bill. AB705 was passed a couple years ago that made a mess due to the dropping of remedial programs. A bill, AB1705 is being considered, that asks that no assessment take place before being admitted to classes. The system of Pre-requisites would disappear.

This isn't good for students or faculty.

The Parity bill addresses the gap between full and part-time pay, recognizing how poorly adjuncts are compensated for grading and prep.

Medina's bill - Removal of the 67% cap and raise it to 85% so that the necessity of being a freeway flyer could potentially be eased.

Linda went through the complexities of passing these bits of legislation.

D. Other:

1. Lisa volunteered to attend board of Trustee meetings to represent part-time issues.

Linda recommended a workshop to create a strategy for interacting with the Board.

2. AP's and BP's have been presented for approval by this constituent group.

Linda provided these in a Google folder for consideration and approval at the next meeting.

RECESS TO COPE

No COPE report

SECRETARY AND COMMUNICATIONS REPORT

No report.

TREASURER

Bill submitted STATEMENTS OF ACTIVITY, BUDGET ACTUALS and STATEMENTS OF FINANCIAL POSITION for April 15, 2022. Our total assets to date are \$225,582.70. There is \$17,574.49 in the COPE account.

REPRESENTATION OFFICER REPORT

No report.

VICE PRESIDENT'S REPORT (Interim)

Laura said the employee data base from the District was provided. 165 adjuncts were not members, so she and Jason will be developing a script to approach these people in hopes of convincing them to become members. Linda added that there were a number of people who responded to the pole indicating that they were unaware of their membership. They too will be contacted. Laura requested information on dropping membership.

PRESIDENT'S REPORT

Linda submitted reports from the following meetings:

Academic Senate

President's Steering Committee Meeting of March 28

1. Accreditation Report: Cosmetology and Nursing departments experienced a lower pass rate than the year, as well as more students discontinuing their programs due to COVID-19.
2. It was reported that there are new lactation stations available at Student Health Services, Library - 128 and ED 216 when construction is completed.
3. President Shultz congratulated Dave Brown as this year's distinguished faculty member. He also noted that ten faculty members were approved for tenure, and that there is a partnership between the Community College League and the Board of Trustees in the creation of a Racial Equity Alliance.

CFT State Council of March 19: 1. CFT is focusing on the Wealth Tax, a 1% tax on Californians making more than \$150 million or more. It is projected to raise \$22 billion for our schools. 2. It was also reported by the president that there is an education staffing crisis. To address this issue there will be a focus on four principles: (a) Certified employees should be making at least \$100,000 within seven years, (b) Classified employees should be starting at a minimum of \$20/hour, (c) Affordable housing and (d) Healthcare for all educators.

Assembly Budget Subcommittee of April 5

Linda testified for approval of the Governor's proposal of \$200 million for part-time faculty health-care. If approved Districts will have to negotiate to receive these funds. On April 13 Linda met with Ellen Monray, a consultant to Assemblymember Irwin, regarding AB1705, which requires that colleges may not assess students into transferable Math or English courses. She also continued weekly meetings with CFT staff for the continuing development of the part-time conference.

CFT FIELD REP REPORT

Jason was not present.

COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

none

FUTURE AGENDA ITEMS

1. Organizing 2. Board Meeting Speaker organizing template. We need numbers comparison numbers between full and part-timers to address the Parity issue.

Next meeting: Friday, May 20, 4:30.

The meeting was adjourned at 6:15.