

**Citrus College Adjunct Faculty Federation, AFT-6352
Special Executive Board Meeting Minutes
of September 16, 2022**

Bill Zeman called the meeting to order at 11:25 AM. The meeting was held remotely via Zoom.

ATTENDEES

Present at this meeting were: Mark Wessel, Bill Zeman, Laura Wills, Samantha Roth, Cheryl Alexander, Lawrence Seymour, Lucy Code, Sanaa Saykall, Antonio Valdez, Elaine Jefferson, Jason Elias, Dania Rosales Fernandez.

ANNOUNCEMENTS AND INTRODUCTIONS

I. Cheryl Alexander introduced herself. She is running for election to the Board of Trustees. 21 years as educator worked with diverse populations in Inglewood. Special Ed focus in Inglewood for 17 years. She lives in Duarte. Passion for her students. She seeks our support to continue from her appointment to an elected term. She's currently writing a dissertation as well as all her other commitments, but thinks it's important to try to make a difference with her committee to make them aware of Citrus College opportunities, building bridges to Duarte residents toward enrollment at Citrus College. Therefore she seeks election in a field of two other candidates. Cheryl has been in the process of learning the responsibilities of a Trustee. But she claimed as an educator she is also a dues paying member of a union and supports unionism wholeheartedly. She says it's important to know who the faculty members are at the college for good communications with campus stakeholders. Jason expressed his interest in getting a commitment from the Board to support the recently passed legislation addressing healthcare for adjuncts.

II. Mark announced the results of the election: Bill Zeman/President, Laura Wills/Treasurer, Samantha Roth/Vice-President, Elaine Jefferson/Representation Officer. Mark Wessel will continue serving as Secretary until a replacement can be found and appointed.

AGENDA APPROVAL

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

MINUTES APPROVAL

Mark moved approval of the meeting minutes for June 7, 2022. Lawrence seconded. The motion passed unanimously.

NEW BUSINESS

Discussion Items:

I. Compensation for Officers:

A question arose about how split duties took place for the fall, and how would the payment take place.

\$3000 would go to both Bill and Laura. Samantha would be paid \$2000. Elaine would be paid the full amount for Representation Officer. Laura made the motion for the higher paid office to be paid to the newly elected officer. Mark seconded.

The motion passed.

II. Negotiations

We need a committee to determine those issues of most importance to be negotiated with the District in upcoming negotiations. We need as large a committee as possible. Committee members would be compensated at the non-instructional rate, \$55/hour.

Sam moved and Laura seconded creation of the Election Committee. Sam said she went to the Union Summer School and learned that input from as many people as possible was needed to tear apart the contract, with a Contract Action Team. Jason fleshed out the nature of a Contract Action Team and its goals. Member involvement is needed to create unity toward bargaining effectively. One primary voice is needed when negotiating. Jason's skills are great in this area and would likely be that voice.

Sam will volunteer to participate. Antonio will also be on the committee.

The motion passed.

III. Outreach to non-members:

We have been falling in membership numbers. Our membership is at 229 of 399 in the Bargaining Unit as of July. Only 17 of these participated in the election. Jason outlined the benefits of membership through AFT affiliation. Bill asked Jason the impact low membership has on District negotiations. Jason said if the District knows there isn't an engaged membership, they are less likely to be amenable to negotiating contract changes. Bill asked for a response to pushing for a membership drive. Samantha wants to see what a three or four day membership drive look like. Is it phone banking? Is there a script that would be used? What are the concrete things that would be set as goals? Jason thought now was perfect due to the positive movement on healthcare reform for part-timers. A membership committee could be established via zoom, to strategize, then phone bank potential members. A debrief would follow for addressing comments made during the phone calls. A more engaged membership is the goal. Samantha is willing to be part of a team that will take on this task. On September 19 the current list of part-timers, including those who are not currently members will be sent by Sandra Coons.

Samantha moved to form a Membership Outreach Committee. Antonio seconded. The motion passed. Elaine will be on the Membership Committee. Samantha said contacts in each department would be helpful. Determining how many people are physically on campus to determine who is capable of being contacted in person would also be helpful.

IV. Constitutional Committee

We need to form a Constitutional Committee to look through the current Constitution to reform many of its inefficiencies. There is redundancy and lack of clarity between both the bylaws and constitution. Taking this on this fall is too much, so we'll be postponing this process until the Spring.

CFT REP REPORT

Jason reported on the success of the Part-time Faculty Healthcare initiative.

\$200 mill a yr. for healthcare is to be budgeted. Eligibility will come with a 40% load for the same healthcare Full-timers enjoy. Multi-campus adjuncts meeting a minimum requirement would also get the healthcare and the District would be compensated by the state. This could even save districts money. It's something that has to be negotiated with the District. CFT also continues working to raise maximum part-time hours from 67% to 80%. There will be training for bargaining on Sept 28 via zoom. Jason will be providing language for bargaining. He encouraged participation and advocacy with the Board of Trustees and with other campus union entities.

Campus Equity Week at the end of October will provide the opportunity for more advocacy in a visible way.

REPRESENTATION OFFICER'S REPORT

Samantha submitted a written report.

There were three inquiries about rehire rights from two members in Cosmetology and one in Visual Arts. The response to each inquiry was that we don't have contract language sufficient to protect members who haven't been rehired. There is a pattern of having little control over being rehired. Laura and Bill had a discussion with Dr. Sammis and Dr. Schultz. They said they'd both be open to hearing about issues with membership in hopes of trying to resolve them before a formal grievance was necessary.

SECRETARY'S REPORT

No report

TREASURER'S REPORT

Laura submitted an Activity Report and Statement of Financial Position for January 1 to September 16, 2022.

Total assets are \$223,643.96. The unincluded CD is worth \$80,000.

VICE-PRESIDENT'S REPORT

A written report was submitted. Samantha's been trying to get an updated data base going as well as getting membership involvement going.

PRESIDENT'S REPORT

A written report was submitted.

I. Bill described topics discussed with Dr. Sammis and Dr. Schulz at their September 1 meeting. It was suggested that speaking to Dr. Sammis in pairs would prevent problems like that experienced with Linda. Bill said they'd like to meet regularly. He confirmed that the current contract expires at the end of 2023 and pressed Dr. Sammis to begin negotiations in early Spring.

The 80% rule was discussed, at which time it was determined that both administrators are against. Dr. Schultz is very accessible, willing to attend classes and is eager to help however he can. Bill said the meeting was very successful.

II. Bill went to the Budget Forum on September 2. A Part-time revenue line comes from the State for \$236,000/yr provided to the District for office hours and Healthcare. There is an Expense line of \$8.6 mill. for Adjunct Overload compared to \$59 mill. for Full-time faculty. The full-timer's overload budget needs to be broken down for us.

Full-time union president Senya Lubisch asked about COLA. Vice-President of Finance, Claudette Dain said these revenues are added into the general budget to offset rising costs of regular expenses, which many argued should be given to faculty as raises. COLA is 6% which is not automatically given, but must be negotiated.

Lawrence suggested negotiation of a change to the salary structure to include industry field experience as a step.

FUTURE AGENDA ITEMS

None at this time.

Next meeting 10/21/2022 at 11:30 with officers meeting at 11:00.