

**Citrus College Adjunct Faculty Federation, AFT-6352**  
**Special Executive Board Meeting Minutes**  
**of October 21, 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, Elaine Jefferson, Jason Elias, Erick Sanzon, Antonio Valdez. Belinda Flores-Castro joined late.

**ANNOUNCEMENTS AND INTRODUCTIONS**

I.

**AGENDA APPROVAL**

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

**MINUTES APPROVAL**

Mark moved approval of the meeting minutes for September 16, 2022. Bill seconded. The motion passed unanimously.

**NEW BUSINESS**

Discussion Items:

I. Should people working for the union be required to be members?

Clarification of "good standing" needs to be made and stipulated in the Constitution. Currently, a gap of three semesters is required. There needs to be a change in the By-Laws. A review of "Retirees" as part of the Constitutional allowance for participation is needed. Mark will take this on.

II Welcome back scheduled for Feb 15, 2023

a) Use campus catering for food? Eric Rabitoy suggested this change from what we have done in the past. It was agreed that this was a reasonable alternative that would be communicated to Dr. Rabitoy. Elaine will be the point person for confirming menu options.

III. Negotiations Update

Samantha said there was a pre-meeting with Jason that had two introductory meetings , next meeting Nov 3, with mandate to have committee members review contract for revisions. These members are to be paid \$60/hr. This group will be renamed the "Contract Committee". Salary increase will be an integral part of our negotiations ask. Erick and Belinda raised the issue of the need for paid office half hour for adjunct councilors. Refer to President's Report for more information.

IV. Membership Committee Issues

Samantha was going to head up a membership drive, which due to time constraints was going to be put off until next year. Elaine has been enthusiastic about picking up this effort. Bill said there is money available to pay for additional efforts toward increasing membership. Laura moved payment to Elaine to be involved between eight and sixteen hours a month for these efforts at \$60/hr. rate. Elaine seconded. Conversation followed. Samantha informed us of the efforts she's been making toward updating an accurate data base. This payment would be available for individual officers or members who are involved in meeting adjuncts and putting the word out about the benefits of

unionism on campus and encouraging membership. She will be submitting reports about these efforts. A general set of parameters will be needed by which individuals will be compensated for these efforts with a plan for the future. Jason mentioned that there's a CFT membership organizing grant that could assist on the basis of \$375 per person for ten hours. Bill mentioned that Sandra Weiss was used to do this in the past with little accomplished. And that we don't have the flexibility for a full on membership drive at this time. Elaine said she was going to use the Equity Week opportunity to set up a table for outreach. The motion passed.

#### V. Revise Campus Introduction Letter

There is a new letter distributed to new employees by Human Resources introducing them to the union. Spring meeting dates need revisions.

#### CFT REP REPORT

Jason reported that a lot of work continues to be done on the Healthcare Initiative. There's some pushback from some districts indicating that the funding available is less than needed to accommodate adjuncts likely to sign up for this benefit. A leadership conference will be in February. The CFT leadership conference will take place in March.

#### REPRESENTATION OFFICER'S REPORT

Elaine said Cody Price was terminated and is need of further representation. Antonio Valdez has a grievance that will likely go forward. At the Board of Trustees meeting the toll on workers due to Covid was discussed. Equity and Diversity were discussed.

#### SECRETARY'S REPORT

No report

#### COPE REPORT

Bill left messages for Board of Trustee candidates Irene Murray and Paul Naccachiani but received no call backs or messages in response.

Elaine moved and Laura seconded a donation of \$3,000 to Cheryl Alexander's campaign for Board of Trustees.

The motion passed.

Bill described the need to show solidarity for San Francisco Community College through support for the candidates running for election to their Board of Trustees.

Laura moved that we give \$500 to (4) Board of Trustee candidates for CCSF (City College of San Francisco), Susan Solomon, Anita Martinez, Vick Chung and Adolfo Velasquez, as a show of solidarity. Elaine seconded.

The motion passed.

Bill will be in charge of filing the 497 form.

#### TREASURER'S REPORT

Laura submitted an Activity Report and Statement of Financial Position for, January 1 to October 21, 2022. We continue building our reserves. We are spending far less than we're taking in.

Total assets are \$318,685.39. The CD is worth \$80,000. Laura has adjusted the contact information on the website.

## VICE-PRESIDENT'S REPORT

Samantha had to leave before conclusion of the meeting, but submitted a written report. In it she described her work on integration and updates to our member's list, and efforts to contact members and non-members about part-time healthcare progress, contract negotiations and encouragement to join the union. She also reported that she's working with Bill and Jason to develop an approach for conducting, organizing and compensating the Contract Review Committee. She's also maintaining the E-mail account and answering inquiries at that account.

## PRESIDENT'S REPORT

A written report was submitted.

I. Bill First discussed the Part-Time Healthcare Campaign. He's requested information from CFT that will help negotiate the insurance benefit. AB 190 signed by Gov. Newsome, provides the following: \$200.5 mill. funding beginning 9/27/2022. It extends to 100% from 50% reimbursements to districts for providing healthcare insurance to adjuncts if they meet certain criteria: 1) must be the exact same plans and conditions as the full-timers get 2) Part-timers must have at least a 40% load in all districts they work. On 9/28 Bill attended a training session to help with bargaining for Part-Time Healthcare. Sunshine and Demand to Bargain letters were sent on 10/6/22. Unit members were sent emails informing them of the health insurance availability and requested their attendance of the Board of Trustees meeting on 10/18, which Bill attended.

II. The First meeting of the Contract Committee was held 10/14/22

III. He attended Steering Committee and Academic Senate Meetings, as well as the CCC meeting on 10/7, from which he noted that: 1) Calstrs change: members will not be held responsible for corrected errors that lower their retirement pay. 2) Sharon Hendricks and others at Calstrs are working to repeal social security offsets (WEP), and to default new hires into Defined Benefit plans instead of Cash Balance. 3) Chancellor's guidance on new Part-time Healthcare law will not come out until late November. 4) Under new Part-time Healthcare law, multi-district qualifiers purchase a plan from one district they work for, then submit for reimbursement piecemeal and proportionately from all the districts they work for. Districts can opt out of selling plans. 5) CFT is talking to Covered California to make a special enrollment period for adjuncts in the Spring. 6) Lobbying efforts in Sacramento have produced a \$100 tax credit for union dues that will be available starting in January of 2024.

IV. From the Part-time Council meeting of 10/8, Bill reported that progress has been made on AB 1856, the bill allowing for part-time loads to reach 85% of a full-timers.

## FUTURE AGENDA ITEMS

None at this time.

Next meeting 11/18/2022 at 11:30 with officers meeting at 11:00.

## MEETING ADJOURNMENT

The meeting was adjourned at 1:45.