

Citrus College Adjunct Faculty Federation, AFT-6352
Special Executive Board Meeting Minutes
of January 20, 2023

Bill Zeman called the meeting to order at 11:35 AM. The meeting was held remotely via Zoom.

ATTENDEES

Present at this meeting were: Mark Wessel, Bill Zeman, Laura Wills, Elaine Jefferson, Eric Siberio, Tricia Gensel, Belinda Castro, Jason Elias

ANNOUNCEMENTS AND INTRODUCTIONS

AGENDA APPROVAL

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

MINUTES APPROVAL

Mark moved approval of the meeting minutes for December 9, 2022. Elaine seconded. The motion passed unanimously.

NEW BUSINESS

Discussion / Action Items:

I. Negotiations: The District quit meeting with us due to medical problems with personel involved in the negotiations. So far organizing another meting has failed. No one has assumed Dr. Sammis' responsibilities while he recovers from a medical condition. Contacting Dr. Shultz to continue negotiations in a timely way is an option to be investigated. Bill will be contacting Dr. Shultz and Claudette Dain with an email immediately following this meeting. A one year trial for Health Insurance will probably be offered to us. TA's have been offered to the full-time and classified employees which include healthy raises. Management have given themselves raises as well. We will not be receiving the same raise the others will enjoy in February. It is common for a retroactive payment to be made during negotiations. Bill submitted an initial proposal.

II. Convention Planning: This year's convention in San Francisco, starting March 17, 2023 - ending on Sunday. Officers are automatically Delegates. Eric and Tricia are also planning on attending as non-delegates. Elaine and Mark probably will not be able to attend this year. This is the last opportunity for submission of delegates. Laura will be taking care of booking with the hotel and registration. The Credential process will have to be verified and completed. Bill will contact Leticia.

III. Welcome Back Planning: Elaine had information about the cost per person of food provided by College Catering Company that sounded less expensive than some of the other catered options. She's still trying to get an accurate head count for attendance. Elaine will be doing follow-up calls to determine the number of mixed box-lunches to order. The event will be 5:20 - 8:00 PM Feb 15. Bill will be providing a snapshot of our progress in negotiations and recruitment for involvement from members for the betterment of part-timers.

IV. Change Banks, Check Signing: Laura will need to investigate the process for switching from our current bank to Schools First. Bill proposed that we will be communicating with Maria that we will not be adding new signators at this time, then begin the switching process after convention.

Laura made a motion for the expense of up to \$7000 overall for hotel, flight and transportation for the CFT Convention. Mark seconded. The motion passed by unanimous consent.

CFT REP REPORT

Jason reported that CFT committees are conducting meetings that he's been attending. The CFT Part-time task force is being organizing to end the two tier system in community colleges to enable greater equity. Bill will be invited. The CFT Convention is being organized. Seven districts have agreed to the part-time healthcare initiative and its implementation. A statewide day of action will take place that may allow each local to be vocal about the need for implementation at each district. He's looking forward to negotiation with Citrus. There will be a statewide deficit starting in July, but the state's been doing a good job of budgeting for COLA 8.1% pay increases. This may seem like a lot, but when weighed against inflation rates it's not that much. Low enrollment problems will need to be addressed.

REPRESENTATION OFFICER'S REPORT

Elaine had no report.

SECRETARY'S REPORT

No report

COPE REPORT

No report

TREASURER'S REPORT

Laura submitted an Activity Report and Statement of Financial Position for January 20, 2023. Total assets are \$299,729.80, which includes CD's. Interest income was \$677.17. Total revenue was \$78,869.81. Total expenditures were listed for the year. \$94,600.30.

VICE-PRESIDENT'S REPORT

Samantha is on leave at present.

PRESIDENT'S REPORT

A written report was submitted.

I. Part-time Healthcare Campaign

A. Bill spoke to the Trustees on 12/13/22

1. Bill was given parameters for the draft by Jason and Chase.
2. Chase created a Hustle message for our bargaining unit to attend the Trustees Meeting. Eight responded that they would attend.
3. Terry Miles was spoken to before the meeting at which time he said full-timers requested retroactive pay that was denied by the District.
4. Senya emphasized the many man-days of extra unpaid work for Covid related time investment.

5. Classified employees received a tentative agreement (TA) on salary.

II. Academic Senate Meeting 12/14/22

A. Full-time faculty are seeking a salary increase based on COLA.

1. Two offers to the District have been made. Counter-offers are expected in the next session.

2. Salary increases will begin on July 1, the beginning of the fiscal year and contracts will end three years from that time.

III. Conversation with Dr. Schulz on 1/10/23

A. He asked how close we were to making an initial proposal (IP).

1. Bill told him about our Contract Committee.

B. Dr. Schulz informed Bill about the process of getting to bargaining and about the recent TA's for salary ncreases reached by full-timers and classified employees.

1. They are receiving their increases starting January 2023 and he was concerned about dissatisfied adjuncts.

2. He said he did not think the campus had ever done retroactive pay and urged haste in submitting an IP. Bill informed him of retroactive pay being given in the past.

IV President's Council on 1/11/2023

A. A review of expectations for the upcoming Board Meeting took place.

B. Details about pay increases to be approved on 1/17/23 were shared:

	Jan 2023	July 2023	July 2024	July 2025
CCFA	10%	2%	5%	2%
Mngmt	6.5%	5.5%	5%	2%
CSEA	Undisclosed due to revisions			

V. Tried to visit Sammis, ended up talking to Claudette Dain about retroactive pay and continuing negotiations and the IP on 1/17/2023.

FUTURE AGENDA ITEMS

1. Negotiations update
2. Convention Report
3. Next meeting 2/17/2023 at 11:30 with officers meeting at 11:00

MEETING ADJOURNMENT

The meeting was adjourned at 1:12