

Citrus College Adjunct Faculty Federation, AFT-6352
Special Executive Board Meeting Minutes
of May19, 2023

Bill Zeman called the meeting to order at 3:00 PM. The meeting was held remotely via Zoom.

ATTENDEES

Present at this meeting were: Mark Wessel, Bill Zeman, Laura Wills, Jason Elias, Lucy Code, Victor Garcia, Dania Rosales Fernandez, Yvette Ambrose, Jim Hague, Mario Ortiz, Jeffrey Thompson.

ANNOUNCEMENTS AND INTRODUCTIONS

AGENDA APPROVAL

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

MINUTES APPROVAL

Mark moved approval of the meeting minutes for April 21, 2023. Laura seconded. The motion passed unanimously.

NEW BUSINESS

Discussion / Action Items:

- I. Appoint Interim Vice President: Mark moved and Laura seconded Jim Hague's appointment. Bill summarized Jim's qualifications and value to the Board. Jim accepted the appointment in advance and was appointed by unanimous consent.
- II. Negotiations: Jason said the Healthcare Provision for part-timers was accepted on a one year trial basis, probably to be implemented in the fall. \$200 mill. allocated from the state will be reimbursed to Districts to pay for this program. It will be paid to all adjuncts working a 40% load at one District, or full reimbursement for employees of more than one district, who collectively work 40% at all campuses that employ the individual. Benefits will be the same as what full-timers enjoy. (Currently at \$0 cost.) Specific language in an MOU is being submitted by Jason and Bill at their next meeting with the District. If the money runs out from the state, or gets redirected, CFT will have to go back to the state for additional ongoing funding. Other changes to the contract are still being negotiated. A total of 19% over the course of the next three years was agreed to by the District. (Dania asked for 1) clarification on how office hours are paid, and was told that a previous contract rolled office hours into the hourly rate. 2) raised the issue of non-credit compensation for preparation hours. She'll be going over specifics with Bill for potential future negotiations.)
- III. Grievance Update: We've been grieving an issue in the Cosmetology department over the structure of how full-time leads can lead to contractual violations. The first level was denied by the District. We're moving to second level grievance with Dr. Hester.
- IV. Survey adjuncts on who will be using new Healthcare Measure starting in Fall: Deans need to know who will be needing the coverage. Bill proposed using *Survey Monkey* to determine how many will be applying for coverage. Jim said Google Forms are free and easy. Jim will create the form and Bill will send it out.
- V. Laura moved and Mark seconded that \$5000 maximum be budgeted for attendees of Union

Summer School. The motion passed.

V. Motion to approve Officer Compensation: Laura moved that Bill be paid the stipend of \$1000, for the Grievance Officer and that Jim be paid at a prorated level, \$500 for his work on membership. Mark seconded. The motion passed.

CFT REP REPORT

Jason reported that CFT had a change of leadership, Lukia Smith is retiring from the Treasurer position. Lacy Barnes will be moving into that position, who is Community College Faculty. CFT is working on creating a single tier pay schedule. Regardless of whether one is full or part-time, the pay would be the same. This is going to be a long process. The Division Council meets tomorrow from 9 - 12:00 on Zoom. Union Summer School will provide opportunities for training in the topics of union leadership, negotiating, treasurer training and DEI. Summer School will take place 6/26 - 29, at the Universal Sheridan. Jim expressed interest in attending.

REPRESENTATION OFFICER'S REPORT

Vacant.

SECRETARY'S REPORT

Mark said he was helped with the process of creating the 2023 column for the minutes on the CCAFF website by Jim Hague, and that submissions are now current.

COPE REPORT

No report

TREASURER'S REPORT

Laura submitted an Activity Report and Statement of Financial Position for May 19, 2023. Total assets are \$312,469.85. Total expenditures were listed for the month \$23,656.92. Total revenue for the month was \$31,060.04, with the bulk of that coming from membership dues. Auto-renewals have taken place on our CD's.

VICE-PRESIDENT'S REPORT

Vacant

PRESIDENT'S REPORT

A written report was submitted.

I. A detailed description of Negotiations was provided, summarized in the report on Negotiations. In addition to details of negotiations over Healthcare Coverage and Salary, he updated us on progress with Article 6 Assignments, Article 8 Evaluations, Article 9 Leave, and Article 7 Personnel Files. Subsequent meetings also included negotiations over Article 13 Working Conditions and Article 15 Grievance.

II. Bill attended the following meetings:

Steering Committee 5/8/2023, Academic Senate 4/26/2023 and a Presidents Council Meeting.

FUTURE AGENDA ITEMS

1. Negotiations update
2. Grievance update
3. Survey update
4. Attendance of Summer School funding for attendees
5. Next meeting Wednesday, 6/14/2023 at 3:00

MEETING ADJOURNMENT

The meeting was adjourned at 4:45 PM