

Citrus College Adjunct Faculty Federation, AFT-6352
Special Executive Board Meeting Minutes
of June 14, 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, Jim Hague, Jason Elias, Christopher Pinto, Rachel Sorteberg, Lucy Code, Belinda Flores-Castro.

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 May 19, 2023. Laura seconded. The motion passed unanimously.

NEW BUSINESS

Discussion / Action Items:

I. Negotiations Update: Two negotiations meetings took place since the last meeting. Salary discussions took place about increases to the steps and a me-too clause. The Me-too clause was rejected but the non-credit salary increases were agreed to. Dania attended meetings making the case for increases to non-credit instructors. A Tentative Agreement (TA), was reached on some other Articles. 12-5-2 percent increases starting in July for credit faculty will take place. 14-5-2 percent increases was agreed to for non-credit adjuncts.

Health insurance was also discussed with a counter re-opener at the end of the trial year in addition to some other improved language.

Binding Arbitration was rejected by the District, as was a 240 day limit on the time from when the grievance was discovered to launch a level One grievance.

A TA was agreed to on some other Articles as well.

II. Grievance Update: The Grievant was fired which led to a retaliation complaint with the Department of Industrial Labor. The second level Grievance Meeting took place on June 6, with a detailed complaint about lost academic freedom in addition to assorted other complaints in the Cosmetology department. Remedies have been requested as well as a guaranteed schedule for a full academic year for 2023-24. June 20 is the deadline for District response from Dana Hester.

III. Discuss sending TA for ratification: *Election Buddy* will be used for distribution of a ratification ballot to membership. Mark will be taking care of this ASAP. Jim has the updated membership list which will be used for the ratification election.

IV. Plan survey of adjunct need for coming health insurance benefit: Jim said Google Forms provides the possibility for circulating surveys. It's a free service that's easily downloadable to spreadsheets. Bill and Jim will be taking on this task.

CFT REP REPORT

Jason reported that there are Districts resolving the Healthcare initiative. We are the twelfth to do so. CFT is working on a one tier system, equal pay for equal work - same expectation of employment, same rights as full-time faculty. AB 938 will seek to increase salary for K-12 faculty in an attempt to get and retain what is currently a dirt of faculty at this level in California. Our campaign for Healthcare isn't over and must be re-engaged at the end of the coming trial year.

REPRESENTATION OFFICER'S REPORT

Vacant.

SECRETARY'S REPORT

No Report.

COPE REPORT

No report

TREASURER'S REPORT

Laura submitted an Activity Report and Statement of Financial Position for May 31, 2023. Total assets are \$312,450.43. Total expenditures were listed for the month \$23,681.92. Total revenue for the month was \$31,065.62, with the bulk of that coming from membership dues. Auto-renewals have taken place on our CD's. Laura got the lock box that was approved and has it in the office for safe storage of sensitive information.

VICE-PRESIDENT'S REPORT

Jim finalized the update to the membership list.

PRESIDENT'S REPORT

A written report was submitted.

I. Summaries of Negotiations and Grievances are included in his report that were addressed during *Discussion / Action Items*.

II. Bill attended the following meetings:

Trustee Meeting on 5/16/2023, Steering Committee on 5/22/2023 and 6/12/2023, Academic Senate 5/24/2023 and a Presidents Council Meeting on 6/14/2023.

Bill thanked the Trustees for the courage they showed in approving the Health Insurance Initiative which was well received.

FUTURE AGENDA ITEMS

1. Next meeting will be the Executive Board Retreat July 22 at 9:00 AM

MEETING ADJOURNMENT

The meeting was adjourned at 4:17 PM