

CCFF E-Board Meeting
March 9, 2020 9:30am – 10:50am
SS16
Notes taken by George Jarrett

Attendance

Members: Henrietta Hurtado, Peter Moloney, Debbie Jensen, Ted Stolze, Jay Elarcosa, April Bracamontes
E-Board: Kimberly Rosenfeld (chair), Bobbi-Lee Smart (chair), George Jarrett, Lynn Wang, Veronica Miranda, Ralph Casas, Pauline Acosta
CFT: Jeff Frietas, Kassi Hawkins

Agenda Organization

-George: Should we move the election and COPE chair items to the beginning of the meeting?
-Kimberly: We'll start with the treasurer report.

Approval of October 28, 2019 Minutes

-Veronica: In the motion to change the transportation amount to \$150, I voted yea
-Motion to approve the October 28, 2019 minutes with corrections (proposed by Bobbi-Lee, seconded by Veronica)

Votes on the Motion:

Yea: Bobbi-Lee, Veronica, Lynn, Pauline
Abstain: Ralph, George, Kimberly
Motion carries.

Approval of February 24, 2020 Minutes

-Bobbi-Lee: I suggested that we hold the election April 27, and notify the campus by March 13.
-Motion to approve the February 24, 2020 minutes with corrections (proposed by Bobbi-Lee, seconded by Ralph)

Votes on the motion:

Yea: Kimberly, Ralph, Bobbi-Lee, Veronica
Abstain: Pauline, Lynn, George
Motion carries.

Treasurer's Report (Ralph Casas)

-Working on making an account with Staples, but it's taking a while through their corporate
-Working with Pauline on a process for membership adds and drops
-Pauline: Michelle gets lists of members from district, has to reconcile manually, check by check. And for COPE. If somebody with status could ask for a digital copy.
-Ralph: Deanna from payroll gives it to us on paper.
-Pauline: It takes time—we just got the January payroll now.
-Ralph: It takes 1-2 months to get from district.

-Kimberly: Who handles drops to COPE?
-Pauline: I do them. All received have been done.
-Budget report: Legal fees already \$53,000 more. Just got release time bill.
-Peter: Is this cash or accrual?
-Ralph: It's what's paid up to today.
-Peter: So last time was accrual, and now you've switched to cash?
-Ralph: No, this is a special report since last time I was asked to supply it this way. I went back and looked at every report in the past Treasurer, they were all accrual. This report today is based on what we paid today.
-Peter: I would like something read into the minutes based on my frustration with the finances. At the public e-board meeting on October 15, 2019, we were presented with a report with \$40,000 going out that month. The cash reflected a \$40,000 increase. This meant the reconciliation was off by \$80,000. The President answered, not the treasurer. I was told "it's been fixed, that's all you need to know." And the \$80,000 error was removed from the minutes. One subsequent explanation was a switch from cash to accrual basis. If you know anything about accounting, that can't be true.
-Henrietta: What's your concern?
-Peter: My questions are not answered.
-Jay: Have our finances been audited?
-Bobbi-Lee: Yes.
-Debbie: Terri made a comment at the annual meeting, saying that type of report wouldn't catch errors.
-Ralph: That was regarding the previous year, when CFT conducted a financial review. This most recent process was an audit, not a financial review.
-Veronica: Ralph has been working hard. People outside the union have reviewed this. Things are still fine.

Negotiations (Jay Elarcosa)

-We met with District last week, they made some movement, the movement was minimal. Our counter was more substantial, we are still looking at COLA plus as far as our goal. They pointed out that the state budget projects a deficit for community college budget, concerns about economy. Yet their back account has grown by \$ millions per year, from \$139 million to \$238 million. They have pointed out that we are competitive with peer districts. Yet Bobbi-Lee gets \$95/hour here on the second-to-last step, at Southwest College \$113/hour on step 1.
-College suggested a mediator, but we countered that we are still in early stages. Meeting again March 12 and April 2. Will see if they will make a small movement, we will respond in kind. We want to resolve this quickly. If they will nickel and dime, then we will do the same.
-Negotiations update will go out today.
-Several MOUs
-Jay: Retiree benefits—the district will meet with us.
-Bobbi-Lee: Adriana has a "great idea," on that (her words), will schedule this week.
-Jay: Extensive lab—still waiting for district proposal.
-Office hour for less than one unit class, has been agreed to.

- Working on full-time faculty returning as part-time. District proposes that their seniority date be when they come back as part-time.
- Kimberly: Past practice was retiree as preference. The district is telling chairs that start date is when they come back. It's not past practice, and the contract is silent.
- Lynn: Can we clarify emergency training for counselors?
- Jay: We told district they should be paid for hours worked.
- Peter: What did you mean by \$238 million?
- Jay: The bank balance on their report is \$238 million, including restricted funds.
- Veronica: What about safety training?
- Jay: It will re-open in October with a 2 hour training. The other option was a 9 hour training. I asked if it was possible for other training to be offered through West Coast. But Keenan may be option after October.

Treasurer (Ralph Casas)

- Last year, we voted an extra unit for Veronica, but I didn't get that information. It will be corrected.
- We also voted to use 5 release time units (extra from district for negotiations) for this year, and 5 next year.
- Kimberly: We will use 5 units for 2019-20 and 5 for 2020-21.

Grievance

- Kimberly: Michael Binning not able to attend today. He is working on applying for reimbursement from CFT legal defense fund. Roughly our Maria Gurrola case is \$70,000. We're going to PERB on Just Cause in March. It won't be as expensive as Gurrola. We lost the Gurrola arbitration.
- Jeff: Just Cause individual or contractual?
- Kimberly: Contractual. The district refused to negotiate at the table.
- Bobbi-Lee: The board did uphold arbitration and refused Gurrola's tenure.

Membership (Pauline Acosta)

- Pauline: Loan forgiveness workshop is this Wednesday.
- Outreach "blitz" on Thursday, 5 pm – 9 p.m. at the union office.
- Lynn: There will be two STRSS workshops for all members, on April 6, 11-1 and April 20, 3:30-5:30, both in LC 55.
- Pauline: Since reconciliation, there is about a 10 person difference between payroll and Connect. Per district: 249 FT members, 418 PT, as of the first 2020 payroll. We have about 10 extra folks, who could have retired or are not teaching now.
- Jeff: Do you mark retirees as retired in Connect?
- Pauline: Yes.

President's Report

- Bobbi-Lee: Regarding Coronavirus—What do we do if campus shuts down? Fierro's big message is to be flexible, if students are sick, scared to come to campus, can be flexible with

due dates and make-ups. Should you not come to campus if you're sick? Can we move classes online?

-April: Student financial aid will not be affected if courses not approved for DE go online in an emergency the college declares it, and it's temporary. We're working on a statement, meeting with everyone on Wednesday to work on that. Faculty in committees are worried that we don't have infrastructure or support to do this. We don't have a DE coordinator, instructional designer, or real DE office. We're working on guidance to students about how many days you can miss—things you can do, synchronous or asynchronous, in case of closures.

-Hartnell College had first official COVID19 case, and their campus is now closed. USC is going online for 3 days. Stanford and University of Washington are closing for rest of term.

-Henrietta: What about for counselors?

-April: We can use virtual counseling tools, Cranium.

-Henrietta: We can use calls as well, not everyone is trained.

-April: The district says they will trust faculty that they are doing their hours. OEI tool Pisces as well.

-Bobbi-Lee: We can use Zoom. But some classes can't do online—like woodworking.

-Georg: I assume these are contingency plans—for now, we are still meeting face-to-face as usual?

-Bobbi-Lee: Yes.

-April: We have to hash out levels of response, depending on when/whether cases, and how many cases.

-Debbie: How would we make up PE classes, like badminton? Woodworking, not enough machines. Not enough gym space. How to do make-ups?

-April: We're asking Caitlin in AA, looking for gaps in scheduling, like Saturdays, or into Summer.

-Debbie: Can't you see this would be humongous problem, and we should start the conversation?

-April: Yes, we are having these conversations, looking at what other districts are doing. Also want instructors to be flexible. It may vary depending on number of hours that need to be made up. It may impact Summer.

-Jeff: We were on the phone with the Governor's office on Saturday. Trying to get out an email today about how this affects labor-management issues. We mostly discussed K-12, but expect community college will be similar.

-Four possible scenarios: 1) Normal, no community/campus affected. 2) Focus on cleaning, look at people who have traveled to affected areas. 3) Self-screen, stay home. 4) Want self-quarantined not lose pay.

-Two cases in general community: Any staff with fever should stay home.

-If one person on campus tests positive: campus leaders should meet with county agencies, if there is a school closure, probably 2 weeks or longer. What-ifs can be answered while school is closed. That decision of school closure not automatic—we'll work with county health office to make that decision.

-If there are Multiple cases on campus: close the college.

-Website is <http://cdph.ca.gov>

-Trying to provide some guidance. What-ifs about individual—positive or quarantine for individual? If campus is closed, no one should be penalized financially whether or not they

create online alternatives. Individuals should use sick leave, and if it runs out, should not be harmed.

-Ted: We need to consider classroom management—if students are visibly sick, other students may be uncomfortable. Do we have the right as faculty to maintain a safe workplace, can we dismiss students? Should we send them to the health center? Many of our students don't have healthcare.

-Bobbi-Lee: In Planning & Budget, we asked. Don't over-react if someone sneezes due to allergies—but you send students to health center.

-April: Hillary is working to have enough resources or refer off campus.

-Bobbi-Lee: Can part-time faculty have access to health center?

-April: We can ask.

-Ted: I have a colleague who is self-quarantining.

-Jeff: We're working on something for next year. If there are healthcare services, they should be provided to faculty.

-Peter: Janitors have not been instructed to do what Fierro said they would be doing. With our Title IX office, where's my guidance? I don't know how to diagnose.

-Ralph: Has anybody considered idea of pre-emptively quarantining? Spring break plus one week would be time for people, who have already been exposed, to be able to get sick and not expose people. Especially for faculty, as older adults are most vulnerable. Concerned about my students going to clinical sites and coming back.

-Jeff: I'm concerned about a false sense of security if we close and come back.

-Ralph: Without testing, don't know.

-Pauline: Can we have wipes in each classroom?

-Bobbi-Lee: They are currently backordered.

-Conference update: The 3/20-21 CFT summit will reimburse 75%, local needs to pay the balance. Don't expect more than \$100.

-Motion to be reimbursed 25% of the cost of Bobbi-Lee Smart's travel to the summit (proposed by Bobbi-Lee, seconded by Lynn)

Votes on the motion:

Yeah: Anonymous

Motion carries.

-COPE Chair Replacement

-George: I suggest that we put out a call, with a deadline of a week, and then vote at the next E-board meeting.

-Kimberly: I'd rather it be two weeks.

-Bobbi-Lee: We can have volunteers at 3/23 meeting.

-Kimberly: I'm okay to try for that 3/23, but if we only get one volunteer, we can go beyond that. Can send out tomorrow 3/10, and give them until 3/17 to respond.

-George: Let's not make an extension decision as part of the motion. Many positions have been filled by one volunteer.

-Kimberly: I don't want to have a due date during Spring Break.

-Bobbi-Lee: People already know that the need is there—we've been announcing on campus. I'm anxious about these positions being open.

-Debbie: Do you know anyone?

-Bobbi-Lee: I don't know any for either.

-Kimberly: I am uncomfortable with a Spring Break deadline.

-Bobbi-Lee: Next E-board meeting is 4/13. That's why we should do it now.

-Motion to put out an announcement for tomorrow, March 10, and due March 17, to seek nominees for the COPE chair position on the e-board, and we will put on agenda to vote at 3/23 e-board meeting (proposed by George, seconded by Veronica)

Votes on the motion:

Yeah: Ralph, Bobbi-Lee, George, Veronica, Lynn, Pauline

Nay: Kimberly

Motion carries.

-Election Committee

-Kimberly: Peter left, he's committee chair, he had class. Debbie is here. We are looking for another member of the committee. George and Veronica volunteered. I reached out to Ana.

-Pauline: Carlos Arce is interested.

-Bobbi-Lee: In past, we have appointed everyone interested.

-Debbie: I have to go out for a month for surgery 3/30. I will leave it up to you to decide whether you would replace me.

-Kimberly: Could you participate virtually while out?

-Debbie: Maybe I could take phone calls.

-Kimberly: If you want to participate, that would be fantastic.

-Bobbi-Lee: We can leave you on the committee, it would be up to you to participate or not.

-Motion to approve George Jarrett, Veronica Miranda, and Carlos Arce to the Election committee (proposed by Bobbi-Lee, seconded by Veronica)

Votes on the motion:

Yeah: Ralph, Bobbi-Lee, George, Veronica, Lynn, Pauline

Abstain: Kimberly

Motion carries.

-Debbie: We're running up against the deadline.

-Kimberly: Bobbi-Lee, did you communicate that with Peter?

-Debbie: Change from election buddy, and schedule elections meetings.

-Lynn: Did we vote on compensation for the election committee?

-Kimberly: No, but they can bring that up after they know how much work it will be.

Adjourn.