

CCFF Public E-Board Meeting  
October 15, 2019 11:00am-12:15pm  
LC 155

### **Attendance**

Members: Ted Stolze, Anna DeMichele, Michael Binning, Marlena Shore, Janet McLarry-Schroeder, Walter Fernandez, Monica Lopez, Cynthia Lavariere, Daniel Gardner, Tor Lacy, Carlos Mera, Jay Elarcosa, Ilva Mariani

E-board: Ralph Casas, Mariam Youssef, George Jarrett, Terrance Mullins, Stephanie Rosenblatt (Chair), Kimberly Rosenfeld

-Welcome/Introductions

-Agenda change: Let CSEA Labor Reps present first?  
Change is approved.

### **CSEA Labor Representatives**

-Asking for support from anyone who can come to the board meeting tomorrow to discuss a Title IX investigation/complaint that has been ongoing for two years

-Jasmine Sanchez-Viramontes filed a Title IX due to discrimination she received following maternity leave. Title IX office did not handle the request well

-Belief that the Director of Equity and Diversity is not taking all cases, but instead picking and choosing in unfair ways.

-Originally CSEA wanted to paper the district with flyers and talk to the press in preparation for the chancellor's visit, but the E-board decided not to and instead to take a less aggressive approach. Will consider other strategies after the chancellor's visit.

-The ask for CCFF members is a silent action—come to the board meeting tomorrow (October 16), wear blue, and hold signs. Jasmine and CSEA Labor Rep will speak, otherwise they just need a presence of supporters.

-George: We've had similar problems before from the other side, with folks being investigated by the district, and we've seen shoddy investigations with poor communication and misinformation. The common interest is that these investigations are done with a known procedure and that we can account for it.

Stephanie: Timeliness seems to only to apply us, and not to the district.

Walter: I have worked with Jasmine for years, and she's incredibly helpful with students and faculty. It's also important for us to show our solidarity with a coworker, and with CSEA. Does administration know about this?

-CSEA: It's not clear what they know and don't know. Jasmine applied for a transfer to another department.

-Terrance: This is not the first time this has happened to Jasmine. One of the other things that she has received negative feedback about was helping faculty. What distresses me about the district is—here's an employee with a valid complaint, and they do nothing. But when someone has a complaint against an employee, they don't let up.

-Daniel: To review—you would like a show of solidarity at the meeting. What action are we hoping to see from the district?

-CSEA: The original ask was a transfer for Jasmine, a reprimand in the directors file, and an apology. Administration turned down all of that.

-Motion to use CCFF resources to encourage members to attend to board meeting tomorrow (October 16) at 7pm (proposed by Stephanie, seconded by Terrance)

Votes on the Motion:

Yea: Stephanie, Terrance, Ralph, George, Kimberly

Abstain: Mariam

Motion carries.

-People who commit to attending board meeting: George, Terrance, Walter, Stephanie

-George and Stephanie will use Hustle to make sure members have information, and Stephanie will send out an email.

### **Treasurer (Ralph Casas)**

-Looking at budget and expenses for the first quarter and a little bit of October

-We've already exceeded our budget for legal fees, and we'll probably still need more.

-We just got information from payroll on aft per capita, so those numbers will be updated soon.

-Legal fees are high because we have an arbitration.

-Peter: There seem to be discrepancies around the amounts coming in and going out.

-Stephanie: We're still waiting for the numbers because we have to pay out per caps, and so some money isn't accounted for yet.

-Terrance: Do we have a membership chair?

-Stephanie: Yes, Pauline Acosta.

-Terrance: There's a part-time faculty member who's paying full-time dues. We need to correct this and refund her.

-Motion to skip forward in the agenda to the division reps report in the interest of time (proposed by Stephanie, seconded by George)

Votes on the motion:

Yea: Stephanie, George, Mariam, Terrance, Kimberly, Ralph

-No reps have anything to report.

-Stephanie: We need to make sure that faculty in each division know that in the contract, we negotiated for people to get reimbursed for travel if it's for work. District is defaulting to rules for conference travel, which won't work. But either way, faculty should know that if they're traveling between campuses for work, travel expenses, including parking, should be reimbursed.

-Peter: Can you send us the language so that we know exactly what to say?

-Stephanie: Yes, I will email something to you.

-Tor: If someone teaches at, for example, the La Mirada campus, they should get reimbursed?

-S: If they're teaching on the same day on both campuses, yes.

### **President (Stephanie Rosenblatt)**

-AB 500 was vetoed by the governor. CFT is going to pick it up again.

-AB 463 (Part-time faculty loan forgiveness) is still in the works

-AB 595 (Undocumented students who need internships/externships can use alternate forms of ID) passed

-AB 897 (proposal to increase part-time load to 85%), turned into a 2 year bill

-CFT is working with a coalition to bring forward something called Schools and Communities First. It's a ballot measure to reclaim money from large corporations and funnel it into education.

-If anyone is interested in being a delegate to the DNC from CFT, you can get money from CFT to go.

-The election committee has been formed. Ted Stolze, Peter Moloney, Debbie Jensen, Terrance Mullins, and Bobbi-Lee Smart are the committee. Their charge is to look at recommendations given by AFT so next election we have a protocol for dealing with contested elections.

-Committee can meet before October 23 to set up protocol for part-time division rep elections, since nominations are due October 23.

### **Negotiations (Kimberly Rosenfeld)**

-Just cause: District just requested hearing on article, so things are moving now.

-Mandatory trainings: District wants to have two mandatory trainings—sexual harassment and diversity/equity. They will be video trainings.

-Conditions of termination for part-time faculty as it has to do with rehiring

-Relationship between the Negotiations and Grievance committees: we need more internal communication between the two and a consultation between the two bodies.

-Stephanie: When Mike or I get a question from a member, we email you to clarify. But we don't involve you as Lead Negotiator for new language until there's no other option.

-Kimberly: That's not what I'm talking about. Grievance should reach out to negotiations to check on the intention of language.

-Stephanie: Cynthia, how did this work before?

-Cynthia: Solomon was on both committees, and so he had an understanding of the issues on both sides.

-Stephanie: Previously, we had people who were on both committees. But now we have more people involved and so we don't have the overlap.

-Kimberly: We can't have limits or suppression on conversation. We need to work to have collaboration. We need more voices.

-Stephanie: It's important that we speak with a unified voice when we talk to the district. So when we meet for a grievance, Adriana will bring up something that wasn't on the original agenda. And then we can't talk about that stuff if we haven't already communicated about it. It's understanding how this is frustrating.

-Kimberly: This is a change from how we were doing things previously. It makes the union look bad because I have no idea what's going on. When it comes to interpretation of contract, I'm Lead Negotiator. I wrote a lot of that stuff, and should be included in the conversation if we want to understand interpretations of contract during a grievance.

-George: It goes both ways. Sometimes we think we have agreement on something in Negotiations and then it turns out something else happens, and in some cases there have been places where we had an idea what would happen and then things were negotiated one-on-one. I think discussion is a two-way street, and these misunderstandings happen. The best thing to do in these situations is not to say "don't talk about this," but rather to call a caucus and sidebar. Communication is important, but it's important not to cast accusations since we're one union.

-Kimberly: We never negotiate one-on-one. Jay and I negotiated the healthcare reforms together at the request of the negotiation team and gave regular updates.

-George: But I didn't hear about it. This is not to blame anyone, it's just to say that sometimes there are miscommunications.

-Terrance: We're conflating two different issues. The issue here is that if a member has a question about interpretation of the contract, who is the point person? In the past, it's been the Lead Negotiator (unless someone is on both Negotiations and Grievances). The reason is Adriana will go to Lead Negotiator first. If they are not aware of the issues, we're going to look like idiots.

-Stephanie: In the last four years we've been doing this, the main point person for grievances is the Chief Grievance officer. In the past I've sent it to Cynthia and Kimberly and asked for guidance/feedback. We had overlap on these two teams. Interpretation of contract is Grievance. If someone has a contract question, that's a matter of determining if something is a grievance. If we're not sure, we can reach out to Negotiations.

-Terrance: When we're unsure, that's the time for the Grievance Chair to reach out to the Lead Negotiator. Why have we abandoned that? How was that decision made?

-Stephanie: It was solely about the amount of work. We had all kinds of complaints and it was too much to take care of without separating the tasks of Grievance and Negotiations.

-Terrance: I don't want to discuss these things after the decision is made. The E-board should be making these changes after discussion. If you want to make a change, that's fine, but the E-board needs to be involved in it.

-Peter: The problem isn't the union. It's you guys. You need to work out your own issues between yourselves.

-George: We've heard the concerns. There was never an official policy, there was just a way that things have been done. If there's a consistent problem, then obviously that needs to be addressed and a strategy should be formed. This is making something that was kind of uncomfortable into a major fight.

-Carlos: Since last semester, all I hear is that the contract can only be interpreted by one person. There's no freedom for others to interpret the contract. Negotiations should meet with Grievance, give the overview of the contract, and then Grievance should run with it. Adriana is trying to split the group. I've been hearing this issue since last semester, but Adriana should go to Grievance for grievances and Negotiations for negotiation. This is a system that seems to be built on a single point of failure.

-Stephanie: To clarify how grievances work: grievances go to Mike as Grievance Chair, he sends it out to committee. If it's a simple black and white, he might take care of it, but if it's more complicated, then we deal with it as a team.

-Kimberly: There are usually some unanticipated gray areas.

-Carlos: There should be a meeting between Negotiations and Grievance after each contract so that Negotiations can update Grievance.

-Motion to Adjourn, topic is agendaized for next public meeting on Tuesday, November 12 (proposed by Stephanie, seconded by George)