

Folsom Lake College Los Rios Federation of Teachers Report 2/18/26
By Kalinda R. Jones, FLC LRCFT President

“The labor movement did not diminish the strength of the nation but enlarged it.”
[Dr. Martin Luther King Jr., 1961](#)

Focus: FLC union team is focused on empowering faculty to understand and use their negotiated rights and protections so they can excel in their roles as instructors, counselors, librarians, coaches, coordinators and nurse(s).

Folsom Lake College’s LRCFT Team

- Kalee Christensen - FLCLRCFT Vice President; Biology Faculty at FLC & EDC
- Scott Faulds - FLC LRCFT Part-time Faculty Representative; Business Faculty in the Prison Education Program
- Caleb Fowler - FLC LRCFT Representative; Computer Science faculty, ACCJC Commissioner
- Kalinda Jones - FLC LRCFT President; Social Work/Human Services Faculty
- Debora Silva - FLC LRCFT Representative; Nutrition Faculty, Department Chair

Focus of Work in 2025-2026 Academic Year

- Administrative overreach
- Building out FLC’s LRCFT Team, including creating a FLC Steward’s Network
- Class cancellation, scheduling, and FTE allocation to departments
- Coordinator and chair responsibilities, including reassign time coordinator job descriptions and split-load coordinator release time
- Data tracking system to record concerns and resolution
- Leaves (with and without pay)
- Formalizing interactions with FLC union and Administration
- Pay: Unpaid wages, official backpay claims, and step and class placement
- Performance review practices Workload increases, especially uncompensated or compelled
- PREP operations
- Safety and student mental health
- Supporting faculty innovation, such as non-credit

The Union Work at FLC

- Advocacy and political action support policies that strengthen community college faculty and students

- Communication across multiple modalities (in person, phone, email, Zoom) to understand and assess concerns, often requiring immediate attention, research, and coordination
- Early intervention and persistence, at times, can prevent escalation to formal grievances
- Identify areas of contract non-compliance and insist on clearer processes and accountability
- Prevention to understand the contract and evolving concerns through education, formal meetings with administrators, LRCFT leadership, faculty leaders, etc.
- Resolution of issues involve multiple meetings, follow-up actions, and extended timelines rather than single points of resolution

“Dr. Martin Luther King’s core values – equality and justice for all – are still what govern the labor movement to this day,” Spence said. “We are always fighting for equal treatment in accordance with our collective bargaining agreements. We fight every day for justice on behalf of the workers we represent, who have rights and protections in their contract that are all too often ignored by management.” [Quote by President Wayne Spence NY State President Employees Federation](#)