



AFT Local 6262, Part-Time Faculty United

AFT Executive Board Meeting, November 14th, 2015

Attending: Amy Foote, Dan Portillo, Ruth Rassool, Frank de los Reyes, and Patricia Medina.

Item 1, Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 8:39 a.m. on Saturday, November 14th, 2015 by the President, Amy Foote, in HSLH- 215.

Item 2, Approval of the Agenda:

The agenda was amended by including a vote to determine if Kerry Osborne's absence was excusable, as well as by including the Treasurer's audit report in the closed session. Ruth moved to approve the agenda as amended; Frank seconded the motion and the motion carried by approval of all executive members.

Item 3, Approval of the Draft Minutes for October 24th, 2015:

An electronic copy of the draft minutes had been sent to all Executive Board members a week in advance for its proper review. Kerry's name was added to Section 5b. Ruth made the motion to approve the minutes as amended; Frank seconded the motion; the minutes were approved by all.

Item 4, President's Report – Amy Foote:

- a. **Welcome any guests**
No guests.
- b. **Building Power Program (BPP) update/petition tabling**
Amy reported 264 signatures were received on the iPetition; these signatures were from part time and full time faculty, including the Associated Student Government (ASG) President and Vice President. She was also going to invite city council members Marsha McLean and Lauren Weste to sign the petition for paid office

hours. The union will make the petition also available to students by holding tabling events on different days at both campuses; these events will also provide an opportunity for becoming part time faculty AFT members (signing sheets and information was handed out by Amy). If all 73 non members who signed the *i*Petition became members, membership would increase from 44.6% to about 67%! On December 2nd, the Board of Trustees will hold their next meeting; the union will encourage part time and full time faculty to attend this meeting and support the invitation to the Board of Trustees to sign our petition, as well. Next week, Amy will meet with the BPP team, Kimberly Bonfiglio, Thea Alvarado, and Erin Africa for preliminaries on the program's development; Dan Portillo, Patricia Medina, and Robert Wonser will work in conjunction with them to recruit as many members as possible by using the list of 73 non members who signed the *i*Petition and the department's lists of fair share payers. On January 6th, 2016, there will be a BPP training session by CFT representatives. They will work on a structure for the AFT union to get department representatives and they will come to one of the Executive Board meetings to present their developed structure and strategies. CFT representatives will also train the BPP team on keeping solid and continuous membership recruitment throughout the year, including the important activities during new adjunct orientations. The BPP team will receive compensation from CFT and AFT.

Item 5, Report from the Vice President of Negotiations – Kerry Osborne:

a. Negotiation update

Upon Board conversations, Kerry's absence was deemed work-related and therefore excused. There was no need to cast a vote. The Board agreed on the fact that Kerry Osborne has been duly working on her official duties; she has been in constant communication and reporting to the Board. Therefore, the fulfillment of her officer duties was not under scrutiny. Regarding negotiations, Amy reported that during the last negotiation meeting on November 6th, the district brought the following compensation counter back: a salary wage increase of 3% for 2014-1015, a salary wage compensation increase of 5% for 2015-2016, and no paid office hours; this was a total increase of 8% without compensation for office hours. The Board thoroughly discussed and evaluated the significance of continuing the negotiation of paid office hours. It was argued that this was one of the district's best budget years and therefore this was the time to ask for such compensation. Even if a salary increase of 8% sounded very promising, the Board also recognized two facts, that there was nothing to lose if we kept fighting now because the budget already included a 3% increase AND that negotiating for paid office hours at this time was probably more effective than it would be in the future due to the currently plentiful budget. In addition, the enthusiastic involvement of faculty, students, and staff on signing the petitions at the tabling events, as well as the *i*Petition (by faculty only) could not be overlooked and the union had to stand for the overwhelming support for fairness on this issue. It was brought up to the attention of the Board that Article 20 of the Contract specifies that office hours were not part of the teaching duties,

just as confirmed by the parity equation; for this fair reason, the President stated that we either get paid for them or not offer them at all. In the past, the union members voted for having office hours without compensation, this fact disqualifies the current situation as unfair union labor. The AFT President had in mind the following proposal: accepting only the 3% salary increase for 2014-2015 (not the 5% increase) with payment of office hours at a rate of about \$35 per hour; this would be an equivalent to a salary increase of \$11.50. In this manner we could come back to reopeners in July 2016 focusing on negotiation of the current salary increase with the peace of mind that office hours would have already been taken care of. Regarding Article 6 (Assignments), some success was accomplished when the district accepted having specific deadlines for assignment notifications; however, two issues came up: a PERB violation regarding regressive bargaining (Kerry will speak with Diane Fiero) and the requirement to rank available assignment classes by preference. Since the next negotiation meeting will be on December 4th, the negotiation team was trying to get tentative agreements (TA) on as many articles as possible before November 25th. In order to welcome the input from AFT members regarding how much longer this current negotiation process should take and what offers should we accept, the Board decided to send an electronic survey to all members regarding these issues; the survey was also meant to provide positive information, such as information on those articles that have been tentatively agreed on.

Item 6, Report from Interim Vice President of Membership – Dan Portillo:

a. Newsletter

Dan thanked Ruth and Patricia for their input on articles; Diane Stewart will be writing about “Fridays with the Professor” FLEX opportunity and Leslie Carr will also include information on FLEX credit. He will include the negotiations update from Kerry as given by Amy, he will provide information about the *i*Petition and its link, and he will include a two-month label on each issue (i.e. November-December Issue) because the release of the AFT Newsletter occurs in the middle of each month.

b. Membership Drive

Dan reported receiving 5 new memberships in a period of two weeks; he thanked Patricia and Robert for their participation. He mentioned that Amy Martinez enters people in payroll when they are both working and have become new members. The Treasurer said he also needed to add them to “Toolkit”. Amy will send an update on membership to the AFT website.

Item 7, Report from Vice President of Communication – Ruth Rassool:

a. Constitution revision update

Ruth handed out a copy of the revised constitution (copy attached); she explained that she had been in communication with Kerry regarding articles on duties of officers and negotiations. Ruth has been looking for a balance between a silent and non silent constitution to allow effective guidelines that benefit union members. A list of changes is given below:

- Article IV title to include Elected Officers and Appointed Directors (p.1)
- Substitute “Executive Board Members” for “Officers” (p. 2)
- Section 1 of Article 6: “The President may appoint a designee” (p. 3)
- Include Hudson reports in all officers duties
- COPE will be removed from Article V, Section 5e (p. 5)
- Remove Section 6d and 7f from Article V (p. 5 and 6)
- Add COPE to Article V, Section 8, Director of Outreach (p. 6). NOTE: By removing the VP of General Affairs we would need two officers for these duties. These would be director positions, whether elected or appointed, with stipends and without voting rights. Kerry had suggested to Amy making this a VP of Outreach instead of a Director position and removing the Secretary’s voting rights as it was practice in other unions (the Treasurer and Secretary do not hold voting rights). Our union currently has 5 VP positions with voting Treasurer and Secretary. The executive board opened the subject for discussion and analysis. It was agreed that an elected position, as the Secretary position, should not be removed of voting rights and that a Director should be compensated more than a committee representative, but not as much as a VP officer. As duties of the outreach position grow, then a position for director of COPE should be open.
- Add to all officer duties: “Assisting where directed by the President when needed”
- Add titles to VP positions I, II, and III, at least in Section 4, Article IV (p. 2)
- Add to Treasurer duties in Article V, Section 7: collect and maintain monthly Hudson reports from all executive board members (p. 6)

b. Committee work

Ruth recommended deciding which committees should have adjunct representation with compensation. The following committees were represented: Kimberly Bonfiglio attends and reports on the Academic Senate Committee, Giana Cicchelli attends and reports on the Curriculum Committee, and Ruth Rassool attends and reports on the Civic Engagement/Professional Development Committee. Professional Development was going to email faculty a survey regarding effective FLEX schedules to get an idea of the number of faculty who can attend these trainings, classes, etc. Regarding Enrollment Management, possibly Jason Burgdorfer (who also attends the Academic Senate meetings without reporting) could attend and report on this committee. Ruth suggested revisiting this subject after December’s meeting to find out which committees the district would be willing to compensate for. Amy will bring the list of members to our next meeting in order to blast an email to all members opening the invitation to get compensated for attending and reporting on specific college committees.

Item 8, Report from Interim Vice President of Grievance – Robert Wonser:

Robert emailed his report to the executive board (copy attached, see page 6) in advance because he had already informed the executive members of his work-related, and therefore, excused absence.

Item 9, Report from Treasurer – Frank de los Reyes:

- a. **Monthly Financial Statement**
See closed session.

Item 11, Report from Secretary – Patricia Medina:

- a. **Minutes information**
Minutes from October 25th were posted on the AFT website by Kerry. Current minutes will be sent to executive board members for review as soon as possible.

Item 12, New Business:

- a. **Future Board meetings**
December 16th, 6 p.m. at the AFT office; another meeting will be set later on for the month of January.
- b. **Adjunct Orientation**
Per previous conversations between Denee Pescarmona and Amy Foote, it was likely that no adjunct orientation would be offered in spring due budget limits; if this occurs, our AFT Local will take charge of the orientation and offer it as FLEX credit. Amy was still waiting for Denee's final word.

-----*Closed Session*-----

Item 1, Treasurer – Frank de los Reyes:

- a. **Monthly Financial Statement**
Confidential
- b. **Officer Finances**
Confidential

Item 2, Vice President of Grievance – Robert Wonser:

Absence was excused.

Item 3, Adjournment:

The AFT Local 6262 Executive Board meeting of November 14th, 2015 was adjourned at 11:54 a.m. by Dan's motion and seconded by Frank.

Executive Board Meeting



AFT Local 6262

When: November 14, 2015 @ 8:30am

Where: HSLH-215

Item 8 – Report from Interim Vice President of Grievance – Robert Wonser

- a. Any new reports to discuss in closed session
- b. Meet and greet organization of date and time

Hi Executive board,

a. As you know I cannot attend this month's meeting due to a prior commitment to attend and present at a conference in Sacramento (California Sociological Association's annual conference). As of now, there still aren't any new reports to discuss or follow up on regarding any grievances. There is the one potential one our president Amy Foote informed us about but I have yet to hear anything further on this matter but I will continue to monitor and keep the board informed should any new reports arise.

b. As for meet and greet organization, Dan, Patricia and I have been arranging individual meetups with current nonmembers. We decided this one on one method would be more precise and target non-members exclusively. The one on one interpersonal nature of this approach, we decided, would be a viable method to try. I believe Patricia has met with some success in this. Unfortunately, I emailed an adjunct English professor named Ron Kasdorf personally asking if I could drop by his classroom before class but didn't receive a response. I then went by his classroom when he should have had class and he wasn't there. I waited around to make sure. Then I noticed the cancelled class sign on the door and his name was not listed as the instructor for the time/day/room. Dan's going to go over the list and find some more people to target on the Canyon Country campus.

In the meantime, I have reached out to several members of my department with some success. Arman Mgeryan and John Anderson should be submitting membership forms soon (if they haven't already). As will Katie Lookholder hopefully the week of November 9th. I have also reached out to the remaining non-members in my department, sociology, to get them to become members. Out of these folks I have gotten agreements to fill out forms from Jesse Fletcher, Mariana Branda-Gherardi, and Bobby Keo. I'll keep the board posted if any more of them decide to become members.

Closed Session

Item 2 – V.P. of Grievance – Robert Wonser

- a. Reports? No reports as of now.
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