



## *AFT Local 6262, Part-Time Faculty United*

### **AFT Executive Board Meeting, December 14<sup>th</sup>, 2015**

**Attending:** Amy Foote, Kerry Osborne, Dan Portillo, Robert Wonser, Frank de los Reyes, Patricia Medina, and Susan Prier (ESL adjunct faculty).

#### **Item 1, Call Meeting to Order:**

The AFT Executive Board Meeting was called to order at 6:09 p.m. on Monday, December 14<sup>th</sup>, 2015 by the President, Amy Foote, in HSLH- 215.

#### **Item 2, Approval of the Agenda:**

Kerry made the motion to approve the agenda, Frank seconded the motion and it was approved by all. The motion carried.

#### **Item 3, Approval of the Draft Minutes for November 14<sup>th</sup>, 2015:**

An electronic copy of the draft minutes had been sent to all Executive Board members a few days in advance for its proper review. A correction was made on Item 5a and in the closed session Item 1b. Dan 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**

The President welcomed Susan Prier, who commented being involved in the Basic Skills Program, as well as GED preparation.

##### **b. Petition update**

Successfully, 2,374 signatures were collected from students, staff, full time and part time faculty, even one administrator, and community citizens. It was agreed to possibly attend the Board of Trustees meeting of January 12<sup>th</sup> to present our petition and gain their support. Other local unions have become aware of this enormous support from the community of students, educators, and staff.

**c. Building Power Team/Training**

Amy has met with Thea Alvarado, Kimberly Bonfiglio, and Erin Africa (main members of the BP program) and together developed an initial plan. In addition to these members, Don Portillo, Patricia Medina, and Robert Wonser will also be supporting union member recruitment. It was agreed that the supporting team members would receive a stipend for certain hours. The initial plan was outlined as follows:

- Current situation: 301 members + 297 nonmembers = 50% membership
- **Goal #1:** To establish 70% membership by spring 2016
  - we would need 419 members, which means a membership increase of 15-16 % in a period of two months
  - we need about 26 new members per month
  - we need a list of all adjuncts teaching the winter session at both campuses
- BPP Training: Thursday, January 14<sup>th</sup>, 5:00 – 7:30 p.m., BONH-330
- Amy calculated about 20 hours of work per week with a team of 4. Lucy Langworthy from Burbank will be available any time as our CFT leader, she may support 25% of the leadership organization
- **Goal #2:** Register people as department representatives in outreach positions; we want to send support for recruitment of department representation and small committees' representation.

**d. Donation**

See closed session Item 1b.

**e. Leadership Conferences**

Kerry passed around the calendar for these conferences, which would mostly be held in January, February, and March.

- Legal Rights: February 22<sup>nd</sup> 10:00 a.m. to 3:00 p.m.
- Politics and Policies Organizing Summit
- CFT Convention in San Francisco: Amy and Kerry will be members of a panel as representatives of the current “golden child of the Building Power Program”
- CFT Leaders recognition dinner on January 9<sup>th</sup>: among other two leaders, Mike Terman will be recognized as the labor leader of the year. We will get him a thank you card for all the support our union has received from him.

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

**a. Negotiation update**

The district responded for the second time as the compensation proposal's “best and last”: 3% salary increase for 2014-2015 and 5% salary increase for 2015-2016. Our negotiations team did not respond because Mike was absent. Looking back, when the district went through a member change, they attempted to do regressive bargaining without success (this would have placed adjuncts in worst conditions as

presently found). When the proposal went back to the table, Article 6 was TA (tentatively approved) with the proposed dates for assignments and with placing returning full time and classified employees in the same pool as part time faculty when fulfilling adjunct positions. Deadline assignments (availability of classes and faculty acceptance) will then be standardized across all disciplines. Regarding office hours, the goal was to separate their compensation from salary pay, as it was determined in the contract; the goals are the reduction of office hour obligation as compared to full time positions and the inclusion of scheduled and unscheduled online office hours, rather than only face to face. Our negotiation team cleverly presented an idea (not a proposal) to the district to be considered in lieu of negotiation reopeners for a salary increase in 2015-16. The district found it interesting and accepted its consideration. The idea was to receive:

- Standard pay of office hours for 2016-17 (starting on fall 2016) at a rate no lower than \$26 per hour
- Pay increase of 3% for 2014-15
- Pay increase of 5% for 2015-16

As the office hours' compensation gets combined in the overall calculation, the salary increase came out to be 6-9% increase. The district will respond to this idea in the next meeting. Regarding the Skilled Teaching Certificate program, Kerry provided the following results:

- Available to 26 faculty
- No application needed; first time, first serve bases
- Portfolio development by the end of the program
- Allows for FLEX credit as well
- Flexibility to make up a couple of missed classes

Another issue observed at the executive board meeting was the need to support the pay of enhanced noncredit ESL courses to the credit rate; COCFA found out that the district received state money to pay for credit courses and it had not been applied. Also, future negotiations will deal with a change in steps in their salary rank.

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

**a. Newsletter**

The Newsletter will be out during the first week of the month; it will have a new look and improved format. In circumstances when news develop after the release date, members will be emailed an informative blast. The reason for not having regular negotiation updates in the Newsletter or via email has been that the district has been moving at an extremely slow pace; it was recommended that when providing updates, caution should be taken to protect the strategy of the negotiation process.

**b. Membership Drive Update**

Jerry Buckley was trying to fund the new adjunct spring orientation; AFT may end up holding it if no funding is received; instructors would receive FLEX credit. This

would be the greatest opportunity to sign up new members. We will also continue reaching nonmembers who are teaching during the winter intersession. Susan Prier offered to help recruiting nonmembers if we provided her a list. Either Dan or Patricia would send her the list and support her with recruiting new members.

**Item 7, Report from Vice President of Communication – Ruth Rassool:** (Absent)

**a. Constitution revision**

Kerry commented that we had agreed to have an even number of union officers and that members should have the opportunity to vote for an officer with special elections by contracting a third party.

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

See closed session.

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

See closed session.

**Item 11, Report from Secretary – Patricia Medina:**

**a. Minutes information**

Minutes from November 14<sup>th</sup> 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**

Tentatively in January, as needed, with email notification. Retreat meeting on Saturday, February 13<sup>th</sup>, 2016 at 8:30 a.m. in HSLH- 215.

**b. The Social Event**

The three COC unions gathered together at Macaroni Grill with more than 150 people, 12 of which were adjuncts. According to Amy, the event was fantastic and had a family environment; everybody was very nice and friendly. Faculty said it was the first time they felt included. Congratulations!

**c. CFT Conference**

Union Locals' websites will be submitted at the conference for award consideration.

- d.     **Calendar update on our local's website**  
Kerry will resend the login information to the executive board members in order for each of us to make input updates to the calendar.
- e.     **Rebate Letter from Adjunct**  
Amy gave Frank and Dan an adjunct's letter for a rebate to lower agency of fees which needed to go to Amy Martinez in payroll.

-----*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:**

- a.     **Department A**  
Confidential

**Item 3, Adjournment:**

The AFT Local 6262 Executive Board meeting of December 14<sup>th</sup>, 2015 was adjourned at 8:39 p.m. by Kerry's motion and seconded by Frank.