



AFT Local 6262, Part-Time Faculty United

AFT Executive Board Meeting, February 13th, 2016

Attending: Amy Foote, Kerry Osborne, Dan Portillo, Ruth Rassool, Robert Wonser, Frank de los Reyes, Patricia Medina, and Aaron Silverman (History adjunct faculty).

Item 1, Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 8:36 a.m. on Saturday, February 13th, 2016 by President Amy Foote at Marie Callender's restaurant.

Item 2, Approval of the Agenda:

Kerry made the motion to approve the agenda as amended (Item 5b), Ruth seconded the motion and the motion carried as it was approved by all.

Item 3, Approval of the Draft Minutes for December 14th, 2015:

An electronic copy of the draft minutes had been sent to all Executive Board members in advance for review. Kerry made the motion to approve the minutes; Frank seconded the motion and it carried; six officers in favor, one abstained.

Item 4, President's Report – Amy Foote:

a. Welcome any guests

The President welcomed Aaron Silverman. He presented an issue regarding his contract. See closed session Department D.

b. Adjunct Orientation and Retreats

36 adjuncts attended orientation and 30 signed up as members (83%). Kimberly Bonfiglio's information cards were used to determine the level of involvement in the union; 13/30 cards expressed a desire on union involvement. In addition to two AFT officers, two CFT leaders came to the orientation meeting for support. Regarding memberships from department retreats, 14 new members were signed up

by visitations from Robert, Dan, Kerry, Ruth, Kimberly, Thea, Erin, and Patricia at several retreats.

c. Building Power Team/training

The BPP team, represented by Kimberly Bonfiglio, Thea Alvarado, and Erin Africa, has been working successfully; additional help was given by Amy Foote, Dan Portillo, Patricia Medina, and Robert Wonser. Amy and Patricia will attend the BPP training of February 19th and 20th. The training will involve membership engagement, successful one-to-one conversations, training for the new system (KNACK program) which will replace “toolkit”, etc.

d. Membership Updating

Amy had conversations with each BPP team member at the end of the week to update on new memberships and to assist with engagement growth. Amy explained that the purpose of the union was to communicate non-members that having a bargaining unit provides more power during negotiations, that without the union we would not have grievances, we would be at-will employees, and therefore, we needed to support each other by being united.

e. Patricia- Building Power help

See closed session Item 1.b.

f. CFT Conference in San Francisco - Delegates and plan

The nominated delegates were Amy Foote, Ruth Rassool, Robert Wonser, Kerry Osborne, Patricia Medina, and Deems Morrione. Kerry made the motion to accept the list of six delegates for the CFT conference as the close of nominations and to cover the travel and accommodations expenses as researched by Amy; Ruth seconded the motion; all were in favor and the motion passed. The financial portion will be covered in the closed session. The plan was as follows:

- Accommodation reservations were made and could be cancelled 24 hours in advance
- Amy (driving) and Kerry (flying) will leave on Thursday, March 10th, Robert and Patricia will fly to be there on Friday
- AFT union shirts will be worn during the general sessions, as well as on the back of our chairs (extra t-shirts needed)
- Website Award will be received
 - Kerry updated the website to current date
 - She will send a Google invitation so that all executive board members can update the calendar
 - All email blasts must have a reply address set as default so that responses may be received by the sender
 - All members need to receive a reminder of the union’s website (Kerry and Amy)
- Amy will speak about our BPP success
- Delegates needed to be confirmed and the list to be sent to CFT organizers

The executive board opened discussions on compensation for attending conventions/conferences versus ongoing work as a voting delegate in statewide committees. Since CFT compensated only for traveling expenses to these statewide committee meetings, the executive board decided to make a motion to distinguish compensation between these two types of participation. See closed session Item 1b. Regarding the conference at the statewide level Kerry attended, she mentioned that the STERS CFT committee was looking for a part time representative; at this CFT meeting, there were no discussions on walk-out day, nobody wanted to do this. Kerry met lobbyist Jose Medina, who was bringing back bill AB1690 (security bill) which replaced the dead bill AB1010 (job security for seniority). Kerry invited the board to stand for it; she was willing to talk for this bill.

g. Presidential Meeting in Pasadena — January 15th

Amy was invited to a panel as a representative of our successful BPP model; she presented our BPP activities and received feedback on what to work on for our local.

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

a. Negotiation update

Negotiations were approaching conclusion; Michael Wilding sent the final articles to TA. Summary of the changes:

- Article 4 – AFT Rights
 - \$12,000 from COC to AFT
- Article 6 – Assignment Scheduling:
 - Classified and retired full time faculty will be placed in the same hiring pool as adjunct
 - Dates and deadlines were set and standardized across the campus; department chairs will be accountable
 - Freedom to rank all the classes
 - Keep one-year eligibility
- Appendix B – Evaluations
 - Open ended questions removed
 - New online evaluation procedure by an expert online instructor only
 - Time management section was changed for online instruction
 - Scales will be reversed; one (1) will no longer be the best
 - Student attendance factor during evaluation was removed
 - True mathematical average
 - Working offices Boykin Hall 115 and Bonelli Hall 312
- Article 13 – Grievance
 - Level 1 stage was clarified, form will be available to be processed
 - Turnaround time will be in our favor
- Article on Discipline
 - District will act according to the general principles of just cause, no more ambush firing

- Article 19 – Professional Growth
 - New program replaces the Associate Program
 - 54 hours total and 2 days a week to choose from
 - FLEX compensation while participating in the program (5 hours instructional rate/4 hours non-instructional rate)
 - First 20 seats will be reserved for adjuncts
 - No application required, first come first served basis
- Article 20 – Parity
 - The district will give adjuncts what the state gave once
 - MOU will be attached to leave the ratio adjustment for future negotiations: previous negotiations stated 75%, which should have been 87% of the adjunct to full time faculty teaching load ratio
- Article 21 – Office hours
 - Virtual office hours will be available
 - Schedule and unscheduled office hours
 - Scheduled office hours will be paid separately at \$20 per hour (same rate as LACCD)
 - 30 minutes beginning at 3 teaching units and it will increase by 10 minutes per hour of teaching
 - FLEX Training available on video conference office hours
 - On “Google voice” you can get a telephone where text messages may be received
 - A computer will be available for video conferencing in the adjuncts office(s)
 - Cubicles with earphones are available in Bonelli Hall 312
- Salary increase – success due to fulltime faculty, the single most pivotal issue was the collection of signatures during our petition. An impasse was thankfully avoided (fulltime faculty will go to impasse for healthcare benefits)
 - 2014-2015: 3%
 - 2015-2016: 5%
 - 2016-2017: office hours compensation, no salary increase
 - No reopeners in 3 years
 - Non-credit (TLC): 2 ranges, 2 steps for BA and MA degrees
 - New Professional development will get a 10% salary raise
 - ESL/Basic Skills: enhanced non-credit to be paid at the credit rate
 - Overall: 12.5-13% salary increase over a period of 2 years
 - All tables in the contract were updated

After the district signs, a clean copy of changes will be sent out to all AFT members, the final copies will be sent to Amy (probably next week), no more meetings with the district will be necessary.

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

a. Newsletter

The Newsletter draft will be out by the end of next week; it will include information on the importance of unions to adjunct faculty; it will not negotiations but it will alert on an upcoming update; it will also include the STERS committee as an upcoming event (will be provided by Kerry); important dates will be added, such as the deadline for CANVAS training required for online teaching to begin in the summer; Ruth will provide a Civic Engagement update; and basic information on how to contact the union (phone numbers, email addresses, website address, and Facebook media) will also be included.

b. Membership Drive Update

Adjuncts have been reluctant to join the union. Amy will contact Juan Buriel (English department chair) to ask for a list of those in need of membership forms.

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

a. Constitution revision

Ruth handed out copies to all. Wording for stipend for participation in conferences/conventions vs. committees needed to be added to the Constitution. Ruth will email the different choices for Article IV, Section 4, which we would read and provide feedback for.

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. Poster board and picture

A picture of the executive board members team will be taken after the meeting to upload in the AFT website and to post on the AFT poster board at the mailroom, as well as an article on the history of unions in the United States.

Item 12, New Business:

a. Future Board meetings

El Torito Dinner – Friday March 18th

Executive Board Meetings: Saturdays at 8:30 a.m. in HSLH- 215: March 26th, April 16th, May 14th, and June (TBA, waiting for summer classes dates).

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

Item 1, Treasurer – Frank de los Reyes:

- a. **Monthly Financial Statement**
Frank handed out checks to the executive board members. The financial report for each account is outlined in the confidential minutes.
- b. **Officer Finances**
Confidential

Item 2, Vice President of Grievance – Robert Wonser/Kerry Osborne/Amy Foote:

- a. **Department A**
Confidential
- b. **Department B**
Confidential
- c. **Department C**
Confidential
- d. **Department D**
Confidential

Item 3, Adjournment:

The AFT Local 6262 executive board meeting of February 13th, 2016 was adjourned at 12:21 p.m. by Kerry's motion; Ruth seconded the motion.