



AFT Local 6262, Part-Time Faculty United

AFT Executive Board Meeting, May 14th, 2016

Attending: Amy Foote, Dan Portillo, Ruth Rassool, Robert Wonser, Frank de los Reyes, and Patricia Medina; no guests.

Item 1, Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 8:40 a.m. on Saturday, May 14th, 2016 by President Amy Foote in HSLH-215.

Item 2, Approval of the Agenda:

Robert made the motion to approve the agenda as amended (adding Item 4c, Item 5: Kerry's excused absence), Frank seconded the motion, and it was approved by all.

Item 3, Approval of the Draft Minutes for April 16th, 2015:

An electronic copy of the draft minutes had been sent to all Executive Board members for review. Ruth made the motion to approve the minutes, Frank seconded the motion, and it carried as approved by all.

Item 4, Report from the President – Amy Foote:

a. Summer School CFT/AFT Conference

Amy will attend the CFT conference in Pomona from June 20th through 24th; expenses for registration, lodging, parking fee and food was calculated to be about \$900 per person; she will apply for a scholarship that might cover about 50% of the expenses. Ruth made the motion to fund Amy's attendance to the Summer School CFT Conference with a budget not to exceed \$900 with the opportunity for a scholarship; Robert seconded the motion, and it was approved by all. The motion carried. Amy received a letter from the AFT President to award our local union for meeting at least one of the three requirements for the "Pride of the Union" award (net membership increase by at least 25%); our executive board member recognized that our union is one of the few that is comprised only by adjunct faculty. If the

union should win this award, it would be at the Minneapolis AFT Convention from July 17th through 21st, which expenses were calculated to be about \$1,200 per person (lodging and transportation, free registration, no meals included). Robert made the motion to fund Amy's trip to the AFT convention in Minneapolis for a tentative budget of \$1,200; Ruth seconded the motion and it was approved by all. The motion carried.

b. Building Power Team/Membership

Our Local's current membership was at 73.4% with 426 members. The new goal during the next two weeks was 75%; only 28 more members were needed to reach 78%. Based on responses from one to one conversation with adjuncts, the BPP team was gathering and recording (in the KNACK program) information on anti- and pro-union activists in order to identify and recruit future union organizers and leaders. The success had been great and even members of the CSEA had asked to join our union for the good work done. Since the BPP will end on June 3rd, the BPP members will hold a farewell breakfast meeting on June 7th. CFT had been compensating Thea Alvarado, Erin Africa, and Kimberly Bonfiglio for their work; faculty interested on BPP work and/or other union organizing activities will be on a volunteer basis after June 7th. Cards with volunteer opportunities information and a flier about upcoming workshops will be delivered to mailboxes in the fall; the goal was to do this every semester. Amy proposed to use part of the SCI grant to pay future work to Kimberly Bonfiglio; based on Kimberly's high level of commitment to the union and her interest on continuing, she was proposed as a candidate for either the Outreach or Grievance officer positions. Robert Wonser, VP Grievance officer, announced he will step down from his duties because he would be moving to a full time position at another institution; the executive board members congratulated him for his achievement.

c. Hudson Reports/Hours of work for stipend

Hudson reports will be collected from all executive board members from May 2015 through May 2016; taxes ending on April 30th needed to be filed by May 20th. In order to keep clarity regarding compensation for union work, the executive board members calculated a minimum of 13 hours of union work per month, totaling \$400 (\$30/hr). This will be added to the Constitution.

d. Workshops – repeat in fall

A total of 16 adjuncts attended the successful Healthcare workshop on May 13th. Instructions on how to calculate insurance premiums, information on California Care and other insurance options, as well as handouts were provided by the Farmers Insurance presenter, Michael Sanchez. It was agreed to upload the handout information to the union's website. Amy and Kerry will work over the summer with Michael Sanchez to develop an estimate for group insurance by collecting ages and zip codes from all adjunct faculty. Regarding the EDD workshop, 10 adjuncts were already registered and more were sending emails of interest to attend. Invitation to the EDD workshop will be reinforced during the phone banking activity to encourage members to vote for the constitution ratification (see Item 7). The board

agreed to hold EDD, Healthcare, and best classroom practices workshops every semester.

e. Measure E Help

The college needed as much help as possible from adjuncts to support Measure E for the following 3 weeks (phone banking, endorsing it online, fliers, wearing the t-shirt in class, mentioning the bond information to students, etc).

f. Summer plans/work

President requested the summer schedule from all executive board members in case we needed to meet during the summer. Frank will be out from July 22nd through August 8th.

Item 5, Report from the Vice President of Negotiations – Kerry Osborne: (excused, she attended the State Council Conference in Los Angeles)

a. Contract Ratification

The Board of Trustees voted on the contract ratification; a clean copy will be signed next week. With support from Jerry Buckley, efforts were being made to include an MOU (Memorandum of Understanding) in our contract to keep the lab: lecture ratio to 2/3 in order to prevent adjuncts from losing the number of teaching assignments. This was a result of the approval of 1:1 ratio for lab to lecture assignments to full time faculty. This change was a fair change for full time faculty, but it negatively affected part time faculty since our load is 67% of the full time load. The emergency bargaining to include this MOU would save time, effort, and money to the district; otherwise, about 200 new adjuncts would be needed. The bargaining unit will go back to negotiations with the district by mid fall (contract will end in June 2017). As soon as the clean copy is signed, payroll will begin with preparation of retro-pay checks and with changing pay scales; Article 4J (\$12,000 from the district) will start this fall, as well as paid office hours.

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

a. Newsletter

The Newsletter will be out in another email for review.

b. Membership update

Dan entered all membership applications in the system; he was waiting for assistance from the CFT technical support to remove any repeated information.

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

a. Constitution additions/voting dates

After consulting the San Diego Constitution and the COC Academic Senate Constitution and with the knowledge that By-Laws (how we do it) are more amendable than the Constitution section (who we are), Ruth proposed to remove the excess of detail in the By-Laws regarding voting as it had previously been provided by Kerry; she provided handouts regarding the change (handout included):

- Officers compensation: By-Laws Article I, Section 2
- Term “elections” will apply to any voting, simple instructions were given: By-Laws, Article IV, Section a. viii

The question was called to finalize the revision of the Constitution; Robert made the motion to approve the constitution as so amended, to have Ruth distribute the amended (2016) and old constitution’s (2007) electronic copies to all members on Monday, May 16th, and to commence voting on Friday, May 20th through 24th. Frank seconded the motion and it was approved by all. The motion carried. A list of 29 members was given to each executive board member for purposes of phone banking (just as it was given to each member of the BPP team) as a way to personally motivate members to cast their vote. Rap sheets dealing with different situations were going to be emailed; a reminder on the upcoming EDD workshop would also be part of the phone call conversation. Phone banking results were due to Amy by Friday, May 20th.

b. Linda Cushing Scholarship

Awards to the 4 scholarship winners will occur on May 24th. A donation check and a letter from Barbara McKenna were sent to the union (letter attached) to add to the scholarship in memory of Linda Cushing. Frank made the motion to set up a Linda Cushing Scholarship bank account (savings or money marketing account) to set up donations (\$2000 AFT yearly donation and any others) and to have clarity of the handling of this money; Dan seconded the motion and it was approved by all. The motion carried. Amy will send invitations to faculty to donate to this scholarship.

Item 8, Report from Secretary – Patricia Medina:

a. Results from Healthcare workshop

Different alternatives were provided to improve the current expensive healthcare options to adjunct faculty:

- 425 program
- HSE program: employer contribution to healthcare account for employees, such as 5% (about \$100/month per employee) into a medical account that could be used for co-pays, premiums, and prescriptions by submission of receipts
- Add part time faculty into the new upcoming full time faculty medical insurance in the event that having a larger group would allow for either the same or lesser employer contributions as currently provided. Amy will have conversations with the President of the full time faculty union (COCFA).

b. EDD workshop

Patricia will prepare 20 copies of the EDD unemployment insurance handout provided by Carlos Pinho in January (he obtained this handout from a similar workshop at CSUN last year). She will make the necessary arrangements for the workshop to be held on Friday, May 27th.

Item 9, New Business – All:

a. Future Board meetings

Next executive board meeting: Saturday, June 11th at 8:30 a.m. in HSLH- 215. Ruth will be absent. Schedules from board members will be given to Amy in case emergency meetings are necessary during the summer. Fall retreat meeting: Saturday, August 27th at 8:30 a.m. in HSLH- 215.

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

Item 1, Report from Treasurer – Frank de los Reyes:

a. Monthly Financial Statement

Confidential

b. Officer Finances

Confidential

Item 2, Report from Interim Vice President of Grievance – Robert Wonser/Amy Foote:

a. Department A & B update – Robert Wonser

Confidential

b. Department C – Amy Foote

Confidential

Item 3, Adjournment:

The AFT Local 6262 executive board meeting of May 14th, 2016 was adjourned at 11:13 a.m.