



AFT Local 6262, Part-Time Faculty United

EMERGENCY

AFT Executive Board Meeting, July 27th, 2016

Attending: Amy Foote, Dan Portillo, Ruth Rassool, Frank de los Reyes, Patricia Medina, Erin Africa (adjunct faculty, Theater department), and Mike Terman (CFT field representative).

Item 1, Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 2:10 p.m. on Wednesday, July 27th, 2016 by President Amy Foote in HSLH-215.

Item 2, Changes in the Executive Board:

- a. Amy is stepping down as President during the fall semester to fulfill a leadership interim position at MESA. Even though she still will be an adjunct faculty (teaching one online class during the fall), her main responsibilities will be as an administrator and, therefore, she will not participate in the ULP (Unfair Labor Practice) claim, or at the negotiations meetings. Nevertheless, she agreed to come to the Executive board meetings and to help with ideas and information when possible with the union. According to the AFT constitution, the next Vice President to fulfill the President's duties will be VP of Membership, Dan Portillo. Duties: add the authorization signature of the new President to the Local's bank account, work closely with negotiations; do not attend negotiations between the district and the negotiation team (according to new information received at the workshop attended by Amy). Dan will bring an answer to the Board in a few days after analysis of the new responsibilities. The following changes were outlined:
- b. VP of Negotiations: Kerry Osborne has resigned; she is no longer an officer.
- c. VP of Membership: Dan Portillo may take the Interim President position.
- d. VP of Grievances: Robert Wonser received a full time position at another institution; he is no longer an officer.
- e. VP of Membership (Member Action): Ruth Rassool will resign in August.
- f. VP of Outreach: new position to be fulfilled

Item 3, Three Current Issues:

ULP (needs Local's representation), grievance issue (was not be dealt with at this meeting), and the need of faculty to fulfill 4 open officer positions. Next items deal with ULP:

- a. **BACKGROUND:** Amy had been out on training during the summer and all correspondence was sent to Kerry. As a result of the continuous faculty demand to take action on the unfair decrease of class assignments to adjunct faculty after the recent change to the full time contract (1:1 ratio between lab and lecture), Kerry moved forward to file the claim. Amy apologized for moving ahead to action (when the District was stagnant) before clearly communicating this option to the executive board. The decision to file the claim was made with the purpose of accelerating communications with the District; after previous meetings between the District, no solutions were made solve the problem; the union suggested changing the definition of the full time load so that it did not affect the part time load, but no agreement was made.
- b. **CURRENT:** The ULP claim has been filed; a copy was also sent to the District (which does not need to respond to the union). A couple of corrections were made by Mike (partial copy attached). The union has the opportunity to withdraw at this point. The waiting time to receive a response from the Public Employment Representative (PER) could be from 2-3 weeks.
- c. **NEXT:** After PER has reviewed the filed claim, three outcomes are possible:
 1. If the claim is dismissed – legal representation will be needed to respond
 2. If the Union receives a Warning Letter – the union will need to fix the errors/issues in the filed claim
 3. If the claim is issued – representatives from both parties, as well as a mediator, will meet in Glendale to look for a settlement. Possible solutions need to be brought to the meeting. Possible solutions were to change the definition of the full time load; office hours are considered instruction time for full time but not for part time faculty. Another solution could be compensation of affected faculty (around 30 instructors); this would involve bargaining of the calculated compensation. If no solutions are found, the Local will submit a grant for attorney costs in order to have representation at a Hearing. This grant would cover 2/3 of the costs as paid by the state and national CFT.

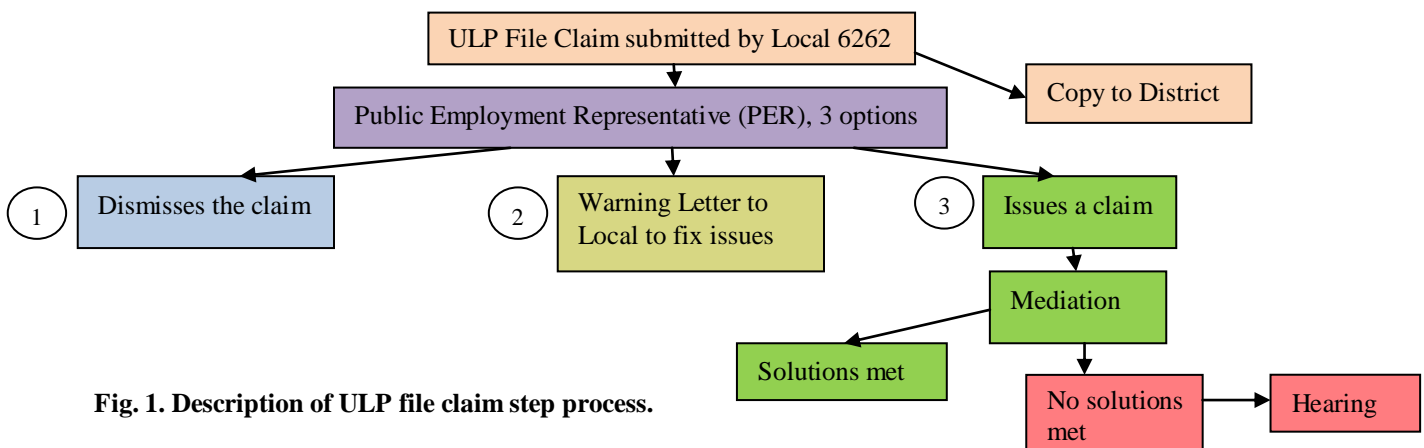


Fig. 1. Description of ULP file claim step process.

Ruth placed the motion for the President to propose an ULP committee of one to two people using expertise from David Stears to represent our Local during the ULP case with main representation by Mike Terman; a stipend of \$100/month will be available. Second, Patricia; the motion was approved by all and it passed. Amy will contact Diane Fiero, she may still be able to be present at their future meetings as part of union representation, aside from David Stears and Mike Terman. However, Prof. Stears did not want to participate without the presence of Amy at the meeting. The next person to step up to this position would be Dan Portillo (as President). Ruth placed another motion: that the President will appoint a new contact person for the purpose of the ULP claim. Second: Patricia. Motion was approved by all and it passed.

Item 4, Nest steps on Negotiations:

- a. Set up Article negotiations
- b. Set up spring negotiation dates, avoid meetings with the District this fall
- c. Meetings involve the following:
 - 1. One meeting per month (E-Board meeting)
 - 2. Two meetings for discussion
 - 3. Meetings with the district require 2-3 hours
 - 4. Time expenditure between meetings with the district for discussions
 - 5. Typical negotiations team: 4-6 people
- d. If only a few positions are filled, we may have special elections. Ruth will send a mass email by next week with the following information: potential for creation of committee team, link of duties to all VP officer positions. Since the email blast information was sent to “Constant Contact” by Kerry with the help of Martin Mota; M. Terman will find out about more details related to this change.

Item 5, Worse-case Scenario:

What would happen if the Local union disintegrates? Mike Terman will speak with AFT’s legal advice to get more information on this subject.

Item 6, Adjournment:

The AFT Local 6262 emergency executive board meeting of July 27th, 2016 was adjourned at 4:30 p.m.