



AFT Local 6262, Part-Time Faculty United

AFT Executive Board Meeting, September 24th, 2016

Attending: Dan Portillo, Erin Africa, Carlos Pinho, Frank de los Reyes, Patricia Medina, Amy Foote (Biology faculty member), Alexandra Castillo-Kesper (CFT leader rep), Deborah Jenkins (Art faculty member), Aaron Silverman (History faculty member), and Warren Heaton (History faculty member).

Item 1, Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 1:10 p.m. on Saturday, September 24th, 2016 by interim President Dan Portillo in HSLH-215.

Item 2, Welcome Guests:

The guest faculty members were welcomed for attending to the interview process. Warren Heaton came to the meeting at a later time.

Item 3, Approval of the Agenda:

On Item 3 add the role for Kim on the Program Viability Committee; the agenda to be adjusted to the time at which applicants are coming for their interview. Dan moved to approve the agenda as amended; Patricia seconded the motion, and it was approved by all. Motion carried.

Item 4, Report from Interim President – Dan Portillo:

a. Interviews

Background Information on the Negotiation Process----- by Amy Foote
Current contract expires June 30th, 2017

- 1) Gather information on negotiation issues via a survey to all members
- 2) Create a negotiation team of 2 leaders (hourly per diem) and legal CFT representation by Mike Terman
- 3) Meet with the E-Board & negotiation team to bring these ideas into priorities and language specifications, articles to tackle
- 4) Regular meetings with negotiation team for negotiation tactics

- 5) Set meeting dates with the District team (4 district leaders) and send them articles to be negotiated
- 6) Meet with the District's negotiation team; go back and forth on each article and come to an agreement
- 7) Continuous and thorough updates to E-Board via email
- 8) Relevant updates to unit members that will not affect negotiations tactics via mail
- 9) Overall update at each monthly E-Board meeting
- 10) Accomplish TA articles
- 11) Votes from unit members
- 12) AFT Union ratification
- 13) Board of Trustees vote
- 14) Final ratifications by the District

- **Deborah Jenkins**

- More than 10 years in her department, great work by the Chair
- Perceives disjointed part time faculty and wishes to communicate more
- Interested in negotiations
- Desire to be a contributor rather than a complainer
- Availability: Fridays and Saturdays, may be also Tuesdays and Thursdays
- She is creative, wants to outreach to members
- Interested on finding a solution for the ULP issue, seniority, chairs to be aware of part time faculty needs, healthcare
- No experience on labor activities, no experience on union negotiations
- She was more interested on negotiations but she also considered outreach

- **Aaron Silverman**

- Interested on negotiations
- Availability: Mondays after 2 p.m. and all day Thursdays and Fridays
- Priorities: healthcare, opportunities for full time positions
- Good relationships with full time faculty, chair department, and administration
- Willing to do volunteer work during off-cycle times, available to attend CFT conferences
- He has met several unhappy part time faculty who have not received recognition
- He believes on being better supported to get better educators with better pay
- "How can you expect to keep qualified people when adjunct faculty receive half the pay of a full time and do the same quality of job?"
- Wants to leave a better legacy
- Also taught at Ventura College

- **Warren Heaton**

- Prof. Heaton was given the information regarding the minimum requirements to apply for officer positions - good standing as a union member for at least 6 months, he had just signed a membership form
- He could participate as a negotiation committee member
- He teaches History and practices law

- Comes from a family of union participation; he also worked with anti-union colleagues; he knows the history of unions, OSHA regulations; he knows the outcome of lacking union protection
- Issues to consider: class preparation time
- He will agree with the best fit the board finds for him, negotiations or outreach

b. Non-credit adjunct dispute

Audrey Green (V.P. of Academic Affairs) informed adjunct faculty members that everyone would receive a retroactive increase paycheck that would apply from the year 2014; this was incorrect and caused havoc to faculty's trust on the union, as well as the district. The increase was going to start on August 19th of 2016. All board members agreed there was nothing the union could do but to invite Audrey Green to humbly indicate her explanation was inaccurate and to apologize to affected faculty members for the misunderstanding; the board members even agreed to write the language of this email or letter. This would be a correction on a miscommunication caused by a logical assumption. This was the reason for signing an MOU (Memorandum of Understanding) that was sent to all adjunct faculty employees. The union has nothing else to do about this issue if A. Green did not agree to send the letter of apology.

c. Endorsement for candidates

If City Council candidates were to be endorsed, the interview process would include all candidates, as explained by Amy. Candidate Cameron Smyth had asked Dan for endorsement by the AFT union; however, due to time constraints and financial limitations the union will not do interviews for City Council candidates. The board agreed that if he decided to send his information we could make it available to our unit members. Relay of this information would be one of the duties of the future interim V.P. of Outreach. Cameron Smyth was a friend of Barry Gribbons; Smyth's wife, Lena Smyth, was known to be also an adjunct faculty member. Based on the extensive interview process carried out by COCFA with all the candidates for the Board of Trustees, AFT Local 6262 decided to endorse the same candidates as the full time union. Dan Portillo moved to endorse Edel Alonso for Area 2, Steve Zimmer for Area 3, and Jerry Danielsen for Area 4; second: Carlos; Aye: all; Nay 0: Abstained 0. Motion carried. Patricia will write the endorsement on Edel Alonso's and Jerry Danielsen's websites. Regarding endorsing Prop 55, we will ask the District and the Board of Trustees if they support this proposition to be used as a reference.

d. Kim Bonfiglio attending the Program Viability Committee

Dan will let her know to pay attention to the purpose of this committee and any issues that would affect the adjunct faculty members.

e. August orientation for new adjunct faculty

All new adjunct faculty information had been entered in ToolKit and it will be filed in the cabinet. Frank had not received the September list from payroll identifying the active members and fee payers; he expected it to arrive in October.

f. El Torito replacement

Other options for this union membership gathering could be Mimi's, BJ's (a patio area could be open to add space), Egg Plantation, or catering pizza and salads as it had been done by COCFA. The event will take place on Friday, October 21st, from 6 to 8 p.m. Dan moved to hold the next membership meeting at BJ's, Frank seconded the motion, and it was approved by all. Motion carried. Carlos will be the contact person to do the research and arrangements with this venue; the new name will be "Social Night"; Erin will send an email blast for RSVPs count.

Item 5, Report from Vice President of Negotiations – Open Position:

No report.

Item 6, Report from Interim Vice President of Membership – Dan Portillo (Int. President):

New adjunct faculty membership information had been entered and hard copies were stored in the cabinet in the AFT office, as explained above in Item 4e.

Item 7, Report from Interim Vice President of Communication – Erin Africa:

a. Mass email system

Communications with Martin Mota were necessary to find out how to send blast emails to members. Amy offered to keep sending email notifications using her COC account, which was connected to all active adjunct faculty members only.

Item 9, Report from Secretary – Patricia Medina:

a. Approval of minutes from 8/27

Carlos identified a correction on Item 5b, page 2. Dan moved to approve the minutes from August 27th as amended; second; Frank; Aye 3, Nay 0; Abstained 2. Motion passed.

b. SCI update/Workshops

The report will be attached in Appendix A.

c. Delegates to Area Council (AC) and Central Labor Council (CLC) meetings

Patricia communicated with the Ventura CFT office to find out about upcoming meetings. Those dates will be emailed to her as soon as they become available.

d. AFT website

Patricia was trained by Martin Mota (CFT computer support tech) on how to update the AFT website. The names of the new officers were added and the old officers' information was removed. Erin and Dan also received their password to make changes to the website; Erin had already taken the initiative to add updates.

Item 10, New Business:

New meeting dates at the AFT office HSHL-215: 10/15 at 1 p.m., 11/12 at 9 a.m., and 12/17 at 9 a.m.

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

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

a. Monthly Financial Statement

Confidential

e. Other issues

Confidential

Item 3, Report from Interim Vice President of Grievance – Carlos Pinho:

a. Skilled Teacher Certificate Workshop issue

Confidential

a. Department A

Confidential

b. Department B

Confidential

Item 4, Adjournment:

The AFT Local 6262 executive board meeting of September 24th, 2016 was adjourned at 4:30 p.m.