

**AFT Local 6262**

**Part-time Faculty United**

***Executive Board Meeting***

August 12, 2017

HSLH-215/HSLH-205

**Open Session**

**Attending:** Dan Portillo, Warren Heaton, Carlos Pinho, Erin Africa, John Francis, Mark Jenkins, Pete Virgadamo, and Frank de los Reyes

**Guests:** Terrell Miller (Real Estate), Mercedes McDonald (Art), Jim Keller (English)

**Call to Meeting** - due to overcrowding, the meeting was moved from the AFT Office to a nearby classroom, HSLH – 205, and began at 2:40.

**Item 1 - Approval of the Agenda:** The agenda was reviewed by all and John moved to approve the agenda as is, Carlos seconded the motion and the agenda was unanimously approved.

President Portillo ceded the floor to guest Mercedes McDonald, who made an extended presentation on the issue of full-time faculty overload and the subsequent TLU problem for adjunct faculty. This has reduced the number of courses that adjuncts can teach in certain departments, such as art and theater, from two classes a semester to one class a semester. She asked that her solution, based on extensive research and her visit to Glendale College, be tried at COC. Her presentation led to a lengthy discussion on this issue in which John suggested that exceptions could be made for certain departments. Pete recommended that an MOU with Diane Fiero and the full-timers union could possibly resolve this problem. Warren thought Mercedes' proposal would be at cross purposes with the full-time faculty but he agreed to meet with Diane Fiero of Human Resources and Wendy Brill of COCFA.

**Item 2 – Approval of the Minutes:** After discussion, the minutes of June 10, 2017 were approved as amended. Motion by Mark, seconded by John and it passed unanimously.

**Item 3 – President's Report**

- A. Dan asked for information from Board members for a new contact sheet.
- B. Dan discussed the upcoming Orientation for adjunct faculty, which is to be held on Wednesday, August 16<sup>th</sup>, in Mentry Hall, room 343 at 6 pm. He asked that Board members volunteer to help in this crucial event and several members, such as Erin, Mark and John said they would try to be there. Pete agreed to order the food for the event, which was not done last year and had led to some criticism of AFT. Dan and Pete will

work together on assembling the packets and setting up the room, while Dan will work on a PowerPoint presentation.

C. Dan and the Board members agreed on these dates for our meetings this semester, to all begin in the AFT Office, room 215 in Hasley Hall at 2:30.

September 30

October 21

November 18 – Frank and Warren will be excused from attending.

December 16

**Item 4 – Report from the Vice President of Negotiations: Warren Heaton**

Warren updated the Board on the status of our contract negotiations with COC. In particular he described the AFT proposal in Article 6 for three pools of adjunct faculty, based on date of hire [DoH], the number of courses taught, and their evaluations.

Pool 1 – 6 semesters of service & an evaluation score of 4.0 = 3 guaranteed classes

Pool 2 – 2 to 5 semesters of service & an evaluations core of 3.0 = 2 guaranteed classes

Pool 3 – new hires and adjunct faculty with poor evaluations = 1 guaranteed class

In the discussion that followed John thought that under this proposal there might not be enough classes for all the current adjunct faculty. Pete said that with student enrollment growth, there could be an increase in sections and hopefully enough classes for our adjunct faculty.

Warren also talked about the new AFT proposal for compensating us for Office Hours at the non-instructional rate and indicated that COC is open to that idea. But there was no agreement on how to handle the problem of Office Hours with the ‘compressed’ classes, such as late-start classes, winter sessions and summer school. He stated that all Office Hours can be done virtually under the current COC computer system.

Warren then talked about two other important issues, the upcoming Janus court case and COC’s compliance with the new laws on class assignments. In his opinion, it is likely that the unions will lose the current right to apply dues to all adjunct faculty, which will have a large impact on our membership and our finances. Also, COC needs to comply with the new state laws on class assignments for adjunct faculty or risk losing up to \$24 million in SSSP funding.

**Item 6 – Report from the Vice President of Membership: Mark Jenkins**

Mark will work with Dan on access to Toolkit, with the help of Christina Chung in Human Resources. Mark has started working on increasing membership but he needs the new list of adjunct faculty, which won’t become available from COC until later in September. Also, when that list is in hand, he will ask for ideas from the Board on

developing a comprehensive plan on how to add new members from the ranks of the new adjunct faculty and the current non-members, who are the 'fair share' payers.

**Item 7 – Report from the Vice President of Member Action: Erin Africa**

Erin talked about the SCI grant of \$15,000 and its effectiveness in adding new members to our union. Frank said we spent about \$8,500 in labor costs and as a result, membership did grow. Dan asked if it was a success and Frank replied that we had some success but it was too time intensive. Erin agreed that the big drawback was the sheer time and energy needed for the grant, and posed the question: Who can make that commitment now? Members discussed our problems with the grant and the knowledge that we can get similar results ourselves with a program of our own development, such as personalizing efforts to reach non-members. In the end, the Board decided that Dan should contact the SCI people to tell them we would not renew the grant.

Erin also spoke about the difficulties of using two databases for information on our membership. Toolkit is used as the AFT platform for tracking members while MAC is the second database. She spoke about the problems in updating the membership data and reconciling the two systems, which would be a big project, and Frank volunteered to help her with that task. Guest Jim Keller said that in Fresno, where he had previously taught, the union had an online application. This information led to a discussion of the viability of us using a similar system but with the problems associated with online signatures.

**Item 8 – Report from the Vice President of Outreach: John Francis**

John distributed a handout on his recent efforts which led to a discussion of our Face Book page, with comments by Dan, Erin and Warren.

**Item 9 - Report from the Secretary – Pete Virgadamo**

Pete reviewed the financial data from Kaiser on a proposed health care plan which he believed would be too expensive for our members. Warren stated that the current exchange system in Obama Care would be cheaper. Also, if COC subtracted its contribution to the Kaiser plan from our overall compensation, the Kaiser plan would benefit a small number of the adjunct faculty but would be a loss to the majority of our members. Dan agreed to reply to Kaiser to say that we were no longer interested in their plan.

We discussed this semester's Social Event and chose October 20<sup>th</sup> as the date and that it would again be at the Madison Club House, with Carlos working on the details.

Erin presented a motion to adjourn the meeting and Carlos seconded it, with the meeting ending at 6:22.