

AFT Local 6262

Part-Time Faculty United

Executive Board Meeting

June 10, 2017

HSLH-215

Open Session

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

Guests: Deborah Jenkins (Art), Mercedes McDonald (Art)

Call to Meeting: President Dan Portillo called the meeting to order at 2:06 pm, welcoming our new Executive Board members Pete Virgadamo and Mark Jenkins, and our guests.

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

Item 2 – Approval of the Minutes of May 13, 2017: Erin provided a correction on the scholarships. Warren made it clear that he is acting as a member of the Board and not as its legal advisor. John moved to approve the amended minutes, and it was seconded by Warren. Pete and Mark abstained as they were not present at last month's meeting, all others approved it.

Item 3 – The President's Report

A. Dan was added automatically to the negotiations team and Pete was unanimously approved as a new member. In regard to the May election, 62 out of 350 members voted and there was discussion about the low turnout. Warren recommended that we do more outreach, using flyers and tables. John commented on the use of social media and his email blasts to 1,200 adjunct faculty. Erin responded to questions about members not receiving election ballots and the problems with using two databases, which led to a discussion by Frank on the use of Toolkit and new ways to outreach, with Warren's idea of a third data base to be controlled exclusively by Local 6262 as being more accurate and more updateable. Dan is to give Erin access to Toolkit. More discussions followed about our low voter turnout and how to improve it. Warren warned us about the possible impact of the Janus case to our membership and dues, while Dan emphasized the importance of Orientation and the addition of new adjuncts to our

membership. Warren suggested that we bring up the topic of Orientation in our negotiations.

B. Dan brought up the topic of compensation for Kimberley Bonfiglio for her work with the Minutes of the Academic Senate. Compensation was agreed upon for this time for \$600, but not in the future. Also, Aaron Silverman would be asked about his role with those Minutes. Mark moved to approve the motion, it was seconded by Carlos, and all voted for it although Pete abstained as he had not been present for those Minutes.

C. Dan discussed how to remove adjunct faculty from List Serve and the need to discuss this issue with Human Resources.

D. Dan requested that Board members update their addresses and phone numbers for the green Contact Sheet.

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

Warren presented an update on yesterday's negotiations, starting with Article 6. The District submitted a counter proposal and the issue revolved around seniority and the new state laws, with AFT seeking a strict approach to seniority, not a 'round robin' approach. He spoke extensively about SB 1379 and AFT's desire to avoid COC's usual 'churn and burn' approach to hiring adjuncts, as is done with Walmart employees.

Article 14 – COC countered, basically disregarding the AFT proposal. We need to be mindful of EOC requirements when choosing to hire full-timers from the adjunct pool. Currently the COC process is to choose the top three adjuncts to interview but Warren would like to establish a clear formula for that process.

Article 8 – AFT countered and COC accepted the changes of grieving the right to a second evaluation, although they did not TA this article.

Compensation – Warren is considering a significant increase to our compensation but we are awaiting for more financial data from the district before he presents it to this Board. It will include surveys from nearby community colleges within a radius of 60 miles, to support the AFT proposal for increased compensation.

Warren also discussed the issue of COC not being in compliance with the new seniority requirements in the Education Code. AB 1690 established new rules on seniority and it was amended by SB 1379. AFT chose the middle path in the district's letter to the Chancellor's office in Sacramento, saying that COC is not in compliance but negotiations are in progress. COC's failure to comply could result in a significant loss of state funding from the SSSP [Student Success and Support] Program.

Guest Mercedes McDonald introduced the issue of course overload, TLUs and the negative impact on adjunct instructors. What followed was a spirited discussion on how the district revised the TLUs to aid the full-time faculty but the negative consequences to the adjunct faculty. Erin contributed strong ideas on the impact on Theater and Art adjuncts, with Warren sympathizing with their situation. He agreed to speak to Wendy Brill-Koop of COCFA and Diane Fiero.

Item 5 – Report from the Vice President of Grievance Resolution: Carlos Pinho

Carlos talked about the Club House Social held at the Madison Club House on May 19 and Warren's commentary on the negotiations. While there was an attentive group in attendance, it was not a large number of members. This lack of involvement by

our members sparked a good discussion on how to increase the interest of our members in our union. Pete suggested that we return to an El Torito type of social event, perhaps at Coco's, which led to ideas of various venues, with Warrens suggesting IHOP. Dan agreed to visit Coco's with Pete to see if it would be suitable for a social event that would increase the involvement of adjuncts and lead to more membership applications.

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

Dan welcomed Mark Jenkins, our new Vice President of Membership. Mark talked about his background, his teaching as an adjunct and his long relationship with COC, including being a current member of the college's Foundation. Dan promised to work closely with Mark in the transition and to help him with Toolkit.

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

Erin discussed the Linda Cushing Scholarship and its four recipients, who received their checks in May at COC's Financial Aid ceremony. She then talked about the elections results, particularly the low voter turnout and shared her ideas on how to increase membership participation. Erin described in detail how she handled the tough challenges in the election, particularly the issues of write-in votes and the COC 'ALL' email. These topics attracted a large number of comments from various Board members, especially on how to prevent future misuse of COC 'ALL'.

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

John talked about the Social Media Contest and named the two winners, Angela Kirwin and Alan Tratman. He then discussed several technical issues and Dan said he would follow up on them.

Item 9 – Report from the Secretary: Pete Virgadamo

Dan welcomed Pete back to the Executive Board and discussed the transfer of various items from the previous Secretary, Patria Medina. Dan gave Pete a key to the AFT office, then placed the key to the file cabinet and the USB drive for Orientation in the top drawer of the file cabinet. He also mentioned that the SCI grant will expire on June 30th.