



AFT Local 6262, Part-Time Faculty United

AFT Executive Board Meeting, April 15th, 2017

Attending: Dan Portillo, Warren Heaton, Carlos Pinho, Erin Africa, John Francis, Frank de los Reyes, Patricia Medina, Frida Caro (CFT representative), Galeen Roe (Librarian full time classified employee), and Rick Stickney (Kaiser broker from United Agencies).

Item 1. Call Meeting to Order:

The AFT Executive Board Meeting was called to order at 3:31 p.m. on Saturday, April 15th, 2017 by interim President Dan Portillo in HSLH-215.

Item 2. Welcome Guests:

Guests were welcomed.

Item 3. Approval of the Agenda:

Agenda was reviewed by all. Patricia moved to approve the agenda; Carlos seconded the motion, and it was approved by all. Motion carried.

Item 4. Approval of 3/4/17 Minutes and 4/7/17 Emergency Minutes:

March 4th, 2017 Minutes were reviewed by all. Erin requested amendment of dates on Item 8a. Erin moved to approve the Minutes as amended, John seconded the motion, and it was approved by all. The motion carried. April 7th, 2017 Emergency Minutes were reviewed by all. Erin requested to correct a spelling error in Item 3; Carlos made the motion to approve the Emergency Minutes as amended, John seconded the motion, and it was approved by most (5), one (1) abstained. The motion carried.

Item 5. Report from Interim President – Dan Portillo:

a. Professional development Proposal

Math department requested an opinion on conducting teaching evaluations by peers as part of FLEX credit opportunities. These would entail having a casual, one-hour visitation evaluation performed by a chosen colleague with the purpose of improving teaching skills. The visitation time would be recorded and given to Professional Development for FLEX credit. The executive board members proposed to accept it.

b. Community College Council (CCC) meeting

Warren will request the district to cancel the negotiations meeting on May 5th in order to attend the CCC meeting. John will send an email blast calling for nominations. Patricia will send John the information about this meeting: Friday, May 5th at LAX Hyatt, 3:00 p.m. to 9:00 p.m.; reimbursements will include mileage and parking costs. Patricia will attend the Friday meeting and will make best efforts to attend the State Council meeting on Saturday, as well.

Item 6. Report from Interim Vice President of Negotiations – Warren Heaton:

a. Bargaining Plan

Warren presented the following articles being processed under negotiation proceedings:

- *Article 6: Assignments and Scheduling*—proposed by District, counter proposal by AFT---greater clarity on assignment process; in agreement with SB1379 to include date of hire as part of the ranking assignment priorities. Carlos will give feedback on this article
- *Article 8: Evaluations*—proposed by District, counter proposal by AFT--- pool determination (1 or 2) based on classroom evaluations
- *Appendices B, C, D: different evaluation tools*—few changes. Evaluation form in appendix D (Professionalism Report) offered opportunities for improvement
- *Article 13: Grievance*—added as a separate Sunshine document, it had not been approved, yet---from non-binding to binding arbitration
- *Article 19: Professional Development*—proposed by AFT, counter proposal by District---requested no cap for FLEX hours when teaching or conducting a workshop
- *Article 21: Office Hours*—proposed by AFT, counter proposal by District--- requesting non-instructional rate, schedules to be adjustable at the discretion of the instructor. The district argued that the employer had already spent about \$145,000 in office hours
- *Health care*—Warren will ask Diane what budget percentage is available for healthcare to full time faculty

b. Review of April 14 Negotiations Session

A summary of the negotiations update (Update #4) was prepared by Warren and sent to members by John.

c. Armed Security on Campus

The district was investigating different options to bring armed security on campus, as they explained at the negotiations meeting. Either one of these options would require a significant amount of money invested. Warren posted to evaluate if this was something we, as faculty members, thought was necessary for our campus. The point person for this matter was identified as Barry Gibbons by our guest Galeen Roe; she said she had attended an informative meeting for contract employees about this issue. Warren highly suggested polling our members regarding this level of

security; Erin needed approval from the executive board to execute the polling. A suggestion of gathering more information on this matter before making a decision to poll the members was made.

d. Board of Trustees Meeting

Warren will begin regular attendance to the Board of Trustees.

e. Negotiations Team Members Stipend

Warren requested to increase the cap for negotiation stipend to negotiations Committee members from \$100 to \$400 due to the vast amount of work needed. Warren moved to approve, Carlos seconded the motion, and it was approved by all. The motion carried.

Item 7, Report from Interim Vice President of Membership – Dan Portillo

a. Knack and Toolkit Issues

Dan will make a request to Human Resources for a list of active part time faculty for the spring semester; he will work on the synchronization of the following lists: Per Capita, KNACK, and Toolkit. The protocol for the synchronization (according to John, former V.P. Membership) was as follows:

- Obtain the list of active part time faculty from Human Resources within six (6) of the beginning of each semester. This list includes new and not new instructors (COC1, all).
- Enter all active part time faculty as non-members
- As new forms come in, change the status to members (COC2, members only)
- COC3 (non-members only)
- COC1@AFT.org was prepared by Martin Mota

For the current issues, as presented by the work done by Frank on the 3 lists, Dan was going to do the following:

- Add the names identified by the yellow area from the first column to the Toolkit column
- Change the status from Fee Payer to Member in Toolkit on such names
- KNACK data could only be updated to include new hires by Martin Mota (CFT lead tech). He had been sent several requests but he has not responded. Frida made a note to notified Joe Boyd about this issue.

Dan estimated that a complete list of members would not be available until May 15th.

b. Current Numbers: members vs. fee payers

Data was not available until synchronization of the 3 lists.

Item 8, Report from Interim Vice President of Member Action – Erin Africa:

a. Linda Cushing Scholarship (LCS)

The LCS received eleven (11) nominations; there were 4 (four) winners. The names of the winner students have been included in the COC Scholarship nominations award dinner.

b. Executive Board Elections

A call for nominations will be sent by Monday; 2 (two) unit members will be needed for this Committee. The list of all nominees will be emailed to the executive board.

c. Healthcare Survey

The healthcare survey results were published to the executive board members. The gift card was presented to the winner of the survey responder. Several choices from the Kaiser broker were presented at the beginning of meeting, see Appendix A.

Item 9. Report from Interim Vice President of Outreach – John Francis:

a. Contest

Based on low number of Twitter followers, (7-8 followers), as compared to Facebook with about 30, the contest of posting “pictures with your favorite administrator” had been cancelled. Instead, there will be a contest to sign up for both social networking websites; when individuals sign up for both, their names will be placed in a drawing for a \$25 gift card. John will send continuous email reminders.

b. Twitter Tutorial

A Twitter tutorial will be offered on Wednesday, May 3rd, UCEN -213, 10-11 a.m. by Tema Staig from Local 1521 from the Los Angeles Unified School District. Patricia will make classroom arrangements, which will need access to computers, and will assist Tema on this workshop.

c. Report from “Coffee and Bagels’ Meeting

Faculty who attended the meeting were engaged and provided ideas to increase the unit’s visibility for the benefit of having successful negotiations. The following is a list of ideas brainstormed at the “Coffee and Bagels” meeting:

- Blue Day: wear blue T-shirt on a Thursday previous to the Friday negotiations meeting with the District
- Union Pride: show the AFT office or where we are located to new faculty
- Negotiations mixer (formerly known as El Torito)
- Abram Antler offered to write an article on the positive impact of part-time faculty on student success. The idea was to use this article to bring the information to the public through printed media, such as The Signal. Patricia will be working with Abram on this publication.

Item 10. Report from Secretary – Patricia Medina:

a. Newspaper Article – See Item 9c.

b. SCI Mid-grant Check

Report is attached in Appendix B. Sandra Weese (CFT organizer leader) was not able to attend the executive board meeting due to transportation issues. The purpose for her visit was to check on the unit's current needs of support and to identify future goals for growth.

c. Convention in Costa Mesa, 2018

Patricia suggested preparation for the future Convention, also occurring in the month of March. Future preparations may include budget preparation and determining expense reimbursement limits.

d. May Day Action

John will send an email blast inviting members to send letters to Governor Brown for encouragement to attend the following part-time faculty issues:

- State budget for office hours
- State budget to increase salaries
- Increase full time job opportunities for part-time faculty

Jessica Ulstad was consulted regarding the proper tool to send notification for this activity; concerns were raised about the use of canyons.edu domain; personal email addresses would be most appropriate, however these addresses were not readily available. No responses had been received from Jessica, yet.

e. New T-shirts

A suggestion was raised to buy "Organize, Resist" T-shirts (\$10/shirt plus shipping and handling) for the visibility of the union. Members did not like to wear the current T-shirts. May be 50 shirts will be bought.

Item 11. New Business:

No new business

APPENDIX A

Kaiser Permanente's Broker Report

Kaiser Permanente Information By Chris Stickle April 14th, AFT Executive Board Meeting

- Broker provides assistance to administer the insurance
- Kaiser steers the ship, provides support and service
- Kaiser can bend the number of working hours/week, not only 30 hrs./wk
- Kaiser can hold meetings every semester to provide information on health insurance to new hires, as well as regular faculty
- There is one online portal under one administrative package but all have individual access
- If terminated by COC or with a teaching break, COBRA will be activated (cost of 2%)
- If the member is rehired within 6 months there is no waiting period
- Information needed: names, gender, number of dependants, age, zip code
- At the renewal date, they will bring another carrier (aside from Kaiser) such as AETNA, Anthem, Blue Shield but the goal is to get started
- Available even for teaching I hour classes
- If not subsidy is available it's not cost effective
- At Ventura, faculty added the whole family, 5 kids = 1 kid (same price)
- Plans:
 - **Cafeteria (HAS, Health Savings Account)**
 - Specific money available instead of a percentage to the account. Allowance for what is needed by the individual
 - Broker brings different plans for person to decide
 - No age rating, all blended rate into one package
 - Only available when coupled with a high deductible plan (<1,600 dls) that applies to every piece
 - **HRA (Health Reimbursement Account)**
 - Allows reimbursement for premiums and other expenses w/o penalty
 - Benefit to purchase plans on our own
 - Union is careful to fund subsidizing a plan from the exchange
 - Only for needy
 - Union buys a plan with high deductible which will help reimburse the major cost
 - Union will set the parameter at will
 - Tax free spending by members
 - Contribution comes 100% from the district
 - Apply same amount to each individual
 - Funds won't expire
 - Receipts are submitted
 - Reimburses expenses but not premiums after tax
 - It's tax free if it is a HRA-qualified plan. This considers qualified medical expenses

- If employee is terminated there is no money available by the district, that is if there are more than 3 semesters without working
- If not teaching for one semester, the amount is still available
- Need a TPA (Third Party Administrator)
 - “Wageworks”
 - Provide a debit, smart card usable only at qualified medical locations based on the amount defined by the union
 - Submit bill to TPA and get reimbursed so that administrators don’t know what drugs are being bought
 - Usually, \$13 administration charge for each submitted expense plus \$5 / card. For example, if the charge submitted is \$10, what will be deducted from the card will be \$28.
 - Copays are usually \$5, \$10, \$15
- The district may also manage the administration
- **Another package for non-medical insurance**
 - Payroll deductions, wage deduction report
 - Pre-tax vs. non-pre-tax benefits
 - Option to opt out

-----End of Report-----

APPENDIX B
SCI Update Report

SCI Secretary Report

4/15/17



AFT Local 6262 College of the Canyons: Val/CCC

From: Patricia Medina, M.S. Biology, AFT Secretary

SCI April 2017 update:

- 600 part time faculty represented
- 445 members (74%)
- 154 fee payers (26%)
- 5, one-to-one recruiters
- Wins: 4 engaged faculty members who want to participate at a deeper level
- Challenges: to update membership list; achieving an organizer mindset at the level of our E-Board

AFT Touch Base Meeting, F 4/14, 10:30 a.m. to 12:00 p.m., HSHL-235

Presenters: Patricia Medina, Erin Africa, and John Francis

Item 1 – Meeting objectives (only if new faculty attended):

- 1) Explain how our Local Union serves PT faculty
- 2) Identify your strengths & gains for participating in our community
- 3) List several updates/issues related to PT faculty: Negotiations, Convention update, LCS winners, Erin is working with a broker to develop an estimate for the district, lecture-lab parity issue update,
- 4) Determine the possibility of commitment to participate in Spring 2017: choosing an activity for members to show support before the challenging negotiation meetings, letters of support, wearing pins and T-shirts

Item 2 – New Issue: by Shana

I was wondering if we would be met with better reception in regards to negotiating extended pay for professional development if we specified pay for anything over 9 hours that is directly connected to our discipline and/or is professional development that has been recommended through our evaluation, by our Dean or Dept. Chair. In addition to leading any workshops tied to our discipline, I was denied pay for one last semester.

SCI SPRING 2017 Goals

- 85% membership
- 10 committed department reps
- 10 organizing team members
- Increase COPE account
- COPE committee by Fall 2017