

**AFT Local 6262****Part-time Faculty United*****Executive Board Meeting*****May 19, 2018****BONH-330**

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**Open Session**

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

**Guests:** Jesse Vera [Counseling]

**Call to Meeting:** President Dan Portillo called the meeting to order at 2:43 pm.

**Item 1- Approval of the Agenda:** The agenda was reviewed by all and John asked that in the Open Session, social media be added to his items, while Frank asked that Item C be placed in the Closed Session for his items, and Carlos added another case to his items, also in the Closed Session. Carlos made a motion to approve the agenda as modified, John seconded it, and the revised agenda was approved unanimously.

**Item 2 – Approval of the Minutes for April 14, 2018:** Warren requested that the minutes, which were sent out late on Friday evening, be reviewed later.

**Item 3 – Report of President Dan Portillo**

Dan stated that one applicant for the VP of Membership position had not been a member for the required six months and the Board members agreed to allow him to proceed as a candidate. Next he talked about the process for the forthcoming interviews and it was agreed that one Board member would be assigned to each of the questions and when all have been interviewed, we would select the best person. Here are the questions:

1. Why should an adjunct instructor want to belong to the union? How would you start the conversation to convince a fair-share payer join the union? [Dan]
2. Do you have any technical expertise in managing and changing lists [which is necessary for our list of adjuncts every semester], or with Excel or Access? Explain. [John]
3. Do you have time the time to do intensive recruitment work, committing to the process of adding new members, and are you available during the day? [Pete]

4. If NOT elected as the VP, would you be interested in being a part of the membership committee, talking to adjunct faculty members one-on-one to get them to sign up? (Some training would be provided, as would a stipend.) [Erin]

Start of the interviews:

**Abram Antler** [English]

1. We should fight for more rights, fight for more classes and for better pay; we need members to for that.
2. I am absolutely familiar with Excel, I use it for my grades, I am very organized; I regularly update phone numbers and emails.
3. I am available for lots of hours, during the day on Tuesday, Thursday and Friday, although on Monday and Wednesday I am at LAVC. I have strong organizational skills.
4. I would willingly serve on a committee to build membership, my goal is to make us stronger, to me the stipend is secondary.

**Greg Shrout** [History]

1. He would persuade non-members to join because of all the benefits to the individual and to the union.
2. He uses Excel and can easily learn new systems.
3. Greg stated that he has been recently widowed and has lots of time. He is at CCC four days a week and works on the Professional Development Committee.
4. He would welcome serving on the membership committee and from his campus experience, can do outreach. Also, he has been at COC for decades, starting as a student back in 1978 and he has been an instructor since 2007. On the side, he has his own consulting firm for non-profit organizations.

**Edith Soto** [Astronomy]

1. She would say that the core reason to add members is to support education and in her belief, the union is the support system for the adjunct faculty. We can use actions to show non-members the value of the union.
2. As a department coordinator at a local hospital, she uses Excel to manage from 30 to 100 volunteers and has strong organization skills.
3. She lives locally and teaches in the mornings on the Valencia campus and at CCC. She would be available for membership work in the afternoons.
4. Yes, she would definitely be interested in the committee on membership. She is a new adjunct instructor and is interested in unions.

**Ara Norwood** [Business]

1. He would share his own experiences with the union and would diagnose their feelings towards our union. When he needed help, AFT came to his aid and he now recognizes the value of a teachers' union.
2. To show his computer and organizational skills, he talked about his leadership in the 40 year reunion of his high school. He had a data base of 460 names and tracked down 82% of them, using Excel and hard work.

3. He works full-time during the day with workshops and seminars, and would be available only at night, from Monday through Thursday.

4. He would serve on the committee and works best with clearly defined goals and is very structured in his approach. He would identify sub-goals to reach the big goal of membership.

At that point the Board took a short break and when we returned, we discussed the strengths and weaknesses of the candidates. After a very short discussion, Dan spoke for all of us when he said that Edith Soto was clearly the best candidate. Dan said he would recommend the other candidates to Edith while Warren suggested that we let her put that committee together. Warren made a motion to offer the position of Interim Vice President of Membership to Ms. Edith Soto. Carlos seconded it and the motion passed unanimously.

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

In his report for the Open Session, Warren suggested the idea of filming future evaluations. He believed that with the new contract, department chairs and evaluators might be harder than before, with the danger that evaluation scores will go down. Filming evaluations would need the consent of the adjunct instructor and the students.

His idea led to a discussion of various issues, with Carlos asking about the legal and liability side of this new endeavor. Warren said that it has the approval of Diane Fiero, and when Pete asked about the reaction from full-time faculty, Warren stated that there was none to date. Other Board members then entered the discussion, with Carlos having misgivings about his department chair on this issue. Warren assured him that there would be special training on evaluations for department chairs to head off possible problems. Pete asked if this was in the new contract and Warren replied that it is not, and COC has not raised any objections. This led to discussing the problems with student evaluations, which are often returned to the adjuncts too late in the semester to be of much use. Pete said that COC lacks the staffing for a quick turnaround and Warren suggested that it could be done online. John wondered how we would do the videotaping and Warren suggested that you could use an I-phone or a cam corder, with AFT possibly buying them.

#### **Item 5 - Report from the Vice President of Membership: Vacant**

Dan stated that Mark Jenkins resigned his position as Vice President of Membership on April 21, 2018.

#### **Item 6 – Report from the Vice President of Member Action: Erin Africa**

Erin started by saying the data bases have been cleaned up and reconciled, with all corrections entered except for a few ‘oddball’ cases that will be easily handled. In regard to the Linda Cushing Memorial scholarships, Frank has delivered the checks and the award ceremony is scheduled for May 23<sup>rd</sup>. Erin spoke about how to increase interest in the scholarships, perhaps open it up to student awareness and to publicize it through the college’s Financial Aid program.

### **Item 7 – Report from the Vice President of Outreach: John Francis**

John has cleaned up the adjunct instructors lists and stated that we have 328 full members [54%] and 274 [46%] fair share payers, for a total of 602 adjunct instructors, and noted that there are constantly changing numbers among our adjuncts. Moreover, Toolkit is being phased out and Connect, a new system, will be rolled out this summer. John will be working with Martin Mota of Burbank on the new system. Warren stated that COC will continue to take fare share fees until state and/or legal authorities order otherwise if the Janus decision goes against the unions. John asked if COC had figured out how to handle any changes and Warren replied that there is no process in place at this moment. Several Board members then entered into a lengthy discussion on this issue. Erin, Carlos and John gave their views on what to expect after Janus and Warren added that litigation may be needed to sort things out.

John concluded that he will continue to work with Dan on our adjunct list, plus he mentioned that he will have another social media contest on our Face Book page with two \$25 Amazon gift cards for the winners. Also, he will send out two more ‘Did You Know’ email blasts. He has posted the updated minutes from Pete and recommended that we set up Mail Chip for the ratification process of the new contract. This is program is recommended by AFT/Oakland and several Board members would be issued the Pass Words.

### **Item 8 – Report from the Secretary: Pete Virgadamo**

The minutes for November 18, 2017 and April 14, 2018, sent out late last night, will not be reviewed at this meeting but the Board members can send their corrections and changes to Pete by June 1<sup>st</sup>. Pete also mentioned the possibility of a June letter to all adjuncts about the forthcoming Janus decision but after a brief discussion, it was decided not to do so but rather, in Warren’s words, to ‘play it by ear.’ Pete also talked about sending out an essay on unemployment rights for adjuncts, which we used to do in the old AFT Newsletter. Dan encouraged Pete to do so and to update it, Erin said it should be posted on our website and Carlos suggested that it include a link to the EDD website.

### **Item 9 – New Business**

For some time now the Board has talked about the problems in our AFT Constitution, which has some contradictory sentences, particularly on appointing/electing vice-presidents. Ruth Rassool, formerly the Vice President of Communications, had made some changes years ago but we agreed that it was time to review and update that document. Warren said that the Board starts the process by having one member carefully go through the document and recommend changes to the Board. After that is done, the changes are then submitted to the members for their ratification. John graciously volunteered to review our Constitution and report back to the Board.

After the last discussions, John made a motion to adjourn the meeting and Erin seconded it. The motion passed unanimously and the meeting was adjourned at 6:39 pm.