

## AFT Local 6262 - Executive Board Meeting

**Location:** Zoom

**February 25, 2023**

\*\*\*\*\*

**Attendees:** Dan Portillo, Warren Heaton, John Francis, Aaron Silverman, Jessica Small, Frank de los Reyes, and Pete Virgadamo

**Absent:** None

**Guests:** 21 adjunct faculty

**Dan Portillo**, the president of AFT Local 6262, began the Open Session of our meeting at 2:07 pm and welcomed our guests. After the agenda was amended and approved, Dan and Warren spoke at length about College of the Canyons imposing the contract on adjunct faculty in November, 2022. The normal process for negotiations is to have both sides sign tentative agreements on articles and then submit the new contract to the Board of Trustees for their approval. That did not happen and as a result:

- AFT Local 6262 declared its first strike last semester
- compensation for 2020, which was a 0.00% pay raise by COC, was the most important issue
- the Board of Trustees imposed all of the contract on the adjunct faculty
- COC would now automate the faculty assignment process
- which COC stated would be ready for Fall, 20223 class assignments
- COC has now informed AFT that it will not use the new system for Fall, 2023

Several adjuncts asked questions on a number of issues regarding class assignments and members of the AFT Board answered them as best they could:

**Warren** – some departments are actually using the new system but most are applying the old system for class assignments, which is leading to a lot of contract violations. Also, some departments are using a prototype of the new system but did not inform AFT.

**Pete Virgadamo** asked a question on the College's enrollment:

**Warren's** reply:

- student enrollment is down substantially
- various factors are involved
- such as fewer students are graduating from local high schools
- this has had an impact on the number of sections offered each semester
- also the full-time faculty are taking more overload classes, which leaves fewer classes for the adjunct faculty

**Warren** also provided some data on the enrolment decline at COC:

- in 2018/2019 there were 43,292 ‘seats’
- in 2022 there were only 32,000 ‘seats’

This has resulted in fewer classes for all faculty and especially for adjunct faculty, and we have seen a 29% decline in the number of adjuncts offered classes at COC.

Edith Soto spoke about the new system of adding students to your classes:

- which she sees as another source of free work provided by the adjuncts
- in the past, there was a simple system
- adjuncts signed a small grey card for the student
- who then took it to the registrar’s office to complete the process
- now the faculty have to go online to ‘authenticate’  
that the student can enroll in your class
- which means less work by the registrar & more work for the adjuncts

**Warren Heaton- Vice President of Negotiations:**

- spoke about the current round of negotiations for a new contract
- to cover 2023/2024
- one goal is to increase our Professional Development hours
- and in regard to our hourly compensation
  - COC has promised a substantial pay increase
  - based on a large COCLA increase from the state
  - and an adjustment of our low hourly wages
- negotiations are off to a good start
- despite differences on the negotiation cycle
  - AFT wants a 1 year contract
  - while COC is seeking a 2 year contract

**Pete** asked about the COLA numbers from the state and **Warren** gave these preliminary figures:

- 2022/2023 will be 6.99%
- 2023/2024 will be 8.33%
- possibly a record total of about 15%

**XX** – asked about the benefits of the strike:

- **Warren** considered it a success and noted several important benefits
- such as the fact that we held the line on our position
- that there was extensive media coverage
- Aaron, Dan and Pete were all interviewed for TV and newspapers
- it shone a light on the disparities in pay
- and pushed COC into offering us more at the current negotiations

**Warren** also stated that we need to do a detailed debriefing of the strike:

- which should be the job of new VP of Membership Action
- who will write about the major accomplishments of our strike

- such as the record pay increase that is forthcoming
- and the new stature that we have in the union community

**Pete** asked if the relations are cordial in this round of negotiations:

- **Warren** candidly replied that both sides
- are passionate about their particular issues
- he recognizes that this will always be an adversarial relationship
- at the bargaining table it is often a David and Goliath affair
- with our 3 negotiators against their 8 negotiators
- and he has considerable respect for Diane Fiero

**Aaron Silverman** then spoke about having COC honor its commitments to AFT and the adjunct community.

**Jessica Small**, the Vice President of Membership - deferred her report to the Closed Session.

**John Francis**, the Vice President of Outreach:

- reported on updates for the AFT Newsletter
- and made some minor changes
- he provided valuable information with a walk-through of Article 6
- also he is working with Dan and Warren on more email blasts
- he purged some old links on our Website
- making sure that everything is current
- especially on details about COC's imposed contract.

**Pete Virgadamo**, the Secretary – deferred his report to the Closed Session.

After these reports by the members of Executive Board, **President Dan Portillo** adjourned the Open Session of our meeting at 3:37 pm. The next meeting of our Executive Board will be on Saturday, the 25<sup>th</sup> of March at 2pm.