

AFT Local 6262 – Executive Board Minutes

Location: Zoom

October 15, 2022

Attendees: Dan Portillo, Warren Heaton, John Francis, Aaron Silverman, Jessica Smalls
Jennifer Gosdzak, Frank de los Reyes, and Pete Virgadamo

Absent: None

Guests: During this meeting, the number of guests varied from 16 to over 30.

Starting Time: 2:06 pm

Note: Today's meeting of the Executive Board was unusual in that it was preceded by a special Town Hall meeting presented by Vice President Warren Heaton, with the assistance of Vice President Aaron Silverman. Together they went through a series of PowerPoint slides.

Warren Heaton, Vice President of Negotiations, spoke about a number of important issues, beginning with the new Health Care law:

- AB 190 is a new piece of legislation that gives \$200 million in funding for adjunct health care
- each district will receive a 100% reimbursement for their expenses
- to qualify, an adjunct must have a 40% teaching load and can combine teaching loads from several districts
- implementation will be difficult and complicated because adjuncts will have to negotiate it with their district
- there are about 37,000 adjuncts in California to share the \$200 million
- adjuncts can receive up to \$10,000 in health care
- there are lots of 'ifs' and 'fuzzy math' in the new law
- in Warren's belief, district health care plans need to be affordable and with high quality medical care

Questions: Warren answered a number of questions from the guests:

- he explained that a lot of their questions were not addressed in the legislation
- such as will it include online classes in other states?
- How will it be implemented? How will adjuncts file for the health care?
- he stated that about 30% of adjuncts at COC need health care yet many of the details need to be worked out in negotiations
- there is no 'cafeteria-style plan' offered by the state

Negotiations: Warren spoke at length about negotiations and how we got here;

- AFT's team of negotiators started preparing in October, 2020 with surveys of the members
- negotiations with COC started on February 26, 2021
- COC's last offer was on March 21, 2021 and was 0.00%
- we then went to impasse, on to mediation and finally Fact-finding
- there are three unresolved issues:
 1. COC's offer of a pay raise of 0.00%
 2. Article 4J & the fact that officers for the full-timers union get 'release time' to do union work & we do not
 3. adjunct voting rights in departments for textbooks and curriculum decisions
- AFT's pay increase proposals
 - 6% for 2020/2021
 - 6% for 2021/2022
- AFT has calculated that a 1% increase would cost COC about \$150,000
 - COC can easily afford these pay increases
 - COC has a reserve fund of over \$12 million
 - with the CPI at over 8% for the past two years, anything less from COC would amount to a pay cut
- there is a strong discrepancy between pay rates at other schools
 - LACCD – get about \$5,850 for a 3 unit class
 - COC – we get about \$3,900 for a 3 unit class

Conclusions – Warren wrapped up his presentation with these thoughts:

- some school districts spend their money on teachers
- other districts, such as COC, spend it on administrators
- as a result we have the highest paid administrators and the lowest paid adjuncts
- these are policy choices, not personal attacks on COC's administrators
- Aaron Silverman added several important observations
 - you cannot value students until you value instructors
 - COC's policy decisions on finances reveals the hypocrisy of COC's rhetoric that it values students above all
 - instead, it clearly values administrators above all

Steps towards a Strike – Warren ended the Town Hall presentation:

- all negotiating steps are now exhausted and we are still at 0.00%
- AFT's survey of its members show that about 80% support a decision to go on strike
- the official ballots for the member to vote on a strike will go out immediately
- the Executive Board of AFT Local 6262 will set the date to **start** the strike and the **duration** of the strike
- Warren recognized that some adjuncts cannot afford to go on strike and he respects their situation

- we are working with the full-timers union for a ‘sympathy strike’
- AFT feels bad for the students but this situation is not on AFT, this is not our fault
- this is on COC
- COC has put the students in this position by its failure to negotiate anything more than a pay raise proposal of 0.00%
- several questions from the adjuncts focused on the numbers
 - of how many adjuncts answered the survey for the strike vote
 - Warren replied that those numbers are confidential
 - revealing those numbers would give COC key information on how many substitute adjuncts it would have to hire
 - AFT’s goal is not help COC with this issue
- there are necessary legal steps to take, such as to give COC an advance notice of 72 hours before the adjuncts walk out

Town Hall – this part of the Open Session of the Executive Board meeting ended at 3:30

President Dan Portillo started Executive Board meeting at 3:31pm and decided to refer the items on his agenda to the Closed Session of our meeting.

Warren Heaton, Vice President of Negotiations, also decided to refer the items on his agenda to the Closed Session.

Vice Presidents **Jennifer Godszak** and **Jessica Smalls** decided to refer the majority of the items on their agendas to the Closed Session

At 3:38 the Executive Board decided to refer the rest of our Open Session items to the Closed Session.

The next meeting of the Executive Board of Local 6262 will be on November 5, 2022 at 2 pm and it will be on Zoom.