

AFT Local 6262 - Executive Board Meeting

**Location: Zoom
2023**

April 25,

Attendees: Dan Portillo, Warren Heaton, Aaron Silverman, Jessica Small,
Frank de los
Reyes [joined later, and Pete Virgadamo

Absent: John Francis [excused absence]

Guests: 7 adjunct faculty

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 2:05 pm and welcomed our guests. After the agenda was amended and approved, Dan opened the meeting to comments from the adjunct faculty. When none of the adjuncts offered any comments, Dan proceeded to the first item on the agenda.

Dan Portillo – deferred his report to the Closed Session.

Warren Heaton, Vice President of Negotiations spoke about a variety of issues:

- first was AFT’s PERB complaint about the teaching assignments made by
COC for Fall, 2023
- COC did not follow the procedures of its own imposed contract
- it requested another delay, which is a favorite tactic of COC’s law firm
- COC’s response is now set for this coming Monday

- second, there is a new problem in negotiations
 - specifically on Article 6
 - which will make it difficult to reach an agreement on class assignments
 - such as posting the DOC changes only once a year

Aaron Silverman then explained about ‘parallel language’

- in the union contracts for both teachers’ unions at the college

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- Warren said that imposing it only on us was a ‘double standard’

Warren - also spoke about problems with Article 11

- due to the counter proposal by AFT
- in regard to expanding the right of adjuncts to vote in department meetings
- COC has agreed on textbooks but not on other ‘instructional materials’
- which can include exams and Canvas shells
- another new problem is the number of committees that adjuncts can serve on

Aaron stated that AFT wants to increase the number of those committees and include more than one adjunct on the committees

Warren – continued his talk on negotiations:

- at this time there is no counteroffer from COC in regard to compensation
- they are waiting for the revised budget from Sacramento
- which probably won’t be released until May

- all in all, Warren expects these negotiations to be long and drawn out

Pete Virgadamo asked – what has changed in regard to these negotiations?

- they started on such a positive note
- with COC's good offer for compensation

Warren replied that the negotiations are still cordial

- although adversarial as usual
- but after the AFT counterproposal on compensation
- COC is now retrenching and being more difficult

Aaron brought up an excellent slide:

- with information on the negotiations and compensation
- it included details on COLA, market adjustment, FLEX, Article 4J and committees

Warren continued his report:

- he expects that by the end of May or early June

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- COC will submit a counteroffer on AFT's compensation proposal

John Francis, Vice President of Outreach – excused absence

Jessica Small, Vice President of Membership – deferred her report to the Closed Session

Pete Virgadamo - Secretary reported on two items

- first was his peer review which had poor scheduling by his department

- was to be either on term paper day or on the last day of lecture
- both were inappropriate and could have led to an unfair evaluation
- Dan helped to get a postponement
- which was agreed on by the department chair and the dean
- second was the request last month by the Executive Board
 - to look into the Adjunct Faculty Office at CCC which is Room 507
 - this room is located at the extreme end of the modular structures on the upper part of the campus
 - it is hard to find because there is no signage and is the last room at the end of a small courtyard
 - Pete was surprised to see that Room 507 is not for the exclusive use of the adjuncts
 - but is shared with the Campus Emergency Center
 - which has a separate cubicle and computer with a phone and large storage boxes of emergency supplies
 - also there is a huge, 7 foot tall computer server for the campus
- for the adjunct faculty there are five cubicles
 - each with a computer and some desk space
 - the Scantron machine was broken & he asked that it be repaired
 - but the large printer was working
 - plus there is a small fridge and a microwave oven

Pete concluded that for the time being, this small and cold room is sufficient for

the needs of the adjunct faculty. However, if student enrollment increases at CCC, then

a larger, better lit and warmer room would be more suitable for the adjuncts and their students.

Then followed an extended discussion by Pete, Warren and Jessica about possible alternate rooms for the adjunct faculty at CCC, the inadequate facilities at the Valencia campus and problems with Boykin Room 115.

- Boykin 115 is in our contract as an office for the adjunct faculty
- but it has been inaccessible for the past two years due to construction
- we exchanged ideas on possible alternate sites
- Jessica suggested that there are lots of rooms in the University Center
- Can one of them be made into an adjunct office to compensate for the loss of Boykin 115?
- Warren suggested that Pete contact Omar about this

XX – asked if adjuncts can acquire salary points

- like the full-time faculty
- if not, this is another benefit we do not enjoy, another inequity

Warren explained that the old Skilled Teachers Certificate

- served this purpose as a path to a bump in salary
- the future is a new program called ACUE
- which will be a 50 hour online program
- AFT wanted the first 9 hours to be eligible for FLEX credit
- COC rejected that proposal because it would be ‘double dipping’

Dan mentioned another issue in History with adjunct evaluations

- he was just informed of this new case
- and spoke in detail about the problems in this situation

Aaron stepped in to say that History:

- is violating the timeline for adjunct evaluations
- which could lead to AFT filing a grievance

XX – asked about Ph.D. work and an increase in compensation

- he has put in 3 years of doctoral work & is working on his

dissertation

- his students are already benefitting from his increased knowledge... shouldn't he?

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Warren explained that AFT has proposed this idea in previous negotiations:

- that adjuncts should be compensated for hours over the MA degree
- which is already in the full-timers contract
- but COC rejected the AFT proposal.

After these reports by the members of Executive Board and comments from the adjunct faculty, **President Dan Portillo** adjourned the Open Session of our meeting at 2:50 pm. The next meeting of our Executive Board will be on Saturday, the 20th of May at 2pm.

