

AFT Local 6262 - Executive Board Meeting

**Location: Zoom
2023**

March 25,

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

Absent: None

Guests: 15 adjunct faculty and CFT Representative Anthony Solis

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 2:04 pm and welcomed our guests. After the agenda was amended and approved, Dan opened the meeting to comments from the adjunct faculty.

- XX** – spoke about the adjunct faculty office in Canyon Country
 - which is Room 507
 - after a discussion of the room’s shortcomings the Board asked Secretary Pete Virgadamo to visit the room
 - he is to submit a report at our next meeting

- Dan** then talked about the Skilled Teaching Certificate program:
- he asked who supervises it and Warren stated that it is the responsibility of Omar Torres of the Instruction Office
 - Warren further said this it will be replaced by a new program called ACUE
 - whereas the old program was in person on campus

- the new program will be about 50 hours of online work
- with 6 to 7 modules and will come under Professional Development
- to earn an increase in range adjustment in base pay
- this is COC's proposal and AFT countered with increasing FLEX for up to 9 hours and range adjustment
- these two proposals are currently in negotiation

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John - asked if there was a site that he can use to blast information adjuncts of the change?

Warren – No, replied not at this time

- this matter is still under negotiation but once we have reached a tentative agreement
- we can move forward on informing the adjunct faculty

Warren Heaton- Vice President of Negotiations:

- spoke on several crucial issues for the adjuncts
- first was the PERB complaint we filed in regard to COC's failure to follow
- their own imposed contract from Fall, 2022
- this has resulted in a nightmare on class assignments
 - many departments are still using the old system
 - while others have chosen the new system
- COC is not following its own procedures
 - AFT asked for an immediate response to this PERB complaint
 - but COC has delayed its response until April 20th
- the impact on the adjunct faculty

- some did not get the courses they should have
- he requested that adjuncts keep their email records
- of the requested classes they did not get
- so that you can later be compensated in the future
- for classes that you were denied
- in the future
 - all adjuncts will be in a single, large pool
 - based on their Date of Hire [DOH]

XX – pointed out two problems

- in the English Department the current chair opted out of the new system
- while the former chair had used the new system
- which was very confusing to the adjunct faculty
- she also suggested that there were problems with exclusively using the DOH
- as a fixed date it is not always accurate
- and suggested that the number of semesters taught and the number of classes taught

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- are still important

Warren responded:

- we are no longer debating that issue
- the decision has been made to use DOH and AFT is focusing on using that
- and following the contract's use of DOH to determine seniority
- this is the nature of unions in determining the criteria for work assignments
- it is seniority and the level of competence

- this is far better than in the past
- when classes were assigned on the basis of ‘friends and family’ which was not a fair system

XX – complained about that retired full-timers and administrators were getting ahead of adjuncts in the seniority list

Warren – explained in detail

- that the full-timers can no longer ‘jump the line’ as in the old system
- which was very unfair to the adjunct faculty
- we started to change the old system in 2016 and have completed the change for Fall, 2023
- their new DOH will be their DOH when they are hired as an adjunct
- COC has stated that they will apply the new DOH system in full for Spring, 2024

Warren continued with new information on negotiations:

- there is really good news to report
- the strike has created real, tangible benefits to the adjuncts
- although we were forced to return to work
- it brought media attention to our cause
- and it is clear the Board of Trustees has heard our concerns

1. COC is proposing a significantly improved pay offer

2022/2023 – 6.5% [COLA] + 5%* = 11.56%

2023/2024 – 8.13% [COLA] = 19.56% for a 2 year contract

- Warren said the additional 5%* is a market adjustment and we will jump
 - up 3 or 4 places in regional comparisons
- he said this is not an insulting offer as in 2020 with its 0.00% increase
 - when we were in the bottom 25% of the region's adjuncts
- AFT's counter offer
 - 2022/2023 – 11.56% +2 % = 13.56%
 - 2023/2024 - 8.13% +2% = 10.56%
 - FLEX will go from a COC's 5/4 ratio to AFT's 8/1 proposal

2. on voting rights

- we were granted the right to choose our textbooks
- which is a major concession by COC

3. Office Hours

- no increase since 2017 on the non-instruction rate
- plus our unscheduled office hours are not paid
- for 2022 we are requesting back pay
- and non-credit adjuncts will now be paid for office hours

4. Committee Compensation

- will expand the list for committees that will pay adjuncts for their service
- we already have the Academic Senate as a paid service
- this will increase the voice adjuncts have on campus
- Aaron said that there are now 6 committees that are paid
- AFT is requesting over a dozen more committees

Warren – stated that our large goal is to enable an adjunct

- to teach in just one district
- such as COC to make a living
- rather than driving from campus to campus

5. Academic Freedom

- the choice of our textbooks and other instructional material
- some to remain standardized
- Math and Physics are forced to use certain textbooks

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and even exams

Pete – spoke about a new problem in History

- on retreats and department meetings for several semesters
- adjuncts we have received no invitations
- is this right?

XX – brought up the issue in a recent English Department meeting

- there was a vigorous debate
- adjuncts still do not get the right to vote on vote
on certain issues
- such as the department chair
- the full-timers are aware of the need to be democratic
- so this remains a work in progress

Warren – discussed the issue of department chairs

- perhaps adjuncts could have a proportional vote
- chairs still have a lot of power
- such as selecting the courses to be taught
- Pete asked what would be the proportional percentage?
- that is still up for debate
- one issue is the turnover in the adjunct faculty
- full timers complain that there is no continuity
with the adjuncts in their departments
- Jessica responded, saying that the most active adjuncts are stable,
long-timer instructors

These comments led to a debate by several Board members:

- including Pete, Jess, Frank and Warren
- their comments included facts such as adjuncts with their afternoon and evening classes
- teach a more diverse student body
- and Pete suggested that departments use Zoom for their meetings to increase the adjuncts participation

Warren – asked are their other areas where adjuncts are not voting?

- one was the building of courses
- adjuncts are not part of that decision making

XX – spoke about working on the process of accreditation

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- they get 10 hours of pay
- but it is up to 30 to 40 hours of work
- this is an important issue
- because assignments are based on accredited courses

Warren and **Frank** replied – perhaps use FLEX hours?

- or independent types of FLEX work
- but they have to be approved of in advance

Warren then spoke about the problems

- associated with the selection of the department chair
- many full-time faculty avoid it
- yet in other departments is it is welcomed as an honor

XX – spoke about the process of accreditation

XX – had a question about the new health care law

Warren – replied that AFT has postponed negotiations on it

- this is a very complex law and is difficult to implement
- AFT first has to develop a plan which will enable the adjuncts to meet the law's criteria
- also COC has pushed back hard on it
- we will wait until the next round of negotiations
- this is especially hard to establish at COC
- because we had nothing in place before this new law

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

John Francis, the Vice President of Outreach:

- continues with updates in the AFT Newsletter
- such as what to do if your class is cancelled
- he urged adjuncts to keep records on this and other assignment issues
- also he has updated the AFT website plus provided the details on our new PERB complaint
- and has posted all the recent minutes from Pete
- he expects to work with Jess, Frank and Pete on our membership data

Pete Virgadamo, the Secretary reported on problems with his evaluation:

- he was not notified by his chair that he would be evaluated this semester
- the first indication of it was when he received the results of the online evaluation by his students

- or the online evaluation by his students
- and was only familiar with the previous in class evaluation by the students

Aaron– explained that it is now an online student survey

- if there was no advance notice
- this can be a grievable offense

Warren – added the details on our evaluation cycle

- AFT has worked hard on this part of our contract
- it is in Article 8
- we are not evaluated on a calendar year system but on the number of semesters taught
- it is now 8 semesters for an adjunct in Pool 1
- he also noted that in the student evaluation it is at 50% of the term
- students receive an email link to do the evaluation
- and the results are not included in the adjunct's evaluation score

Pete – stated that there was another problem

- he was notified of the peer evaluation near the last week of the 8 week course
- he could only choose the day the term papers were due
- or he could choose the last day of class
-

Aaron – stepped in on this issue

- the last day of class is not appropriate or fair
- it makes no pedagogical sense and would result in an unfair evaluation

Pete – added some final comments

- he requested an extension for the evaluation
- until next semester
- with Dan's help he was granted an extension by the chair and the dean

John – said he would include those details

- in the next AFT Newsletter
- and will give a link to our contract which has all the details of adjunct evaluations

New Business – from **Warren**:

- reminded the adjuncts about mileage compensation
- if you travel between different educational facilities/institutions
 - such as COC, CCC and the high schools
 - as well as detention facilities
 - you can submit a request for mileage compensation
- also we received these details on our membership
 - 256 – AFT members who are teaching this semester
 - 159 – adjuncts who are not AFT members and are teaching this semester

After these reports by the members of Executive Board, **President Dan Portillo** adjourned the Open Session of our meeting at 3:40 pm. The next meeting of our Executive Board will be on Saturday, the 22nd of April at 2pm.

