

AFT Local 6262 - Executive Board Meeting

Location: Zoom

May 20, 2023

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

Absent: None

Guests: 5 adjunct faculty

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 2:03 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 give his report.

Dan Portillo – first spoke about the Hudson Report forms

- which the Board members need to complete each month
- Frank will send them to us by email

Dan next then discussed his upcoming meeting

- on Monday to defend an adjunct in regard to a student complaint
- he has no information on the nature of the complaint

Warren noted that there has been:

- an uptick in student complaints over the past few years
- students are speaking up more now than in the past
- they feel empowered to do so

Pete - asked about the complaint process

- why aren't adjuncts informed ahead of time
- about the specific nature of the complaint before hand?
- this results in complete surprise and even shock to the accused adjunct
- which seems unfair

Warren responded to Pete's question:

- saying that COC first investigates the complaint
- which means adjuncts can't be informed in advance
- they have to wait until the investigation is completed
- this is the agreed upon process

Pete asked doesn't this violate 'due process'?

Warren explained the process in detail:

- the first meeting is to be informal
- here COC lays out the student allegations
- and the evidence from their investigation
- he acknowledged that the process and the first meeting is uncomfortable for adjuncts
- once the information is laid out the adjunct has the right to leave the meeting
- and schedule a 2nd meeting to discuss the allegations
- at this meeting they can return with a detailed response to the allegations and to COC's investigation

Warren – continued with comments on this situation:

- it appears that some of the new hires are not up to the previous high standards of the college
- the quality of the adjunct hiring pool for this college is not as high as before
- why would high quality adjuncts drive all the way up to COC for its low pay?

Warren Heaton, Vice President of Negotiations:

- stated that PERB has approved of AFT's complaint on our Fall, 2023 class assignments
- now there will be a preliminary meeting at the end of June or in early July
- COC has chosen not to settle the AFT complaint
- despite this being a clear case of contract violations
- AFT is seeking compensation and interest for loss of classes
- he advised adjuncts to save their trail of emails pertaining to lost classes
- the AFT complaint is because COC used the old software and the new software
- at the same time in different departments for Fall'2023
- COC did not follow its own imposed contract

Warren continued his report on negotiations:

- stating that they had a very productive session
- which resulted in two major victories for adjunct faculty
 1. COC agreed to allow adjunct faculty to choose their own instructional materials
 - this includes textbooks, exams and the Canvas shell
 - there are some exceptions
 - such as in labs and in Nursing
 - nonetheless, this is a big accomplishment

2. COC agreed to expand the number of campus committees
 - that adjuncts can serve on
 - and allows multiple adjuncts to serve on the same committee
 - they are to be paid the non-instructional rate
 - this means our voices will be heard much more often
 - Warren thanked Aaron for his hard work on this issue

Aaron Silverman – provided further details on this achievement:

- the committee list will appear in Appendix C of our new contract
- it expands the number of committees on which we can serve by 50%
- it is a new opportunity for adjunct compensation

Warren added:

- that being at the table where decisions are made
- is crucial for adjunct faculty
- it means we will have a greater say in new policies
- and in changes to old policies

Warren proceeded to talk about compensation:

- COC is waiting for the May revise of the state budget to submit their counter to AFT's offer
- at this moment here are the preliminary facts
 - there will be an 8.22% increase for COLA
 - with COC's preliminary contribution the total will be 19.78% increase for 2 years
 - this is the largest increase ever for our adjuncts
 - and AFT is still fighting for more

cautioned:

- **Warren** that we are not at the end of negotiations
- there are some sticking points that need to be hammered out
- specifically on Office Hours and an increase in Professional Development hours

Pete asked if Warren can predict when negotiations will end?

Warren replied that it is too difficult to predict:

- on June 2nd COC will submit its final offer on compensation
- this will be their counteroffer to the earlier AFT offer
- also we are still working on Article 6
- we will meet on June 9th to specifically discuss this difficult issue of class assignment software

Pete then asked if the COC's new software will be ready for our class assignments for Spring, 2024?

Warren – no, it still has serious problems

- there are obvious flaws in the system
- for example, it cannot add our DOHs to a master list
- for giving us our class assignments
- this has been a long and painful story
- the IT department revealed a prototype to us
in September, 2020
- then we TA'd it in May, 2021
- but it is still not ready

John Francis asked about the details for inclusion in the Newsletter:

- Warren responded that we have TA'd the instructional materials
- and TA'd on the number of campus committees

John Francis - Vice President of Outreach

- gave his report
- saying that he had worked with Jessica on updating the membership data
- also he had cleaned up the email list in Constant Contact and added new members
- our emails are now up to date
- he worked with Pete on the minutes for our Open Sessions
- they are now complete and up to date
- plus he will reduce the list to print just the past twelve Board meetings

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

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

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 2:41pm, which was one of our shortest meetings in several years. The next meeting of our Executive Board will be on Saturday, the 10th of June at 2 pm.