

## AFT Local 6262 - Executive Board Meeting

**Location: Zoom**

**July 15, 2023**

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**Attendees:** Dan Portillo, Warren Heaton, Aaron Silverman, John Francis,  
Kelly

Kelly Spillman

**Absent:** Jessica Small, Frank de los Reyes, Pete Virgadamo and Anthony Clayton

**Guests:** 20

**Dan Portillo**, the president of AFT Local 6262, began the Open Session of our meeting at 2:06 pm and welcomed our guests. After the agenda was amended and approved [with the absence of Jessica, Frank, Pete and Anthony], Dan turned the meeting over to **Warren Heaton**, the Vice President of Negotiations.

Warren gave an extended review of the new contract, focusing on his team's accomplishments:

- he urged adjuncts to follow us on our website and social media sites
- there will be a new Executive Board on August 1<sup>st</sup>
  - he introduced Kelly Spillman, the new VP of Grievances
  - and Anthony Clayton, the new VP of our social media [not present]
- he acknowledged the hard work of those who helped in the strike last fall
  - especially the adjuncts on the picket line
  - and those who gave interviews in the media
- we got our message across as the strike was our last step
- to get the attention of the Board of Trustees
  - it led to a great negotiations
  - where we achieved all of our goals

- he thanked his fellow team members
- Dan Portillo and Aaron Silverman
- some things we did not address this round
  - such as evaluations
  - nonetheless there are major changes in our contract

In a series of PowerPoint slides, Warren then spoke of our accomplishments:

Article 1 – this is a 2 year contract

Article 4 – we finally got release time for our Board members

- this is a big improvement
- we are the largest employee group on campus

Article 6 – a new system of class assignments

- which was a contentious issue for COC
- but we did reach an agreement
- it will be rolled out for Spring, 2024
- it will be automated and will give us more protections

Article 10 – we achieved a major headway in compensation

- also in academic freedom
- which includes textbooks, lectures, tests and other course materials
- this is important because adjuncts teach at multiple colleges
- no extra hours on Professional Development
- but we got an increased pay rate

Appendix G – got more committees for adjuncts

- we can now participate on more campus committees
- plus more adjuncts can serve on the same committee
- this is crucial for campus governance

Warren devoted a large part of his review on the details of compensation:

- we were at the bottom third in the region of 30 community colleges
- overall increases ranged from 24.75% to 28.9%
- also on office hours
  - in 2016 it was \$20
  - it was increased to 65% of our non-instructional rate
  - these increases go into effect in Fall, 2023
  - and represent an average increase of 46%

Aaron Silverman noted an adjunct's question on the retro checks:

- when will they be sent out?
- Warren said this is a tedious, manual operation
- it can take 2 to 3 months
- in the discussion that followed, Aaron said that it may be shorter

Details on the retro checks:

- for 2022 to 2023 = 10.94%
- for 2023 to 2024 – 12.46%
- for a total of 24.75%

Warren continued his discussion on compensation;

- this is the largest increase in COC's history
- the Trustees finally realized how far behind we were
- which was evident in salary surveys
- and supported by administrators Diane Fiero and Omar Torres
- this is an historic agreement
- which he reviewed in detail on steps and columns
- with major changes in longevity for adjuncts who got record increases

Our place in the local region in terms of compensation:

- before the strike we were 18<sup>th</sup>
- now we are 7<sup>th</sup>
- we went from the bottom third to the top 25%
- an historic gain for adjunct faculty

Aaron answered an adjunct's question on COLA:

- from 2022 to 2023 = 8.22 %
- from 2023 to 2024 = 6.56%
- Warren added that we got COLA plus 10%
- saying that strange as it may seem, colleges are not required to pass COLA onto the faculty

Warren continued with a discussion on curriculum:

- there was little push back from COC
- but lots of push back from the full-timers

- they are much more adamant when it comes to instructional material
- which includes textbooks, PowerPoint slides, and tests
- there are exceptions such as lab manuals that need to be standardized
  - because external accreditation bodies require it
- such as Nursing

Warren went on to discuss campus committees:

- we increased the number of committees that adjunct can serve on
- also we increased the number of adjuncts that can serve on each committee
- now with classes and committees
- an adjunct can come close to a full-time job at COC
- but without benefits

Warren on adjunct healthcare:

- the legislature allocated \$200 million
- for state health care to adjunct faculty
- that sounds like a lot
- but it has to be distributed to over 110 campuses across the state

Warren on the new program to improve adjunct teaching:

- it replaces the Skilled teachers Course
  - which was 54 hours and had to be taken in person
  - plus it had to be completed in one semester
  - and it was offered only once every few semesters
  - it gave you a bump in the salary schedule
- the new program is all online
  - it can be completed over several semesters
  - unfortunately the bump in salary is not as big as it used to be

Warren on the new MOUs signed with the district:

- lots of mostly common sense items
  - grades are due within 48 hours after the final exam

- all grades must be posted on Canvas
- this is in response to major student complaints
  - your grades are now always accessible to students
  - plus in case something should happened to an adjunct instructor
  - another instructor can step in
  - now there is a special video on how to use the Canvas grade book

Warren then announced that this is his last meeting as a Board member:

- he did not run for re-election
- Aaron Silverman is taking his place as VP of Negotiations

Lastly, Warren spoke about the challenges ahead:

- # 1 is healthcare for adjunct faculty
  - the \$200 million from the state
  - which would give adjuncts about \$5,000 a year
  - that is too little
  - the promises of 'free health care' for adjuncts
  - are simply not true
  - COC would have to pay for it and would not be reimbursed
  - good luck in in trying to figure that out!
  - our union needs to do a survey of adjuncts
  - to determine who needs it
- # 2 is pay parity with full-time faculty
  - there are bills in the legislature for 75%
  - this is a tough issue and the outcome is uncertain

Warren's farewell message:

- is proud of his accomplishments
- and will still be around for consultations
- we need a strong union and must add new members
- Anthony's job is to have a strong impact on our use of social media

Aaron - talked about his work with Warren

- we worked together for 7 years on negotiations

- and he will be missed

Dan – also praised Warren’s work and his achievements

**Dan Portillo** gave his report as president of our union:

- he spoke about the Orientation for new adjunct faculty
- to be held on August 8<sup>th</sup>
  - unfortunately Pete and Jessica will not be able to attend
  - he hopes other Board members will be able to help out
  - if not, he can do it alone
- he asked Warren for suggestions on the Orientation
  - who said Dan should some the new adjunct faculty
  - the large pay increases and the union support for them
- Aaron added issues of academic freedom
  - such as textbook choices
  - and what COC expects of them in the classroom

**John Francis – Vice President of Outreach**

- John reported on his progress with the Newsletter
  - he has held off on including details of the new contract
  - and will post Warren’s PowerPoint presentation on the new contract
- all the new MOUs are already there
- he will introduce the new Board members
- plus information on the start of the new school year
- the website is revamped and updated
- also the Academic Freedom material is on it
- he will work with Anthony on Constant Contact

New Business

- adjunct Lorraine asked about the details on the Fall rankings
- Warren replied, saying that they will be on our website on the third week of August
- it will include the major changes in the adjunct pools
- and the updated evaluations.

After Lorraine’s question, **President Dan Portillo** adjourned the Open Session of our meeting at about 3:21 pm. The next meeting of our Executive Board will be on Saturday, the 23

<sup>rd</sup> of September, with the Open Session starting at 2 pm.