

AFT Local 6262 - Executive Board Meeting

Location: Zoom

February 25, 2024

Attendees: Dan Portillo, Aaron Silverman, John Francis, Kelly Spillman, Jessica Small, Anthony Clayton, Frank de los Reyes and Pete Virgadamo

Absent: None

Guests: 6 adjunct faculty

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 1:11 pm. After the agenda was amended and approved, Dan welcomed our guests. When the guests did not have any immediate issues to discuss, Dan proceeded with his report.

Dan spoke about the Orientation for new adjunct faculty:

- held on January 30th at from 6 pm to about 7:45 pm
- Dan was joined by Pete Virgadamo and Kelly Spillman
- he considered it a success, with a good rhythm and overall thought it went well
- he had a free rein to speak at the end of the Orientation about our union
- and appreciated the support of Pete and Kelly

Pete Virgadamo - commented that it was a smooth presentation

- by the COC administrators
- it had a good, clear format but with an overwhelming amount of information

Kelly Spillman – added that it went great

Dan – continued his report:

- bringing up the problem of retro checks that were not received by adjuncts
- he commended the administration for its quick action on this important issue
- these were retro checks to be paid for working in Spring, 2023
- at first it was believed that about 20 adjuncts had not received their checks
- VP Rian Medlin of COC worked on it right away
- she discovered that all the checks had been issued except for one

John Francis – asked if this was a problem with how the checks were issued?

- were they direct deposit?
- or were they paper checks sent in the mail?
- he and Dan then discussed if the adjuncts had been paid but did not realize it
- they may have been confused by the different types of payment

Dan – concluded his report with praise for the administration

- which jumped on this issue right away
- and did well except for one case

Aaron Silverman - Vice President of Negotiations

- talked about the state budget, which had an initial projection of a \$58 billion deficit
- however, it appears that it is now \$78 billion
- which means it does not look good in terms of a salary increase for adjunct faculty
- COLA will be about 0.71%
- we will have to wait for the revised budget in May
- to get a final set of figures from the state

Pete Virgadamo – asked about the 4% budget increase

- for the community colleges that was announced in December
- Aaron replied that the state will review that decision
- and most likely will cut programs

Aaron Silverman – continued his report

- stating that this is the largest budget deficit in California's history
- the state's finances are not looking too great
- also, COC's enrollment declined from 2020 to 2023
- and the number of adjuncts also declined
- he is not certain if enrollment for this semester has declined or not

Pete Virgadamo – asked how did this deficit occur?

Aaron - replied that it was from several factors:

- lower economic activity and layoffs
- plus fewer homes sold and no federal pandemic money

What followed was a general discussion by several people:

- Carlos added that another factor is the extended tax deadlines
- due to fires and floods
- which Aaron said are weather-related issues

- **Anthony Clayton** said this was the also due to the tech cycle of hirings and lay-offs, such as at Google
- but also let's see what happens on Wall Street
- Aaron added that taxes from stock gains have increased recently
- as per projections from Sacramento

Aaron concluded his report:

- suggesting that we explore other sources for adjunct income at the upcoming negotiations
- such as increased Office Hours and increased FLEX hours

Kelly Spillman - Vice President of Grievances:

- spoke about a new problem in the Photography Department
- when HR split the department into two different fields
- and the adjunct faculty could not see all the classes they were eligible to teach
- this can lead to a grievance or be resolved with negotiations
- she thought this was unusual because in her Psych Department, all the classes are visible

Pete Virgadamo - asked why did HR do that?

Kelly - replied that the chair was at a loss:

- as to why it happened
- he was as surprised as was his adjunct faculty
- HR separated the fields without any warning to the department chair
- so far this has happened in only one department

Jessica Small - Vice President of Membership [deferred her report to the Closed Session]

Anthony Clayton - Vice President of Member Action

- spoke about the DEIA committee
- which is analyzing ways to make sure we are teaching
- on inclusivity and are open to all perspectives
- he is now part of that committee that is looking at new techniques to teach
- about diversity and inclusivity
- Dan added that we need one or more adjuncts to

- volunteer for that committee
- please contact Dan because each person has to be certified by him
- and their name passed onto David Andrus

Janet and Eileen then spoke about teaching incarcerated men:

- who are interested in enrolling in COC classes
- they may be serving life sentences or may be in half-way houses
- Eileen specifically talked about the Rising Scholars Program
- these men are on probation or on parole and their enrollment problems
- they cannot make it to campus because they are restricted by their ankle monitors

John Francis - Vice President of Outreach

- first talked about his updates on our AFT website
- all the minutes of our Board meetings are updated and posted
- he deleted older minutes, those from 18 to 24 months ago
- they are not gone: they are archived
- also he is working with Aaron on writing about different articles in our contract
- every month he would like to highlight another article in the Newsletter
- this would be a “Know Your Contract” section
- and this month it will be Class Assignments, which is super important

Jessica – added that she has the new list from HR

- which includes new members
- she will pass that information onto John

John – continued his report

- saying that he is still working on the “Members Only Communications”
- he is making sure that they are correct as it changes every semester
- he wants to make this list as clean as possible

Pete Virgadamo - Secretary

- stated that the minutes are now fully updated
- for the bulk of his report he focused on the upcoming Social Event
- which is scheduled for Thursday – March 21st at the California Pizza Kitchen [CPK]

- Frank asked about the seating and whether it was for 20 people or 20 plus
- Pete said he would go back to CPK and actually count the number of seats
- Pete also said he needed one volunteer to help with setting up the AFT materials for the dinner
- Anthony agreed to come early and work with him

What followed was a general discussion on several issues about the Social Event:

- Kelly said that CPK has a special 'Happy Hour' with pizza and drinks for \$6
- Pete said he would go back to CPK and talk to the manager about this
- Sian mentioned that CPK has an outdoor patio and Pete said he would check on that
- Frank stated that he teaches on Thursday night but will come after class to pay the bill
- Pete stated that he will work with Dan on the pricing and the menu
- when the menu is nearly set, Pete will send it to the Board members
- we also discussed the possibility of holding the Social Event at an alternate site
- such as BJ's Restaurant & Pete said he will check into that as a possibility.

New Business – Maggie Pour of the French Department:

- discussed her problems with contacting Professional Development since Leslie Carr no longer works there
- Dan was surprised to learn Leslie had retired
- Maggie said that her replacement is difficult to contact
- Dan stated he would contact Rian Medlin to learn the name of the new person in charge of Professional Development
- Maggie continued to speak, talking about her degrees submitted to HR
- in hopes of teaching in a second department
- she had submitted her MFA degree but HR is not considering it for the Film department
- Aaron explained that adjuncts must meet minimum qualifications to be able to teach in a department
- having multiple Masters degrees has no impact on your salary
- we have tried to negotiate this for years but with no success
- Aaron added that you can be certified in two disciplines but that does not mean you can teach
- up to three classes in each discipline
- because we are constrained by the 67% law

Jen Ortiz – talked about her hopes of increasing her COC salary

- with the State Teachers Credential
- which is a 2 year program

Dan mentioned the Skilled Teachers Program at COC

- which can boost your salary
- and he was the first adjunct to participate in it

Aaron addressed the issue of outside programs

- COC wants to maintain control and use only their standards
- it does not accept online certification from other colleges
- or even outside certifications
- and AFT cannot control the college's standards

Maggie said she brought in outside certificates

- earned online which did not increase her COC salary
- which was disappointing to her.

After these discussions, **President Dan Portillo** adjourned the Open Session of our meeting at 2:21 pm and scheduled the next meeting of our Executive Board for Saturday, the 16th of March, which will start at 12 noon.