

AFT Local 6262 - Executive Board Meeting

Location: Zoom

March 16, 2024

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

Absent: Kelly Spillman

Guests: 1

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 1:08 pm. After the agenda was amended and approved, Dan welcomed our guest, Todd Fatta, and offered him the opportunity to speak.

Todd Fatta expressed his gratitude for the Board's support, which was very much appreciated. Dan thanked Anthony Clayton and Pete Virgadamo for their work in helping Todd.

The Board then went to a special Closed Session and we stopped the recording of our meeting. After the Closed Session ended, the recording was resumed and Dan proceeded with his report.

Dan spoke about problems with the evaluation procedure:

- in particular, the attacks on adjunct faculty by department chairs and the full-time evaluators
- by giving the adjuncts a "3" the chair could drop the adjuncts from the seniority pool
- but with the new rules, based on the average score
- giving an adjunct a "3" on any part of the evaluation is okay
- it does not drop them from the pool and Todd should be okay

Anthony Clayton spoke about Todd's evaluation:

- saying that he saw no red flags in his lecture
- he did an exceptional job with improvements needed only in secondary issues
- Anthony later spoke to Todd about his lecture

Dan then spoke about his own upcoming evaluation:

- which will be this Monday at 8 am
- he would welcome the presence of another adjunct faculty member
- his evaluator is the same full-time instructor who hired Dan in 2006

Aaron Silverman - Vice President of Negotiations

- gave a general update on negotiations
- next week he will email COC to start the process
- also he wants to conduct a survey of adjunct priorities for the upcoming negotiations
- he will ask for an email blast on 3 things the adjuncts would like to see in our next contract
- John is to send it out and will include things such as paid office hours for non-credit faculty
- also mention healthcare

Anthony asked – if the survey is to be sent out to all adjunct faculty?

Aaron replied – yes it is

Dan – spoke about the issue of paid office hours

- for non-credit faculty
- he stated that there is a pretty good case for this issue
- those students need time outside of class with their instructors

Aaron – then talked about the issue of mandatory training

- for adjunct faculty
- with the period from January to June
- is the time FLEX training
- also to be paid in Winter and Summer sessions

Kelly Spillman - Vice President of Grievances [absent]

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

Anthony Clayton - Vice President of Member Action [no report for the Open Session]

John Francis - Vice President of Outreach

- stated that all the minutes of our Board meetings are updated and posted on our website
- there is a new section to the Newsletter entitled ‘Know Your Contract’
- which will focus on the more pertinent aspects of our contract
- he then talked about the Social Event and said he had sent out multiple notices
- he already has about 29/30 RSVPs and perhaps will have close to 40 at the end

- also he updated all the new members
- and continues to flush out the names and emails of adjuncts to match everything

Pete Virgadamo - Secretary

- stated that the minutes are now fully updated
- for the beginning of his report he focused on the upcoming Social Event
- which is scheduled for Thursday – March 21st at the California Pizza Kitchen [CPK]
- everything is set: the menu, the pricing, the RSVPs, and Anthony will come early to help with the set -up
- the California Pizza Kitchen will charge us \$20 per person
- which is \$5 less than the previous venue
- also we will distribute a Negotiations Survey to the guests and tabulate the results afterwards
- we will also have our traditional raffle at the end of the evening
- these will be Amazon gift cards to be sent electronically by Frank
- in these denominations: 4 x \$25, 2x \$50 and one at \$100 for a total of \$300
- Pete will create a form to record the names of the winners, their phone numbers and their email addresses
- he needed one volunteer to help with setting up the AFT materials for the dinner
- Anthony agreed to come early and work with him
- Pete also brought up the issue of the annual Linda Cushing Memorial Scholarship
- which we missed last year and he would like to revive

What followed was a general discussion on the scholarship

- it would be given out at COC's annual awards ceremony
- Dan said that this is part of Anthony's work as VP of Member Action
- Frank said that he still has the old emails about the scholarship from several years ago
- which he can send to Anthony
- Pete said he might be able to contact Erin as she might still have all the old forms on her computer
- and asked about how many \$500 awards we should give out
- Jessica said she will help Anthony and set up a Zoom meeting with Anthony, Pete and possibly Erin
- Frank checked his old emails on the scholarships and noted that they posted notice on March 8th

- and the deadline for submissions was April 1st
- we will need to set the date for our nominations ASAP

Another general discussion focused on different aspects of the scholarships

- with Pete, Dan, Frank and John
- what is COC's date for the awards ceremony?
- we are already 2 weeks behind schedule
- Anthony volunteered to go to the campus Financial Aid Office early next week
- Jessica said we will need a committee to review the student submissions and applications
- such members cannot be Board members because of a possible conflict of interest
- Pete seconded her idea that the risk of favoritism is too great
- each committee member should receive an honorarium of \$100
- John can send out an email blast on all these details

Then followed a new discussion on the scholarships:

- whether or not to turn the whole scholarship process over to COC
- Frank stated that we are independent of COC and the process is our own
- we identify the winners and then inform COC
- Anthony asked: why independent?
- let's fold it into COC's Financial Aid Office and use their criteria
- simply send COC's links to Pete and Jess to work with the campus system
- John replied that we would lose control of the process
- also, only full AFT members can nominate a student
- this is a perk of membership and can be used to recruit new members
- Frank concluded this discussion by saying that we should continue to select the winners
- not COC.

New Business – Todd Fatta

- again thanked the members of the Board for their help in this difficult time
- Dan added that this kind of behavior by COC is an unnecessary stress to an adjunct.

After these discussions, **President Dan Portillo** adjourned the Open Session of our meeting at 12:10 pm and scheduled the next meeting of our Executive Board for Saturday, the 13th of April, which will start at 1 pm.