

AFT Local 6262 - Executive Board Meeting

Location: Zoom

June 29, 2024

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

Absent: Anthony Clayton [joined later in the Open Session]

Guests: 3

Dan Portillo, the president of AFT Local 6262, began the Open Session of our meeting at 1:05 pm. After the agenda was amended and approved, Dan welcomed our guests, none of whom brought up any issues.

Dan Portillo – talked about DEIA

- and its impact on the adjunct faculty
- several weeks ago he had spoken to Omar Torres and David Andrus
- about the need to incorporate DEIA into adjunct evaluations

Frank de los Reyes – asked if DEIA training will be part of FLEX?

- Dan replied that he could not at this time
- give a definitive answer but it probably will

Dan – continued to speak about DEIA

- we need to make sure that adjunct and full-timers evaluations
- are in conformity
- a committee will be set up in the Fall semester
- to see how DEIA would be include in our evaluations

Pete Virgadamo – asked when will DEIA be installed into our evaluations?

Discussion – between Aaron Silverman, Dan, and Frank on DEIA

- Dan said he was not sure of the timeline
- Aaron stated that it will be part of our negotiations
- we need to comply with state law
- and can work on the wordage before negotiations
- probably next year
- Omar will set up separate committees to make sure adjuncts and full-timers are on the same page

Ruth Rassool – added a clarification to their discussion

- she said this is an ad hoc committee

- which will look into Sacramento's actions
- our curriculum must conform to DEIA requirements
- this question: Are we showing DEIA in our course content?
- Pete asked if this will come thorough are department chair
- Dan stated that most likely it will be reflected in our syllabus

Aaron Silverman - Vice President of Negotiations

- met with the district on the overpayments issue
- they were obligated to meet with us
- lots of conflicts on this problem
- COC will create individualized payment plans
- and will work with Payroll
- deductions will begin in Fall, 2024
- this meeting was long overdue

Pete – asked about the problem of taxes

Discussion – between Aaron, Frank, Kelly, and Dan

- Frank mentioned the use of the W-2 forms
- and Kelly stated that this issue goes into next year's taxes
- they also discussed the impact on adjunct pensions
- Dan said specific questions should be referred to Jason Hinkle on COC's staff
- he will be able to resolve problems for the adjuncts
- his email is: Jason.Hinkle@canyons.edu

Dan concluded this discussion by saying “COC ‘blew it’

- on the problem of the overpayments
- they did not alert AFT to the issue
- did not issue an email blast to warn the adjunct faculty
- did not respect the adjuncts
- and angered hundreds of the adjunct faculty
- plus the staff person at COC who caused all the overpayments
- was forced to take an early retirement

Aaron – continued his report

- focused on new developments in negotiations
- the May revise of the state budget has been released
- COLA will be about 1.02%
- which is well below the rate of inflation
- also, both sides exchanged their ‘Sunshining’ list of articles they intend to bring to the table
- COC wants a 3 year contract
- we are reluctant to accept that but will look

- into it
- we do not want to get locked into such a long term contract
- negotiations will begin in the Fall semester

Kelly Spillman - Vice President of Grievances [deferred her report to the Closed Session]

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

Anthony Clayton - Vice President of Member Action [arrived later]

John Francis - Vice President of Outreach

- stated that the Minutes are updated
- also he has created a tab on our website for the profiles of the members of the Executive Board
- it asks standardized data from each of us
- in the most recent Newsletter he focused on the issue of Office Hours
- the Newsletter has an ‘opening’ rate of 60%
- plus he spoke about his work on Constant Contact
- he has increased the ‘click’ rate and is working with that staff
- about 500 people are reading them which is a good ‘open’ rate
- he concluded his report by talking about our membership list
- he cleaned up the records of about 75 adjuncts on our list plus he refreshed the lists
- and added the new hires to the list
- Dan thanked him for his good work on the membership lists

Pete Virgadamo – Secretary

- stated that the minutes are up to date and John has posted them on our website
- he then talked about retirement issues with the adjunct faculty
- Dan has recently asked Pete to help several of them with their concerns on retirement
- Pete guided these adjuncts through the various steps on retirement
- then Pete stated that he will not be around forever and suggested creating a new tab on our website
- it would have the title of ‘Retirement’
- Pete would work with John on creating that tab
- also he would work with recently retired adjuncts to get their input

Frank – said that would be a good idea

- he recently retired and followed these clear steps
- he contacted HR at COC
- called CalSTRS to set up an appointment with a counselor in Glendale
- also knew tips on how to succeed with this process

John – liked Pete’s idea and offered some advice

- check with the state’s AFT/CFT website
- to see if they had information on retirement for adjunct faculty

New Business

- adjunct Coral Stevenson brought up the recent COC survey
- on Happiness and the Campus Climate
- to participate, you had to click onto a link in the email
- but there was no link to the survey in her email – why?
- Dan said that he did not see that email and is aware that a large chunk
- of the adjuncts did not receive the link

Dan and the COC administration:

- when the poor results of that survey were released
- it showed the low opinion we had of the administration and they were concerned about it
- the administration reached out to Dan and he was called in
- Dan spoke at length with VP Omar Torres
- Omar suggested a big in-person meeting on campus to air
- the adjunct complaints
- perhaps this Fall semester or a campus-wide Zoom meeting

Coral – suggested that perhaps we should get the adjunct complaints

- in advance
- then send them to Dan who would collect them and prioritize them
- to avoid duplications
- Dan stated that he would talk to the Board about it
- Pete asked – why was the administration so shocked by the low results of this survey?

Dan – spoke at length about the ‘overpayments’ problem

- as an example of the administration being out of touch
- they sent the overpayment emails on a Friday afternoon
- when it would be impossible for adjuncts to get a response from COC
- they did not contact the adjunct faculty or AFT in advance
- Dan worked with Sharlene to resolve the problem and asked about the lack of advance notice
- Sharlene's reply: "We were not required to do that."
- arrogant and out of touch

Pete asked – couldn't they think of the consequences of their action?

Anthony Clayton – gave his report on the scholarships

- was apologetic about the long time required to do this task
- while he had the technical aspects and was okay with that information
- overall it was a difficult learning curve
- he has talked to Dan about it and mentioned that there were 6 to 8 submissions

Ruth Rassool – asked if all the student nominees were still at COC

- or have some of them moved on
- or even graduated?
- she volunteered to be the judge of the student nominees
- Kelly asked who will be contacted? Just the winners? Or all of them?
- Anthony and Ruth agreed to contact all of them.

After that extended discussion of New Business, President Dan Portillo adjourned the Open Session of our meeting at 1:50 pm and the next meeting of our Executive Board is scheduled for Saturday, July 27th at 1 pm.