

## AFT Local 6262 - Executive Board Meeting

**Location: Zoom**

**February 15, 2025**

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

**Absent:** Anthony Clayton [joined us later]

**Guests:** 4 adjunct faculty

**Dan Portillo**, the president of AFT Local 6262, started the meeting by welcoming our guests. The Open Session began at 1:04 pm, with the agenda being amended and approved with Anthony Clayton being absent. When there were no comments from our adjunct guests, Dan proceeded with his report.

Dan spoke about the Orientation for new adjunct faculty:

- held on February 5<sup>th</sup>, from 6 pm to 7:30 pm
- this was different from previous Orientations, due to the absence of Omar Torres and Paul Wickline
- it was led by Jennifer Brazina
- and had had a quiet tone and a good rhythm to it
- the new adjuncts were engaged and participating
- ten of whom joined AFT as new members

**Pete Virgadamo** praised Dan's work in the Orientation

- noting that overall it went well
- Dan is clearly experienced and comfortable in this role

**Frank de los Reyes** agreed with Pete's comment

- the Orientation was smooth and went well
- he will focus on the new members to make sure they receive the Amazon gift cards
- and are set up to pay dues to AFT

**John Francis** added that he has already entered the new members

- into our membership system
- all are now signed up and entered into the new AFT/CFT system
- this process is much smoother than the previous system

Dan next talked about the situation in the Speech Department

- this semester an adjunct was assigned 3 classes
- however 1 class was cancelled due to low enrollment

- then she lost her other 2 classes when she was ‘bumped’ by a full-time faculty member
- and was outraged that this could happen at COC
- in terms of her finances, she went from about \$17,000 to \$0
- which was devastating to her personal budget
- she was critical of her department chair for allowing this to happen

Dan – suggested that we get an agreement

- on a 1 ‘bump’ maximum per semester
- she is a popular instructor
- but her popularity is hurting her

What followed was a spirited discussion about ‘bumping’ and its impact on the adjunct faculty, with members of the Board and guests joining the discussion.

Aaron Silverman – this adjunct should meet with her dean

- who might make amends
- which is better in the long run
- full-timers have the right to take our classes
- it’s in the Ed Code, which makes it the law
- they have to make full load
- but there are other ways to make load

**Kelly Spillman** – mentioned a grievance with an adjunct in Science

- who got 2 of his classes ‘bumped’
- they tried to share the ‘bumping’ by going 1 + 1
- not 2 classes from the same adjunct
- this is an unfair system
- she met with the dean but found him to be cocky and lacking in empathy

Frank and Kelly added more comments and Aaron spoke

- about the students having clearly chosen this adjunct
- over the full-timers in the department

Pete - talked about his experience with ‘bumping’

- he suffered a loss of \$6,000
- when a full-timer took one of his History classes
- that full-timer was like a vulture swooping down on a helpless adjunct

Ruth Rassool stated that:

- losing all your classes is an extreme example
- then asked: Can we use the Sick Day pool to offer her a token payment?
- this is a tragic case and perhaps we can use that fund to help her

Dan said that this is our emergency fund

- and COC leaves it
- up to us on how to spend it

Pete asked – is it legal for us to do that?

Aaron replied – it is not illegal

- there are other situations that we can donate
- to the adjunct faculty

Frank added:

- there may be regulatory issues
- are there other means for us to help her?
- if an adjunct is ‘bumped’ early in the process
- can we get some compensation from COC?

Kelly responded to Frank’s idea:

- we tried that and it was denied
- by the dean because it is not a cancelled class
- we need different verbiage in our contract to allow that

Frank asked – can we get some kind of compensation in our contract for these situations?

Kelly – perhaps something like 1 + 1 but we need to check the full-timers contract

Aarons noted - it is contractual but shady

Pete asked about the COPE fund:

- can we use that to help this adjunct?
- John and Frank replied that it is only used to donate to political causes
- such as Board of Trustee elections

Kelly – suggested that Dan reach out to COC

Ruth proposed another idea:

- COC has a fund for students hurt by the fires in Los Angeles
- it is run by the COC foundation

Pete asked – how about outreach to the full-timers?

Dan – that would be a futile effort

Kelly – suggested that may be we could do something in our contract

- perhaps spread the loss
- so that 1 adjunct is not it so hard

Jessica Schulman

- taught at the LA community college district
- when she was 'bumped'
- the chair assigned her work on another project

Aaron Silverman remarked that:

- there are other ways to achieve a full load
- other services or activities
- we need the full-time faculty to help us out with this problem

Dan noted that our full-timers prefer to teach

Aaron Silverman agreed:

- when full-time faculty are assigned to work in the TLC
- they consider it a humiliation

Anthony Clayton asked – are they eligible for FLEX?

Kelly replied – No, if they do not have a class

- they that are not eligioble for FLEX
- because they are unemployed

Aaron agreed – they do not have an assignment & are not eligible

- he also noted that we have FLEX
- from January to June if you have an assignment

Kelly stated that there are no adjunct faculty teaching in the Winter Session

Aaron continued:

- this is a case where a popular adjunct attracts students
- she is an instructor that COC should want to retain
- adjuncts make money for COC

Anthony noted:

- that each department is different
- in how it operates
- also it is different in the relationships of the adjuncts
- with the chair and the dean

Anthony continued:

- on the issue of relationships
- he will speak to Nichole Foudre of the full-timers union

Pete asked Anthony:

- to invite Nicole to the Social Event in March
- also, we now have a new administration
- and with it, a change in the administration's culture
- perhaps more sympathetic to the plight of adjuncts
- on the problem of 'bumping'

Aaron Silverman – Vice President of Negotiations

- provided an update on our negotiations with COC
- our next negotiating session is this coming Friday
- with Jason from the district and they will talk about evaluations

Pete asked – is Miranda there representing COC?

- Aaron said “No” and Pete asked a second question
- Are there any lawyers there?
- and Aaron again said “No”

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

Anthony Clayton – Vice President of Member Action [deferred his report to the Closed Session]

John Francis – Vice President of Outreach

- John reported on the most recent *Newsletter*
- and thanked Aaron for information on our contract that appeared in it
- he noted that our open rate is really high
- the *Newsletter* is a good way to engage our adjunct faculty
- it goes to members and non-members
- and provides a link to the minutes of our Executive Board
- next he will send out another survey on on-credits

- seven more adjuncts replied to the previous issue and contacted Kelly
- soon he will broadcast the details of the upcoming Social Event
- tentatively set for March 20<sup>th</sup>
- he will also send out email blasts on Anthony's activities when they are ready to go
- he continues to work on our website
- purging the older minutes and retaining just two years of minutes
- our new members are entered into our system and updated
- plus the Board's profiles look good and are almost complete

**Pete Virgadamo – Secretary**

- John and I are up to date on the minutes
- the Social Event is set for March 20<sup>th</sup> which is a Thursday evening
- from 6 pm to 8 pm
- Kelly asked about a Sunday afternoon such as 2 pm or 3 pm
- a Sunday event would mean less traffic and would catch adjuncts teaching on Thursday evening
- Pete said he will go to CPK and ask them about Sunday, March 23<sup>rd</sup>
- Kelly also asked about photos from the Social Event that can be put in the Newsletter.

The Open Session of our meeting ended at 2:07 pm and the Board decided our next meeting will be on Saturday, March 22<sup>nd</sup> at 1 pm.