

AFT Local 6262 - Executive Board Meeting

Location: Zoom

March 22, 2025

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

Absent: John Francis [excuse absence]

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 John Francis being absent. When there were no comments from our adjunct guests, Dan proceeded with the meeting but deferred his report to the Closed Session.

Aaron Silverman – Vice President of Negotiations:

- reported that yesterday the AFT negotiating team
 - met with the district, which was the second session of these negotiations in March
 - and their main topic of discussion was adjunct evaluations which is Article 8
 - they also touched upon Article 6, which is assignment rights
 - their next meeting is scheduled for April 11th/12th
 - but that date depends partly on negotiations with COCFA if they can conclude those negotiations
 - Aaron said our negotiations are moving slowly, in part because of constant changes in COC's leadership
 - next they discussed the fact that our contract allows adjuncts to conduct evaluations of adjunct faculty
 - some departments do not have enough full-time faculty to do all the required evaluations
 - adjuncts would need training to learn how to conduct an evaluation
 - that can begin after our new contract is signed
 - he also noted that this new process of negotiation involved a great deal of discussion, which slows down the process
 - this is due to IBB, the new negotiating technique
- Dan Portillo - added that there is a new atmosphere at the bargaining table
- it is now a cordial and friendly process
 - without the tension and hostility of previous negotiations

Kelly Spillman – Vice President of Grievances

- reported that department chairs, when it comes to adding

new classes

- need to correctly follow the scheduling procedures
- and pay attention to the ranking system in our contract

Aaron Silvermen – added that at the negotiation session

- Lisa Sawyer from COC spoke about the scheduling system
- the AFT team thought that the scheduling system would be automated
- however, we have learned that the data is still being entered manually
- Kelly next discussed the issue of teaching in multiple departments
- she led us through the process
- and stated that AFT was told it should not be an issue
- but if there was a problem, the adjunct should reach out to AFT
- Aaron said there is the danger of an overload

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

John Francis – Vice President of Outreach [excused absence]

- although absent, John sent in his report and it was read by Dan
- John has sent multiple invitations for the Social Event and there are 24 RSVPs
- Pete stated we needed about 15 people to show up and keep in mind that we have a no-show rate of about 10% or more
- he received last month's minutes from Pete and has posted them on our website
- we discussed the AFT scholarships but decided to continue that discussion in the Closed Session
- in regard to the Orientation, all the new union members are entered into our database
- and the next *Newsletter* will be coming shortly

Pete Virgadamo – Secretary

- reported that last month's minutes were processed and submitted to John for posting on our website
- and that our profiles are almost complete and when that is done, they can be posted on our website
- he next spoke about the upcoming Social Event at the California Pizza Kitchen
- to be held on March 27th from 6 pm to 8 pm
- and discussed and the number of RSVPs reported by John
- there has been a declining attendance to this event in recent years
- last September there only about 15 orders and the manager

expressed concern about it

- he needs more in attendance to pay for the extra servers and overtime for the other servers

Dan talked about the years of searching for the perfect place

- we used to 60 to 70 people at El Torito
- but numbers have declined since that restaurant closed
- we tried that saddle restaurant and then 50/50 but both of those places have closed

Pete remarked on the changing world of COC's adjuncts

- since the pandemic more and more adjunct faculty are teaching online
- which means they have less connection to campus
- and less connection to AFT

After Pete's report, visitor Eileen Hongo asked about:

- the impact the closing of the Department of Education will have on COC
- plus any changes to DEI on campus & into our evaluations
- Dan replied that adding DEI has been upheld in courts
- so we are still implementing it

Visitor Ruth Rassool spoke on several issues:

- she noted that the adjunct who lost her three classes was not from Speech Communication
- others discussed this and it was determined that she is from the Computer Networking department
- next Ruth mentioned that she is on the Curriculum Committee which reviews about 30 to 40 departments a semester
- working our way through health and humanities departments in our program reviews
- we are currently in compliance in regard to cultural competence
- with DEI embedded in it as it is a state law
- checking for diversity in reading
- Dan added that he didn't think DEI should have a huge impact on us

Visitor Victoria Leonard asked about our negotiations with COC:

- Who is the district's new lead negotiator now that Omar Torres is gone?
- Dan replied that Jason Hinkle from finance is now the new lead negotiator for COC.

After Victoria's comments, the Open Session ended at 1:30 pm and the Board decided that the next meeting of AFT Local 6262 will be on April 26th at 1 pm.