

AFT Local 6262 - Executive Board Meeting

Location: Zoom

October 25, 2025

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

Absent: John Francis [excused absence]

Guests: 2 adjuncts

Dan Portillo, the president of AFT Local 6262, started the Open Session of our meeting at 1:08 pm. After the agenda was amended and approved unanimously, Dan welcomed our guests, who did not have any immediate questions.

Dan proceeded with his report:

- which was an overview of the semester thus far
- this has been a better semester than the preceding ones
with no grievances
- although negotiations are going at a slow pace
- also, our relations with the deans seem to be much better
- last semester they were very combative
- but this semester they have changed and are polite and responsive
- in the Photo Department there was a problem for one adjunct
- fortunately the department chair was polite and made
the necessary correction

Pete Virgadamo asked about our relations with the Vice President of HR

- Dan said that he has worked with Miranda Zamudo
- on various campus issues
- there is an open connection and that their one-on-one
the talks have been very casual

Dan concluded his report by saying that overall it has been a quiet semester.

Aaron Silverman – Vice President of Negotiations

- his report focused on progress with negotiations
- last week we agreed with COC on MOUs for
out-of-cycle evaluations
- adjuncts can have a 3rd evaluation to stay in the pool

Dan – stated this as not to punish the adjunct

- but to benefit them
- to work with chairs to improve their teaching

Aaron – which is best for the students

- we do not want adjuncts in the classroom
- who are badly underperforming
- the 3rd evaluation can come after two bad previous evaluations
- and can be done out-of-cycle

Anthony Clayton – can an adjunct request it?

Aaron and **Kelly Spillman** – that is an interesting question

- it is possible to do
- they have the right to do that

Aaron – spoke about the number of adjunct evaluations

- there are so many and it is a heavy workload
- for the full-time faculty
- adjuncts can do it
- but the full-timers never ask us
- it would help to solve the problem
- but the issue is that the full-timers do not want to give up the power

Anthony – would we be compensated?

Aaron – Yes, at the non-instructional rate

Aaron – continued with his report on the negotiations

- since January, no articles have been agreed upon
- this is due to the slow pace IBB process
- but at our next session we will complete our work on evaluations
- which is Article 8 and will result in simplified forms
- we also agreed on assignment rights
- which is Article 6
- we tightened up the language and closed some loopholes

Aaron – plus we talked about office hours

- paid and not paid
- not paid work is illegal under state law
- to demand unpaid labor is a violation of our labor laws
- one solution is to cut the required office hours in half

Aaron - and we increased the number of FLEX hours

- another issue is online training and compensation for it
- but so far the mood is still cordial
- that can change as soon as we approach talking about compensation

Aaron – the new contract

- probably will not be signed in December
- although COC wants it to be

Aaron – also spoke about the surveys

- sent out by John
- on the issue of training
- 30 adjuncts replied
- COC says it is about 2 hours
- but the adjuncts say it is actual about 5 hours
- and they are not being paid for it
- he asked that John resend the survey on office hours
- one question was incorrect, so please resend it

Aaron – ended his report with the schedule of our next negotiation meetings

- we will have one meeting in November
- and two in December
- from 9 to 5
- this process takes a long time
- we haven't even started on compensation
- he doubts we will complete it in December

Kelly Spillman – Vice President of Grievances

- focused her report on the BIT Team
- which is about threats to faculty or to students
- in the past 3 years we have had 2 unsafe incidents
- the problem is that adjuncts can go to the chairs or to the deans
- but they cannot expel students when they are threatening
- or disruptive

Kelly – mentioned one case

- in which a student reeked of dope
- in the next class, he became disruptive
- and two security officers were needed to remove him from the classroom

Kelly - continued her discussion of the BIT Team

- to contact them, click onto "My Canyons"
- submit the form
- she has had lots of help from Miranda

Kelly – asking for help from the chairs or the deans

- is too slow
- it takes up to a week for them to respond
- it is quicker to use the BIT Team
- to get a student banned from campus
- while these cases are very rare
- she wants the threats to be addressed immediately

Aaron - asked that Kelly send the link to the BIT Team to John

Aaron, Anthony and Dan discussed this problem

- including calling campus security
- and to get the police and detectives involved
- but does this solve the problem?
- Dan said that the process is too slow
- we had only one case before the pandemic
- but 3 cases since 2023

Anthony Clayton – Vice President of Membership Action

- requested that his report on membership activities
- be referred to the Closed Session

John Francis – Vice President of Membership Outreach [excused absence]

- John sent his report to Dan
- he sent 3 surveys and got 40 to 50 responses
- also he updated the website and the minutes
- entered the data on the new members
- and worked with Pete on the Social Event set for the end of the semester

Pete Virgadamo – Secretary

- spoke at length about the Social Event
- which is now set for Thursday, November 20th
- we considered several venues
- traditional places such as Stone Fire Grille, Wood Ranch and even California Pizza Kitchen
- also the lobby of the University Center, which led to a long discussion
- would the Culinary Department be able to cater the event?
- how would we rent the place for an evening?
- Pete stated he had never reserved a room on campus before

Kelly – said she has reserved rooms on campus and knew the process

- you have to go online and complete the proper form
- first identify the room and the costs will include a reservation fee
- plus figure in the cost of insurance
- and finally submit the completed form online
- Kelly said she would help Pete with the process, for which Pete is very thankful for.

After Pete's report, the Open Session ended at 1:55 pm and the Board will decide on a date for our next meeting in December.