

## AFT Local 6262 - Executive Board Meeting

**Location:** Zoom

**May 16, 2026**

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**Attendees:** Dan Portillo, Aaron Silverman, Kelly Spillman, John Francis, and Anthony Clayton

**Absent:** Frank de los Reyes and Pete Virgadamo [excused absences]

**Guests:** 1 adjunct

**Dan Portillo**, the president of AFT Local 6262, started the Open Session of our meeting at 12:02 pm. After the agenda was approved, with Frank de los Reyes and Pete Virgadamo abstaining, Dan welcomed our guest Eileen.

Dan then reviewed the new format adopted for our Open Session, which is due to the advice of CFT, our parent union. He explained that we now follow Robert's Rules of Order in our meetings in which AFT officers go through their reports as per the items on the agenda and then at the end, each guest has 3 minutes to speak. They can only address the Board and not any specific individual. This does prohibit dialogue, also we do not use 'Chat' as guests can, in the words of our parent union, "hijack" the meeting.

Dan went to speak about an important issue but he will not name the offending department due to an ongoing college investigation. For the past ten years a department chair has been asking adjunct faculty to substitute for a class and has not paid them or has paid them 'under the table,' with gift cards like from Amazon.

This has led to a big investigation and is a violation of our contract and district policy, which Dan has called 'completely insane.' It leads to a number of issues such as back pay. He will stay in touch with Miranda Zamudo of HR as the investigation progresses, which will be interesting to see what happens.

Next, Dan spoke about an issue in the Sciences, especially in the Lab sciences, where adjuncts are being evaluated only on their lab performance.

This is a violation of our contract:

- which allows evaluations only on their lectures and is an accreditation issue
- plus he discovered that the evaluation form had been 'doctored'
- by adding boxes to it
- also a violation of our contract and district policy

Aaron Silverman stepped in to speak about two things:

- in regard to the unpaid work for the adjuncts who were subs
- he asked Dan to get as many records as he can such as dates and hours

- to redress the issue of back pay
- which is an obvious violation of the state's labor laws
- on wages and hours for adjuncts forced to work without pay

Dan and Aaron then exchanged ideas on these problems:

- some of which will be deferred to the Closed Session
- he wants copies of each evaluation that has been 'doctored'
- and we need to file a grievance
- if this is not successful then we have to file an 'unfair labor practice' charge
- we cannot allow this to happen again
- Aaron said we should file a Level 2 grievance
- to have the issue formally adjudicated so that we will have a paper trail

Anthony Clayton added that we need

- to be careful about 'backdoor deals'
- with full-timers paying an adjunct
- Aaron continued with criticisms of allowing employees to pay 'under the table'
- Dan concluded our discussion of this issue
- by saying that substitution without pay or under the table have all been brought to our attention

#### **Aaron Silverman – Vice President of Negotiations**

- began his report by thanking John Francis for sending out the communications
- that he had requested
- such as the Health Care survey that had a high response rate
- which surprised the district
- also, we are closing out negotiations for this cycle
- there are some positives and negatives but he won't be able to discuss them
- until after we sign the new contract and it gets approved by the Board of Trustees
- he said one specific item will take some time
- but he is hopeful and positive and excited about the future
- so far the negotiations have been pretty positive, with the district and AFT on the same page

- we are closing out the re-openers cycle and going into 2027
- with financials for this year looking a little better for the district
- in these negotiations we discussed Health Care, compensation and class assignments
- with changes in the long term that will be very beneficial
- and apologizing for being so general
- Dan agreed, saying that it is positive and has potential ahead for us

**Anthony Clayton – Vice President of Membership Action**

- deferred his report to Closed Session

**Kelly Spillman – Vice President of Grievances**

- deferred her report to the Closed Session

**John Francis – Vice President of Communication**

- he has been working with Dan and Aaron on sending out polls and surveys
- also doing updates on the website, adding the latest information
- such as details of our new contract, including changes in FLEX to the 5 + 5 schedule
- plus he is updating the home page, giving it a new, fresh look
- we now have an average ‘open rate’ of 63% to 64% for our emails
- which is higher than in the past
- he is seeking an open rate of 70%
- and he is now doing clean up on ‘bounce back’ emails undeliverable from other colleges
- in the last week he has had lots of feedback from adjuncts
- if they are general questions, he can handle them, the others he passes onto Dan and Aaron

Dan asked if John has any theories on why the increase in the open rate

- John said one factor is that he has changed the times of the day
- when sending out the email blasts
- he sending out more in the morning, between 9 and 11, which is when people are more apt to open their computer
- this gets our emails in front of them the first thing

- in the morning
- at Aaron's request he sent out emails regarding the issue of LACO and the tax returns
- with the fraud warning
- he knows that Monday is the deadline for people to get free monitoring

Dan brought up one other thing:

- about the adjuncts being evaluated only on their lab performance
- also, if the chair or the dean come into the class during the evaluation
- tell them they have to go, they have no business being there
- "Kick them out."

**Pete Virgadamo** – Secretary

- Dan said that Pete is still in London and did not send in a report
- Pete mentioned that he had technical issues since being there.

So with that, Dan ended the Open Session of our meeting and opened the next part to our guest Eileen.

Eileen – thanked the Board for their support of the adjunct faculty

- she teaches in the Rising Scholars program
- and talked about the parolees who take the Anger Management class on Zoom
- maybe about 20 or 25 in a class
- what concerns her is the college is letting people know there are parolees there
- she has questions on the enrollment process
- they are a marginalized population
- some are older and with long term sentences, of 15 years and more
- is that a good practice?

Dan – asked if she has talked to Garrett or Diane about this?

- Eileen said she has not
- some students had asked her, "Why didn't you tell me there were ex-felons there?"

Anthony – noted that there has been a change in the re-entry system

- it used to be that if you applied for a job
- you had to put your record on the application

- now that happens only after you have been offered the job

Kelly – stated that the college requires student to use their real name

- as it appears on the roster
- this is a huge privacy issue
- which is unfair to parolees

Eileen – also mentioned that they get a certificate

- if they participate in this class
- but some drop over the name issue

Kelly said she agrees with Anthony:

- COC can't legally do that
- everyone can see their full names on Zoom
- COC may be breaking the law
- this announces to other students that they are in a class with parolees

What followed was a spirited and quick exchange of ideas:

- Anthony said COC may actually be breaking the law
- Kelly stated that this seems to contradict COC's 'mission statement'
- and seems unfair to parolees and violates FIRPA
- Anthony said that he had just looked up the FIRPA rules
- Dan stated that he would bring it up with Miranda when he meets with her on the 19<sup>th</sup>
- Kelly added that she is meeting with Garrett on Tuesday
- and would be happy to bring it up
- saying I feel that he and Diane will take care of it
- COC can't break FIRPA rules to try to increase student enrollment
- Dan thanked Eileen as he never thought of this problem
- concluding that it is amazing what we learn from these sessions

Ruth Rassool

- entered the Open Session and apologized for being late
- saying she would take the next 3 minutes
- she then read very quickly from a written statement
- first speaking about an academic freedom issue,

- which instructors have the right
- next, she said at the last Board meeting
- she had discussed Constant Contact and sent an email to the Board expressing her concerns
- but she has received no response about her concerns
- such as pointing out the limitations of the recent Health Care survey
- which is flawed and could be collecting data
- she is formally requesting a written reply
- then spoke about issues with the Scholarship awards
- citing problems with the public announcement, the process of recognition
- and the lack of transparency in regard to the student recipients

At that point, Dan informed Ruth that her time had expired, and then allowed Victoria to speak:

- who apologized for being late
- to the 12 o'clock starting time
- she spoke about the use of Constant Contact for the Health Care survey
- which does not allow for public comment and is not a forum for discussions
- also she asked about setting a scale for union dues
- because next semester she has only 2 classes
- and asked the Board to consider if the dues could be lowered
- when adjuncts have fewer classes
- then brought up the issue of the Minutes from last month
- and her use of the word 'gripes'
- she felt a little 'targeted' and noted that the Minutes are a public document
- suggesting we should see how the Academic Senate records the Minutes
- which do not have people's names.

When Victoria's time expired, Dan ended the Open Session. He thanked the guests and said their issues would be addressed.

Our next meeting of the Board is set for Saturday, June 20<sup>th</sup>, at 12 noon.