

AFT STAFF GUILD EBOARD MEETING
Thursday, December 15, 2011
AFT Office

PRESENT: V. Butler; D. Bates; S. Lepore; M. VanGinkle; C. Smith; F. Reisner; P. Atkinson; V. Tylecek
C. Sutherland; N. Nandakumaran; L. Duffin; M. Romo; A. Mayer; S. Kwan; E. Alvarado; W. Gilliam; L.
Minor; M. Murray; E. McDonald; M. Fellows; J. Millhone; G. Whaling' L. Fox; L. Hunter; K. Murray; S. Ellis;
M. Horn; C. Maddren; A. Stein; R. Zamora; J. Haywood; S. Jeter-Williams; D. Roberson; C. Lizares; D.
Morrissette; B. Williams; D. Mundt

EXCUSED: D. Tyus-Rowe; G. Foster, C. Coleman-Roberts

ABSENT: K. Roberts;

CALL TO ORDER: President Butler called the meeting to order at 3:05 p.m.

MOTION TO ACCEPT MINUTES FOR NOVEMBER 9, 2011
MSP VanGinkle/Atkinson

REPORT FROM WORKSITES:

CITY: P Atkinson for G. Foster – Classified Appreciation Day 1-10-12; one Classified transfer from
Mission; 2 retirees; Annual Holiday Party 12-16 at Hollywood Hotel.

PIERCE: M. Fellows for C. Coleman-Roberts – Campus-wide AFT meeting for members and
management to discuss EAP procedures and time-sheet issues; meeting was well attended; persistent
problems with phones; fiber cable cut in the Art Department; Plant Facilities moved to new location;
technical problems exist; four delegates & grievance rep attended Leadership Retreat in December; next
consultation scheduled for January 26, 2012.

SOUTHWEST: L. Fox – Chapter meeting scheduled for January 12, 2012; Grievance Rep has arranged
a visit by Kaiser Permanente to discuss wellness & health management; Unit 1 member received
unsatisfactory performance evaluation; chapter union reps met to discuss shared governance & possible
action in January.

HARBOR: W. Gilliam – Consultation with the president on 12-8; discussed the reorganization of Human
Resources and possible staffing; will call in David Martin to do ergonomics; new urinals installed in
buildings but cannot be used; green filters cost \$ 7,500 to operate and Harbor doesn't have the funds for
installation; starting in January 2012, a meeting of all unions will take place to see where Staff Guild reps
will be needed.

WEST: J. Haywood – Campus Eboard 9-23; consultation with the president 11-18; next consultation 1-
23-12; Annual Campus Leadership Retreat on 12-2; staff participated and shed some light on the integral
part we play in the success of our students; Annual AFT Holiday Bash on 12-13; staff was informed of the
upcoming CFT/AFT Conventions; joining a committee & the various union scholarships available;
insecurity regarding job positions due to movement of administration; constant watch to prevent the
President and administrators from messing with the shared governance process by appointing staff to
committee: chapter thanked Staff Guild Leadership and staff for their help.

DISTRICT: L. Duffin – Consultation with Dr. Barrera on 12-19; 5th floor renovations almost complete;
employee will move back to District Office in January 2012; 4th floor scheduled to move in January 2012;
workshop presented by EAP on how to manage your money on 11-15; District CalPERS Workshop on
12-15; District administrators hosted holiday party on 12-9; District lost all network & telephone
connection on 12-8; some employees were asked to go home and use vacation; clarification is needed

regarding using ½ lunch benefit if employee doesn't work a full day; condition of the restrooms at 811 Wilshire have improved; WEC Meeting was cancelled.

VALLEY: C. Maddren – Chapter Meeting on 11-30; next meeting scheduled for 1-19-12; Classified/Staff Development on 11-19; it was potluck and everyone had a good time; consultation with the President in December was cancelled; College Holiday Party on 12-13; Staff Guild sent contributions; all proceeds went to Operation Santa; the election committee for the 2012 CFT/AFT Conventions are: Arlene Stein, Teresa Ramirez & Rhonda Eisner.

MISSION: M. Murray – 5 classified hiring's; Assessment Center now open; Grievance Rep transferred to West; consultation was cancelled; Holiday Party on 12-7; all employees were released for the party.

TRADE: L. Hunter – Consultation was cancelled because of Staff Guild Retreat; classified retirement; members working in Financial Aid office receiving memos regarding tardies, work hours, etc; Dean agreed to allow supervisor to handle this; possible grievance regarding student workers in the English Department; employee given directive to return to original position after 10 years of working outside their classification; investigate transfer of an employee from Admissions & Records to Workforce Development.

EAST: S. Kwan – Consultation with the President on 12-13; discussing Classified Personal Development, use of student workers, and president's support on shared governance; Classified Development Workshop possibly during winter break; suggested topics such as computer & software learning, internal & external communications, & committee representation; Ice Cream Social in spring for recognition of service with pin; Classified Appreciation Day in August.

RETIREE: No report.

MOTION TO ALLOW TORIE OSBORNE, CANDIDATE, STATE ASSEMBLY DISTRICT 50 TO SPEAK MSP Haywood/VanGinkle

Running against incumbent Betsy Butler; will support tax reform, term limit increase; she is a progressive advocate.

MOTION TO GO BACK INTO REGULAR SESSION MSP Bates/Smith

REPORT FROM EXECUTIVE SECRETARY – S. Lepore – Grateful for all the concern & condolences regarding the passing of Marty's father.

REPORT FROM OFFICERS:

Treasurer: No report.

First Vice President: D. Bates – Negotiations in November; 2 Officer's Meetings; next one scheduled for January 18, 2012; Staff Guild Retreat; attended LANE Dinner; CCE Division Meeting; CCE Planning Committee Meeting.

Second Vice President: C. Smith – Consultation with Karen Martin, Personnel Commission; working with the different Instructional Assistants, IT about their specs that had been modified in 2009; issue tabled until Tuesday.

Secretary: M. VanGinkle – Hot Off the Press went to first edit today; attend the Board of Trustees Meeting on November 16th; Chancellor talked about temporary moratorium on any new contracts, extensions, task orders or any expenditure for any bond projects that have not been started; presentation regarding the construction of a new parking structure at LAVC and construction at LATTC; report from the Inspector general regarding the selection of construction contractors; the audit found that the District was in compliance to LACCD policies & procedures regarding the selection of contractors; attended the Conference Committee on Public Employees Pension Reform on December 1, 2011; legislators want to reform pension benefits; we need to be prepared to start defending what we already have.

President: V. Butler:

Negotiations – Moving along; hard for the District to agree on any salary increases because of budget; maybe an increase in longevity; some movement for our years of service; want some language on the usage of personal cell phones; increase dollars amount in tuition reimbursement; want 4 extra hour for spring break; they have to fix the shared governance process before we will sign off; 5 more sessions scheduled.

Board of Trustees – 11-16-11 & 12-7 12-14, 2011 –

November 16th – M. VanGinkle attended for V. Butler; already reported.

December 14, 2011 – Presentation regarding Foundations; administrators are asking for Executive Directors for each foundation; need to bring to the District's attention that they need staff to run the foundation; each campus foundation is doing something different; permanently replacing Larry Eisneberg's position; academic senate president stepping down.

Consultation – cancelled; next one in January 2012; chancellor now attends consultation.

JLMBC – Welcome kit from new mail order prescriptions company sent out; master benefits agreement signed by Board of Trustees; asking for a master calendar from the EAP Office.

LACCD Budget – Distribute money out of the reserve to all worksites; \$ 95 million in reserves.

AFFILIATES REPORTS:

CCE Division Meeting – December 2, 2011 - Oakland

California Federation of Labor: D. Morrisette – 7 new delegates sworn in; Local 77 celebrated with a BBQ the Ohio Labor success; ratified COPE's recommendation of Warren Furutani for LA City Council; Homeless Heroes Walk – 360 registered, 200 showed up to participate, about \$ 10,000 raised, 2,000 Thanksgiving meals served and 2,000 toys distributed; campaign requesting a good/fair contract for AFTRA dancers; food service workers at Pomona College trying to organize for 2 years; no breaks, limited hours, using immigration issues against employees; rally on December 1st at 4:00 a.; video of 12-hour CSUDH strike; Benjamin Jealous, President of the NAACP will speak at the MLK Breakfast on 1-12-2012.

CFT Committees –2-4-2012 at the Oakland Airport Hilton; many members signed up for a committee but didn't attend; if not committed to the cause, don't sign up.

AFT/PSRP Meeting – October 20-21st President Butler will be attending the meeting in Washington D.C.

CCE Division Council Meeting – December 3, 2011

Grievances/Arbitration – F. Reisner – Use of student workers; arbitration on shared governance; PAL Day usage; negative performance evaluations; u-notice regarding substance abuse'; anger issues which have been referred to EAP; vacation accrual; volunteer problem; lunch hour problems.

Activities Coordinator – C. Sutherland – Food drive for Beverly Hospital community; march with janitors & utility workers; need to put a call out to your legislator to renew federal unemployment benefits for 2012; need to try and get more volunteers for 2012.

MOTION TO ADJOURN TO COPE

MSP Smith/Tylecek

MOTION TO CONTRIBUTE \$ 500 TO WARREN FURUTANI FOR LA CITY COUNCIL DISTRICT 15

MSP Bates/VanGinkle

MOTION TO CONTRIBUTE \$ 1,500 TO LA COUNTY FEDERATION FOR WARREN FURUTANI FOR LA CITY COUNCIL DISTRICT 15

MSP Haywood/ VanGinkle

**MOTION TO CONTRIBUTE \$ 500 TOWARDS MIGUEL SANTIAGO'S BOARD OF TRUSTEES
CAMPAIGN DEBT
MSP Jeter-Williams/Bates**

**MOTION TO ENDORSE TORIE OSBORNE FOR ASSEMBLY FOR DISTRICT 50 AND CONTRIBUTE
\$ 3,000
MSP Smith/Bates**

**MOTION TO COME OUT OF COPE
MSP Bates/Smith**

AFT Staff Guild Membership Meeting – Saturday September 17, 2011 – Great turnout; new digital camera offered in a drawing to increase members' cope contributions; the final drawing will be on December 15

Office Staff – Classification; Positions – Want to offer Anna the full time, permanent receptionist position ; upgrade Irene Lopez and increase her hourly salary \$ 2.40 per hour; retroactive from April 2011

**MOTION TO UPGRADE IRENE LOPEZ'S POSITION & INCREASE HER SALARY \$ 2.40 PER HOUR
AND CHANGE THE TEMPORARY RECEPTIONIST POSITION TO PERMANENT AND OFFER IT TO
ANNA MOORE
MSP Haywood/VanGinkle**

Staff Guild Retreat: December 4-6 Kellogg West, CSU Pomona – Some members signed up but didn't attend; maybe we should ask them to step down; asking the delegates from the District Office who are also officers to step down.

CFT/AFT Conventions: Delegate/Alternate Elections timeline – Need to have members volunteer for the election committees; if you aren't on the ballot you are eligible to be on the committee.

Martin Luther King Jr. Breakfast & Parade:

**MOTION TO CONTRIBUTE \$ 3,000 FOR FULL SPONSORSHIP AT THE MLK BREAKFAST &
PARADE
MSP Bates/Haywood**

Other Business: Thank you for all the toy donations.

CCE/CTA Merger not happening; the two sides couldn't agree.
Staff Guild Office is closed for the holidays beginning Monday, December 19 until January 3, 2012.

Interviews with the candidates for Congress Janice Hahn, Isadore Hall & Laura Richardson. It will take place at the Staff Guild Office on January 13, 2012.

MOTION TO ADJOURN

**Respectfully Submitted by
Mary VanGinkle, Secretary**