

**AFT STAFF GUILD EXECUTIVE BOARD MEETING**  
**Wednesday, February 16, 2011**  
**AFT Office 3:00 p.m.**

**PRESENT:** P. Atkinson, D. Bates, C. Coleman-Roberts, L. Duffin, R. Eisner, V. Enriquez, L. Fox, M. Gaitan, C. Glasband, B. Harmon, S. Jeter-Williams, S. Lepore, A. Mayer, C. Maddren, D. Morrisette, D. Mundt, M. Murray, N. Nandakumaran, L. Nunez, F. Reisner, C. Smith, A. Stein, D. Tyus-Rowe, V. Tylecek, G. Whaling, and R. Zamora.

**EXCUSED:** V. Butler, C. Sutherland, W. Gilliam

**ABSENT:** E. Alvarez, C. Dagdagan, G. Foster-Oneal, L. Hunter, S. Kwan, C. Lizares, L. Murphy, L. Ramirez, D. Roberson, K. Roberts, R. Rosich, M. Romo, and M. VanGinkle.

**CALL TO ORDER:** First Vice President Dorothy Bates called the meeting to order at 3:04 p.m.

1) **MOTION to approve minutes:**  
M/S/P C. Smith /C. Glasband

2) **REPORTS FROM CHAPTERS:**

**MISSION:** M. Murray — possible deficit of \$855,000 with a 1.95% growth allowance, no immediate talk of cuts; insect and lighting problems corrected; smoking still an issue, swing out space of automatic doors discussed; Facilities Planning looking into space allocation and how to save on energy; Staff and Faculty fitness offered for \$75 a semester; Staff Development workshops on "Life after Retirement", Black Student's Union celebrating with several events; Dr. Kathleen Burke-Kelly acting president; summer session questionable; CFT committees met 1/29, pending workshop with "CA Together".

**PIERCE:** C. Coleman-Roberts — 1/20 Dr. McCaslin acting president while K. Burke-Kelley at Mission; 2/3 EAP workshop—"Respect in the Workplace"; Jonathan Galley new Math Dept secretary.

**TRADE:** M. Gaitan for L. Hunter — 2/15 hosted Lorretta Johnson luncheon; Channel 7 news story under investigation, student went to media not administration; building new parking structure spring semester; building walk through in effect, welcome week a success; summer session questionable; painting and windows to be redone, litigation pending; new Auto Tech Program working with local car dealers will offer 20 unpaid internships to students.

**DISTRICT:** L. Duffin — 2/24 consultation, no grievances, terminations, retirements, or classified hiring; continuing complaints in payroll about thefts and equipment being destroyed, management and IT considering security cameras; WEC discussed ergonomics for all employees and for the new cubical spaces and furniture purchased.

**WEST:** S. Jeter-Williams for J. Haywood — 3/7 for consultation; freeze on classified hiring, looking for creative ways to fill those vacancies without student workers supplanting unit 1; insisting on two unit members on every shared governance committee; monitoring grant writing process to ensure support staff are written in, grants to supplement program 100 dollars; encourage members to utilize EAP services if needed; members participated in "Welcome Back Week" to assist students; new road named College Boulevard; no summer session; vacant position in Admin Services, Sr. Office Assistant.

**VALLEY:** C. Maddren — 2/14 consultation president still working on developing hiring policy/process per Article 24; still no computers on campus for students, no summer session; 1/26 chapter meeting concerns of lack of parking due to construction, 2011/2012 budget, HRA accounts, employee was terminated so card did not work; member passed MOUS certification denied reimbursement due to lack of funds-AFT

checking; preparing for Accreditation, management did not follow contract regarding AFT appointing members to committees; next meeting 2/23.

**CITY:** V. Tylecek for G. Foster-Oneal — no written report, free BBQ to students on Welcome Day; leaky roof in new building; construction walk through in effect; summer session in question; 2/10 budget meeting addressed staff salary, benefits, and ordering supplies; 2/16 phones and internet down; no floor mats resulted in a slip and fall, lawsuit pending.

**HARBOR:** — No report

**SOUTHWEST:** L. Fox reporting 2/15 EAP sponsored retirement workshop; new VP to start in April, no classified on interview committee; A & R staff performing Business Office duties; mold was in LL Building, corrected; member has split assignment half time in Academic Affairs and DSPS.

**EAST:** A. Mayer for Acting Chair Laura E. Ramirez — no written report, shared a copy of the ELAC *Campus News*; new parking structure has only one entrance/exit, A & R short staffed no replacements for retirements; 2/28 move of nine departments to new building; no summer session; not sure if classified are on budget committees.

**RETIRES:** B. Harmon — table at the MLK Jr. Breakfast; 1/29 CFT Retirement committee met; 1/25 FORUM's guest speaker was Esther Epstein, a non-profit attorney working for Healthcare and Elder Law Programs Corporation (H.E.L.P.), empowers older adults and families; a series of classes will be offered, website is [www.help4srs.org](http://www.help4srs.org), Ms. Epstein agree to speak at next retiree chapter meeting.

3) Report from Executive Secretary: S. Lepore – Velma and Sandra attended the retirement of John Stirrat, he helped to organize AFT and was on the first contract negotiating team.

4) Reports from Officers:

a) Treasurer – D. Tyus-Rowe – reported income up to Jan and expenses up to Feb; 2/26 budget meeting at Guild will provide chapter allotments; Higher One is clearing house for Financial, text to students when funds are in; TAP fees to increase.

b) First Vice President – D. Bates – no meeting

c) Second Vice President – C. Smith – 1/13 new classification of Clerical Trainee for displaced cafeteria workers; 1/27 redid job specifications of 4 positions, next is Office Assistant and Senior Office Assistant; 2/4 PC Rule 659 for filling vacancies.

d) Secretary – D. Mundt – Committee has not met for months, Hot of the press handed out.

e) President – V. Butler- D. Bates reporting

1. Negotiations – 2011-2014 Contract – team met and survey to be sent in a couple of weeks, be sure to fill out and return the survey.

2. Board of Trustees: 1/26 Resolutions:

February as Black History Month, Lunar New Year of 4709, 5 District Classified Retirements, Adopt non-resident tuition of pay structure change, MOU to approve modification of master benefits agreement to increase District's contribution for adjunct faculty health benefits from \$200 to \$220 to offset 16% increase, MOU 2010-2013 approve modification of master benefits agreement to eliminate exclusion of classified SFPs receiving continuation of benefits after layoff.

Board of Trustees 2/26 Resolutions:

3/31 Caesar Chavez Holiday, Support Measure L – Library, California Community Colleges budget priorities

3. Consultation: LACCD Personnel Commission – 1/13 Establish a new classification of Clerical Trainee 2157.98, effective 1/3/2011, to reclassify 3 Food Services Workers; 2/4 updates on PC Guides, processes not timely, Pal Day and uniform issues; question if SFP's can be hired for two .5 positions; Administrators as Compliance Officers is a conflict of interest; no solid policy for hiring SFP's when grants end.
4. Joint Labor Management Benefits Committee (JMLBC) – 2/8 M. Gaitan reporting – a newsletter of 2-8 pages forthcoming; password is needed to access SHPS account information; many dependents back on so is HRA of \$1500 enough; California is 1 of 6 states with HRA's, are there tax implications; look for EAP newsletter; District to hire consultant to look into difference in costs and to clean up PERS records and LACCD unqualified dependants.

Master Benefits Agreement – 2/10 labor caucus with Chancellor and Deputy Chancellor discussed history and role of JLMBC, charge and strength of leadership, what we do; no control of data from PERS, invoices don't match our data; committee might look elsewhere.

- f) Grievance/Arbitration/Legal – F. Reisner – three U-Notices served; 3, 5-day discipline actions; 1 grievance on below standard evaluation; 1 grievance on failure to fill vacant classified position, might go to arbitration; 1 grievance on students staffing bookstore; 1 grievance on students performing Unit 1 work in EOPS; 1 grievance being prepared on Community Recreational Services doing Unit 1 work; administration still has not rewritten shared governance hiring committee email; Article J reclassification/ pay for working out of classification; Article 3E served tomorrow; step 3 on below performance evaluation.
- g) Activities Coordinator/Assignments – C. Sutherland – reported by D. Bates Mobilization of march and rally for jobs, meeting focused on fighting for good jobs and standing with 60,000 grocery store workers whose contracts have expired; asking all locals to identify what they want changed and a commitment of members to join in, set for Saturday, March 26; email Cathy at [suthercg@lacitycollege.edu](mailto:suthercg@lacitycollege.edu) or call 323.712.2943 to sign up and get involved.
- h) **AFT Staff Guild COPE Session**

**MOTION to go into COPE:**

**M/S/P C. Smith/M. Gaitan**

Help elect Forescee Hogan-Rowles for Los Angeles City Council District 8 – postcards as reminders to vote in elections to be printed and distributed.

**MOTION to come out of COPE**

**M/S/P M. Gaitan/C. Smith**

- i) ELAC Chapter Chair and/Delegate Alternate Vacancies-Election Thursday, February 17, 2011, 11:30-1:30, Secretary Dorothy Mundt will monitor election, results at next meeting. Join us for AFT Officers, Office Hours Day, February 24, 2011 from 10 a.m. until 2 p.m., by appointment only, to sign up contact Laura Ramirez at [ramirele@elac.edu](mailto:ramirele@elac.edu) or [freisner@aft1521.org](mailto:freisner@aft1521.org).
- j) CFT Convention – March 18-20, 2011 – Marriott Manhattan Beach Release time letter to go out, orientation meeting today at 5:30, attendance form due by February 11, 2011.
- k) AFT/PSRP Conference, March 25-27, 2011 – Las Vegas Attendees

**MOTION to increase attendance from 20 to 36; invite Officers and Chapter Chairs, drawing for 20 additional members, 2 from each worksite**

**M/S/P N. Nandakumaran / C. Coleman-Roberts**

- l) Staff Guild Officers Election May 2011 – Timelines/Procedures handed out.
- m) Dolores Huerta Labor Center - last meeting motion was to fund the center over three years, discussing participating in Steering Committee.
- n) Los Angeles Black Workers Center – a project of the UCLA Labor Center to address the need for quality jobs in the Black community.

**MOTION to support and approve all resolutions submitted to the 2011 CFT Convention by Local 1521A and CCE**

**M/S/P M. Gaitan/N. Nandakumaran**

- KaBoom! for Kids – Opportunity for AFT Affiliates – join the National Campaign for Play
  - Los Angeles Black Workers Center to be endorsed and supported by the CFT
  - CFT Ethnic Minority Participation Leadership Committee – CFT to establish EMPLC as a standing committee of the CFT to have an ethnically diverse leadership within its organization.
- 5) Old Business: CFT Leadership Conference 2/7 & 2/8 in Sacramento was phenomenal, we met with CFT attorney's, discussed k-12 budget, CC budget, and CA budget, speaker Kaplan gave ideas on how to fix budgets; workshops included all attendees on managing unions, governance, media, and implementing strong contracts, Governor Brown believes extending current taxes will help the state, if it doesn't pass \$25 billion deficit looming and more cuts everywhere. Proposal is for special election to be scheduled.
- 6) New Business:

**Motion to Adjourn at 5:15**

**Respectfully submitted by  
Dorothy Mundt, Secretary**

**Adjournment to Wednesday, March 30, 2011, 3:00 p.m. – AFT Office**