

AFT STAFF GUILD EXECUTIVE BOARD MEETING
Wednesday, January 19, 2011
AFT OFFICE

PRESENT: P. Atkinson, D. Bates, V. Butler, C. Coleman-Roberts, L. Duffin, R. Eisner, V. Enriquez, M. Gaitan, C. Glasband, C. Lizares, A. Mayer, C. Maddren, J. Millhone, D. Morrissette, D. Mundt, L. Murphy, M. Murray, N. Nandakumaran, L. Nunez, F. Reisner, M. Romo, A. Stein, C. Sutherland, D. Tyus-Rowe, V. Tylecek, and R. Zamora.

EXCUSED: J. Haywood, S. Lepore and L. Fox.

ABSENT: G. Foster-Oneal, L. Hunter, S. Jeter-Williams, C. Lizares, L. Ramirez, R. Rosich, C. Smith, M. VanGinkle, and G. Whaling.

CALL TO ORDER: President Butler called the meeting to order at 3:04 p.m.

1) **MOTION to approve minutes:**
M/S/P C. Sutherland /N. Nandakumaran

2) **REPORTS FROM CHAPTERS:**

MISSION: M. Murray — Convention delegate election went well; Counseling using live chat with student appointments per tech committee; use of face book for tutoring under Student Success; WEC changed position on location of the smoking ban by a few steps.

PIERCE: C. Coleman-Roberts — New employee Andy Goddard, Chemistry Tech; 1/11 grievances and leave workshop presented by G. Whaling; 1/13 consultation rescheduled; 1/13 CFT Convention delegate election; 1/15 administration considering immediate 5%/\$5 million reduction and denying more than 1,000 students admission; winter session eliminated, summer to be cut 50% more; IT Committee reported cabling management needs more employee hours or additional short-term Data Communications Specialist, working with PC and CIO, Jose Mata to find a solution; through the PCC Executive Committee the 3 VP's will submit a graded series of top priority employee needs and will be prioritized and recommended to the President for hiring; no terminations or layoffs.

TRADE: L. Hunter — No report

DISTRICT: L. Duffin — 1/13 contract distribution; 1/20 for consultation; no committee reports; IT employees still not being included in products/equipment decisions; counseling memo prior to evaluation; split assignment concerns; complaint about Accounting department procedures/practices; no classified hiring or terminations.

WEST: D. Morrissette for J. Haywood — 1/14 consultation covered review of budget, district allocation, budget development process, role of budget committee and college council; freeze on classified hiring, being diligent that unclassified workers do not supplant classified employees; encouraging participation in shared governance and ensuring two members on each committee; monitoring grant writing process to ensure support staff is written into each grant; encouraging use of EAP for members; Admin Services has vacant position of Sr. Office Assistant; ongoing clothing and food drive; will look into donating time for member to care for spouse.

VALLEY: C. Maddren — 1/10 consultation - president still working on developing hiring policy/process per Article 24 need update from VP of Admin Services; requested EAP workshops to

deal with stress due to economic/budget uncertainty; students being directed to public library to apply on-line since there are no computers on campus for their use, president will look into this; new Student Services Buildings which were opened in October flooded during winter break due to heavy rain; began repairs on new roof damage not due to the rain; 1/19 president sent an email detailing Governor Brown's 2011/2012 budget and its impact on LAVC; 1/26 next chapter meeting.

CITY: V. Tylecek for G. Foster-Oneal — Appreciation breakfast for classified; 1/13 V. Butler attended the CFT Convention delegate elections; 2/17 planned campus wide fire drill; Work source graduation of 10,000 small businesses, Mayor Villaraigosa, Long Beach Mayor, Goldman Sacks and president attended; seeking donations for ill member Chuck Ake at City, president suggested a fund of money so all units can contribute for all employees.

HARBOR: W. Gilliam — No report

SOUTHWEST: — V. Butler reported there will be mandatory SARS training; a unit 1 member may face a 5 day suspension for attendance.

EAST: Acting Chair Laura E. Ramirez — A. Mayer reported walkways and darkness is a problem; grievances without shared governance; moving into new building next month; Administrators hired a new A & R Supervisor instead of an A & R Assistant, ELAC Chapter Chair Election date changed due to members not being notified.

RETIREEES: B. Harmon — No report

3) Report from Executive Secretary: S. Lepore – No report

4) Reports from Officers:

a) Treasurer – D. Tyus-Rowe – No meetings; per caps paid through January 31, 70% will be refunded by CFT.

b) First Vice President – D. Bates – No budget meeting; Jan 4, District consultation regarding MOU for part-timers; SFP CalPERS benefits; 1/11 Officers meeting and JLMBC; webinar on budget with preliminary figures of \$12 billion package to present to voters, PowerPoint will be sent by email.

c) Second Vice President – C. Smith – No report

d) Secretary – D. Mundt – No report; Hot off the Press forthcoming.

e) President – V. Butler:

1. Negotiations – 2011-2014 Contract – Team is preparing a survey and encourage members to return it, crossing of limits for catastrophic days might be an item; next meeting Feb 3.

2. Board of Trustees: January 12, 2011- Writing Center at LAVC named for Marvin S. Zuckerman, golf course at City is finally coming down; Inspector General is checking on possible abuse of Bond money, \$500 million left; Whistle Blower Hot Line is available on District website, OIG@laccd-oic.org, phone at 800.581.3699, or fax at 631.548.9731.

3. Consultation: LACCD Personnel Commission – Web Designer upgraded to Assistant Administrative Intern, Administrative Intern upgraded to Analyst; A & R Supervisor was approved for payment of working out of classification;

Dr. Barrera has agreed to be at consultation; SFPs are now whole and have the same rights as permanent employees with health benefits and severance grants; Concerned the District is misusing Foundation funds, requesting review of audits to determine use of funds for hiring; Chancellor LaVista is working with Michael Shanahan on the use of and interpretation of the Unclassified Workers Handbook throughout the District; with District hiring system protocol Michael Shanahan wrote the union out it needs to be rewritten, we did and submitted it and have not heard from them; Compliance Officers are Managers of the District under presidents, there is no resolve in our favor we need to work on this; the Chancellor wants to reduce the DBC, we need more people not less to work on assisting colleges in the red; he wants to reduce all committees, some moves are questionable.

4. Joint Labor Management Benefits Committee (JMLBC) – Need a new chair since Susan Aminoff will be retiring in June, District wants term-limits it is up to the committee not District; we need term life not A D & D through the District, District wants to reduce the amount of voluntary Life through Met Life, it is not their call, we need clarification when we leave the District and continuance of insurance.
5. PERS/Health Benefits Program – We want the District quarterly newsletter reinstated to update us on benefits; we need a CalPERS committee task force to discuss if customer service is working and a survey to gather data since this medical plan was for two years.

Master Benefits Agreement – MOUs to cover 359 adjunct whose benefits are paid by District at reduced rates; HRA year expenses report and rollover needed; Call to go out for an EAP representative; 1/25 Labor Caucus at AFT Office.

12/23 – 12/27 RN Strike/Picket line at West Hills Hospital and Riverside Community Hospital on understaffing, meal breaks and patient/nurse ratio.

3/25 Garment Industry march commemorating the deaths of 146 young immigrant women in the 1911 Triangle Shirtwaist Factory Fire in New York within the annual Labor Festival sponsored by the LA County Federation of Labor, PBS broadcast of the tragedy set for 2/28; planned activities February through March 2011.

- f) Grievance/Arbitration/Legal – F. Reisner – 1 arbitration pending; 1 place holder, 1 grievance in abeyance, grievance for union space; 4 grievances on Article J, payment of back wages; District email on shared governance needs to be rescinded by Monday or will file an unfair labor practice; community recreation aids and teachers doing unit 1 work, investigation in progress; working out of classification; below standard evaluation; grievance on failure to fill a position; temperature issues at new buildings; Enterprise using student workers in place of classified employees.
- g) Activities Coordinator/Assignments – C. Sutherland – MLK Jr. Breakfast was good and well attended, Teamsters invited us to ride on their float in the parade, it was a long hot walk but had fun with lots of food, booths, games etc., many unions participated, we were guests of faculty but need more participation next year, bring back proposals for funding.
- h) **AFT Staff Guild COPE Session – 4:30-5:15 Time Certain**

MOTION to go into COPE:

M/S/P M. Gaitan/C. Coleman-Roberts

MOTION to bring in Mona Field BOT Trustee and Southern VP of the CFT Community College Council

M/S/P

Members asked questions of Trustee Field concerning her involvement and commitment to classified employees and our issues. She assured us she has always had our best interests in the forefront of her decisions. We asked for decisions to be delayed until all information can be interpreted as a benefit to all rather than being rushed by others to pass it. Data on the move to CalPERS are vital to determine if we are best serving the needs of employees. Management training is useless if those violating our contract do not show up! Board members receive summaries from the Chancellor during contract negotiations; we ask you to read our contract before signing off on it! Pull back 'extras' to administrators to ease the budget. Correct the miscommunications to members.

MOTION to support spring 2011 L.A. County Federation of Labor candidate's endorsements of \$100 for each seat (\$2800)

M/S/P

MOTION to support and contribute \$500 for the election of Forescee Hogan-Rowles to the 8th City Council district of Los Angeles

M/S/P

MOTION to form a committee to raise funds for the Scott Svonkin campaign; members to include M. Gaitan, D. T Rowe, R. Zamora, V. Butler

M/S/P J. Millhone/P. Atkinson

MOTION to come out of COPE

M/S/P J. Millhone/P. Atkinson

MOTION to sponsor 20 delegates to the PSRP Conference-next meeting for funding

M/S/P C. Sutherland/ D. Bates

- i) ELAC Chapter Chair and/Alternates Vacancies – Election rescheduled
- j) CFT Convention – March 18-20, 2011 – Marriott Manhattan Beach (CFT Committees) Delegate Election-Thursdays, January 13, 2011 – Election Results handed out
- k) AFT/PSRP Conference, March 25-27, 2011 – Las Vegas – bring back next meeting
- l) Staff Guild Officers Election May 2011 – Timelines/Procedures distributed

MOTION to approve timelines and procedures for Officers Election 2011

M/S/P D. Bates/M. Romo

- m) Dolores Huerta Labor Center

MOTION to donate \$5,000 to the Dolores Huerta Labor Center for each of 3 years

M/S/P D. Bates/M. Gaitan

MOTION to buy a table and a 1/2 page ad to the UCLA Labor Center Banquet for \$2500

M/S/P V. Tylecek/D. Bates

MOTION to renew annual subscription to Workers Independent News for \$250

M/S/P M. Romo/ A. Stein

MOTION of no position on support of CFT Candidates for President and Secretary/Treasurer

M/S/P D. Bates/J. Millhone

MOTION Union will check legality of challenged ballots to allow counting of CFT Delegate ballots that checked printed names but did not check names written in

M/S/P D. Bates/ M. Gaitan

- 5) Old Business: members to attend the AFT National Luncheon honoring Lorretta Johnson Tuesday, February 15, 2011, 11:30 a.m.-1:30 p.m. at LATTTC.
- 6) New Business: encourage members to attend the conference for the AFT Healthcare and AFT Public Employees joint conference March 31-April 2, 2011 in Las Vegas.

Motion to Adjourn at 5:30

**Respectfully submitted by
Dorothy Mundt, Secretary**

Adjournment to Wednesday, February 16, 2011, 3:00 p.m. – AFT Office