

AFT STAFF GUILD EXECUTIVE BOARD MEETING
Wednesday, March 30, 2011
AFT Office 3:00 p.m.

PRESENT: P. Atkinson, D. Bates, V. Butler, C. Coleman-Roberts, C. Dagdagan, L. Duffin, M. Gaitan, W. Gilliam, C. Glasband, B. Harmon, J. Haywood, S. Jeter-Williams, S. Kwan, S. Lepore, A. Mayer, C. Maddren, A. Mayer, D. Morrisette, D. Mundt, M. Murray, N. Nandakumaran, L. Nunez, K. Roberts, M. Romo, C. Smith, C. Sutherland, D. Tyus-Rowe, V. Tylecek R. Zamora.

EXCUSED: C. Lizares and F. Reisner

ABSENT: R. Rosich, M. VanGinkle and G. Whaling

CALL TO ORDER: President Butler called the meeting to order at 3:03 p.m.

1) **MOTION to approve minutes:**
M/S/P M. Gaitan/R. Zamora

2) **REPORTS FROM CHAPTERS:**

MISSION: M. Murray — 3/7 EAP presented the workshop Weapons and Workplace Violence Prevention; EAP and Budget looking into a summer session and impact on grants; 5/7 grand opening for the new Culinary Arts building; employees have complaints about air quality, plant facilities looking into it;; continuing problem with restrooms in CSB building; flyers sent about upcoming officers elections; 1 new union member with blue card; attended Labor 411, CFT convention and PSRP conference.

PIERCE: C. Coleman-Roberts — 2/22 Consultation included upcoming interviews for VP of Academic Affairs suggested a member to nominate; 3/3 EAP workshop Weapons and Workplace Violence Prevention; 3/24 EAP workshop on Negativity in the Workplace; ongoing budget issues and how it will affect jobs; 2nd step on IT grievance; classified hiring: Rogelio Padilla, Clerical Trainee, Adela Mendez, Clerical Trainee, Carol Thomson, Clerical Trainee, Alixan Gorman, Bookstore Cashier, Jacobett Wasonga-Agak, Cashier, Christine Cordesky-D'Anca, Exam Proctor.

TRADE: L. Hunter — reported by M. Gaitan - Consultation scheduled every 1st Monday with President and VP's, 3/17 discussed continuation of training for classified, denied Staff Guild office space stating we are an outside agency, grievance pending; sewage repair completed; bookstore phone issue resolved; budget cuts and available overtime or comp time continuing; Accreditation visit due April 1st; 3/16 fundraiser for Japan sponsored by Culinary Arts; 3/24 EAP held the workshop Weapons and Workplace Violence Prevention; Mayor Villaraigosa held an Infrastructure News Conference to push for more Federal Funds; harassment by supervisor, issue resolved with immediate supervisor, report pending; employee duties being given to unclassified worker, issue resolved and will be monitored by Chapter Chair and Grievance Rep; security in Veterans Center for lone classified employee possible solutions discussed; employee expected to assume duties of recently retired member; Classified hiring IA Media, and Secretary Mathematics; upcoming two SFP Specialists in Nutrition Network Center.

DISTRICT: L. Duffin — 3/10 consultation included ongoing construction and completion dates; District has funds to carry over this year, 5% cut by maintaining vacancies, consolidating supplies and procurement agreement, no layoff of staff, if governor cuts District 15% possible furloughs; a step 1 grievance in IT on hiring practices; 2 employees in Accounting may have to change their shift to coincide with supervisors; 3/15 I attended the Publish Party at Staples Center to inform us of all unionized vendors; 3/16 EAP and HR sponsored a workshop on Life After Retirement; 3/17 EAP and LA Sheriff's sponsored the workshop Weapons and Workplace Violence Prevention; Classified hiring: Ivy Bowen Admin Intern for PC and Mary Saccoccion Executive Legal Assistant; WEC discussed the medicine supply cabinets for emergencies only, security concerns on the 5th floor.

WEST: J. Haywood — 3/7 E-Board working lunch with President Consultation included personnel removed and replaced with student worker meeting pending; college President selection process in progress; 3/28 Town Hall meeting discussed all aspects including budget and construction; we did a walk around campus to ensure contract is being honored; freeze on classified hiring looking for creative ways to fill vacancies being sure no supplanting of our jobs; insisting two Unit 1 members on every shared governance committee, volunteers stepping up; ensuring support staff is written into every grant to supplement program 100; members encouraged to use EAP services; Classified participated in Welcome Week; vacant position of Sr. Office Assistant in Admin Services; 3/28 Town Hall to discuss budget and effects on campus; 3/29 annual health fair; Value Creating Social Club collected funds for Japan; City Council meeting discussed Culver City bus on campus for students.

VALLEY: C. Maddren — 3/14 consultation president discussed the budget deficit and possible layoffs, asking VP's for positions that can be discontinued; computers for students have arrived and should be fully operational by March 21; president supported an EAP workshop on stress and coping with difficult times; held workshop on Weapons & Violence Prevention; 3/21 rain damaged 5 buildings, repairs to be completed; 3/23 chapter meeting concerns were layoff and rain damaged buildings; 3/29 hosted Officers Elections Forum; received 200 Certification of Receipt of Unclassified Employee Handbook forms, sent to District; 4/7 hosting a CalPERS Retirement Seminar in Monarch Hall; employees now have to pay \$50 through Community Extension instead of enrolling in a zero unit class to use the Fitness Center, swimming is still free during Community Services time; 4/1 ACCJC Accreditation Training in Long Beach from 9-3, with 7 seats available 5 classified will attend; employee finally received his reimbursement for MOS Certification.

CITY: V. Tylecek reported — No written report - Graphic Artist Church Arch passed away; new buildings leaking; Franklin Hall's old leak still a problem; 3/26 rally planned.

HARBOR: W. Gilliam — 3/17 Consultation no deficit, in the black; discussed replacing classified employees with grant money and reorganizing workforce environment in academic area; SGC concerns are cutbacks, student service, and unstable budget for 2011-2012; retirees Bobby McNeal workforce environment and Lee Toliver plant facilities; SFP layoff Tonya Anderson; Classified hiring: Accounting Technician Joann Mardesich and Brian Henderson promotion to Senior Secretary.

SOUTHWEST: — Mediator not affiliated with EAP hired to address and resolve issues in Library; 3/30 campus forum report next meeting; Unit 1 employee filing grievance on Financial Aid supervisor for not addressing an employee causing disruptive behavior; Barbara Stevens A & R Evaluation Technician retired after 40 years of service.

EAST: A. Mayer reported new buildings leaking; supervision issue with relatives; structural and noise problems in new buildings; restroom access is outside the building; Sandra Kwan new alternate delegate attended PSRP conference; 2 new deans hired.

RETIREES: B. Harmon — No recent meetings; Betty Williams has volunteered to be editor of retiree chapter newsletter; FORUM 3/29 guests speakers Margaret Sowma and E.T. Thomas delegates to CA Senior Legislature affecting seniors, accomplished legislation allowing sale of hearing aids over the counter, large print on medications, and printed information about side effects, contribute on state income tax line 402; Randi Woods Manager of Redistricting and Outreach for the LA County Federation of Labor informed us of the committee compromised of 5 Democrats, 5 Republicans, and 4 DTS members representing diversity in all categories; we are encouraged to participate in a series of hearings beginning April 9th, website at www.wedrawthelines.ca.gov.

3) Report from Executive Secretary: S. Lepore – non member list sent to chairs, need blue membership cards by April 4 in order for them to vote in officers election 2011.

4) Reports from Officers:

- a) Treasurer – D. Tyus-Rowe – Discussed revised 2010-2011 budget; we will prepare suggestions to review data on LACCD expenditures for budget assessment; reported on Staff Guild receipts, expenses and Staff Guild solidarity fund balance; LA County Federation of Labor COPE Board recommended Janice Hahn for the 36th Congressional District;

Student Affairs – DBC wanted every student to pay a fee of \$50 to supplement those (17%) that take the bus; much discussion followed.

MOTION to accept revised 2010-2011 Staff Guild budget

M/S/P J. Haywood/C. Sutherland

MOTION to contribute \$1500 to the LA County Federation of Labor to help cover the expenses of the delegates who attended Wisconsin trip

M/S/P

- b) First Vice President – D. Bates – Budget/Resource no report; 3/3 first CCE committee met; good breakfast meeting with trustees and president's; 3/21 & 22 Sacramento Labor Day; 3/25-27 PSRP; Community Recreational series revised and added Child Development 1 & 2.
- c) Second Vice President – C. Smith – Personnel Commission Actions: 3/18 PC brought back Nurse Classifications; 4/8 Library Techs and Assistants reviewed; 4/1 notice of informal classification review sent.
- d) Secretary – D. Mundt – Internal/External Committee has not met for months; Hot of the press handed out, attended PSRP conference, on negotiations team and officers election committee.
- e) President – V. Butler-
1. Negotiations – 2011-2014 Contract – committee will meet on April 5 to discuss negotiations survey.
 2. Board of Trustees: 2/23/11 Adopt resolution implementation of design-build system of project delivery; March 15 notice regarding academic administrators' possible furloughs and non-renewal of contract; salary reallocation for the class of Executive Legal Assistant.

Board of Trustees: 3/9/11 Endorse nominee for the California Community College Classified Employee of the Year Awards Program, Debbie J. Swarens, Assistant Administrative Analyst, Pierce College; Adopt Board Rule changes regarding meetings and Board Committees; Initial proposal of the LA College Faculty Guild contract negotiations submitted, adopt the District's response; Initial proposal of the LACC Administrators Teamsters contract proposal submitted, adopt the District's response; initial proposal of the LA and OC Building and Construction Trades Council contract negotiations submitted, adopt the District's response.

3/23 BOT will hold 1st meeting on operational matters and 2nd on the capitol construction program, will add review time for questions, more productive and efficient, trustees focusing more; SEIU will have monthly consults about budget; 1 retiree with 40 year's service.

Board of Trustees: meetings 4/13 at Mission, 5/11 at Pierce

3. Consultation: LACCD Personnel Commission – none in February; community recreational series grievance on 200 positions; IT Manager grievance; concerns of PC meetings moving to Friday;
4. Joint Labor Management Benefits Committee (JMLBC) – HRA commitment (MOU) of 5 years from District; concern about amount out of pocket expenses for members.

Master Benefits Agreement – is negotiated with all units outside of contract negotiations

5. Affiliates Reports/Schedules

- CCE Division Council Meeting-Friday, March 18 (CFT Convention) well attended
- CCE Division Council meeting- Friday, May 13, 2011 – LAX Sheridan Gateway
- CFT State Council Meeting – Saturday, May 14, 2011- LAX Sheridan Gateway
- AFT/PSRP Meeting
- CFT Committees-Saturday, Jan 9 reports, April 9 in Burlingame – 2 new standing committees, Faculty & Staff Unity & Leadership Diversity Committee.
- California Labor Federation – Joint Leg. Conf. 3/21 reported Governor Brown attended dinner; AFT president from Wisconsin and Kamala Harris were the speakers.
- CFT Lobby Day 3/22 was not as good as our, Classified Lobby Day will be May 2 & 3 in Sacramento; Dyastat is back on the agenda.
- L. A. County Federation of Labor – Meet every third Monday, M. Romo was a guest, Dionne and Mercedes attended, 2 new delegates to be installed; workers rally scheduled; treasurers report, Lockheed settled, Dodger Radio ads to support public employees, Janice Hahn attended rally; 3/26 Building Trades remembrance of the Triangle Shirtwaist Factory Fire.

MOTION to recommend Mike Romo as the next LA County Federation of Labor Delegate

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

- f) Grievance/Arbitration/Legal – S. Lepore for F. Reisner – reporting a negative evaluation at step 3; 3E complaint in process, possible mediation; members not being appointed to committees; LAVC and new shared governance model (unilaterally decision) to exclude AFT participation in committees, unfair labor charge, arbitration pending; community recreational series grievance.
- g) Activities Coordinator/Assignments – C. Sutherland – Cal State/LA/LB/Dominguez Hills class action on budget cuts and demonstration by students; 3/26 rally M. Romo coordinated and assisted, another rally on April 4; Velma wants 10 people from each campus to attend; redistricting meeting scheduled for Saturday April 2.

MOTIN to go into COPE

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

- h) **AFT Staff Guild COPE Session**

MOTION to support Scott Svonkin in Board of Trustees runoff election with contribution of \$25,000

M/S/P M. Romo/J. Hayward

MOTION to endorse and support Warren Furutani for Assembly 2012 re-election campaign fundraiser and dinner to be held at the Japanese National Museum-Hirasaki Family Garden, Thursday, April 7, 2011, 3 tickets at \$125 each.

M/S/P A. Mayer/C. Sutherland

Attendees: A. Mayer, C. Sutherland, and M. Gaitan

COPE campaign membership at 86.

MOTION to come out of COPE

M/S/P D. Bates/S. Jeter-Williams

- i) ELAC Chapter Chair and Delegate – Election Results Chair Laura E. Ramirez, alternate delegates Sandra Kwan and Edward Alvarado.

- j) CFT Convention – March 18-20, 2011 – Marriott Manhattan Beach – 36 delegates attended; new CFT President Joshua Pechthalt and Secretary/Treasurer Jeff Freitas plus wonderful tribute to outgoing President Marty Hittleman with his entire family including his 90 plus year old parents; CCE purchased book and signed for Marty the Women's History display well received; Velma J. Butler re-elected CCE President and CFT VP; Mary VanGinkle re-elected as Southern VP, resolutions passed.
- k) AFT/PSRP Conference, March 25-27, 2011 – Las Vegas: Attendees concerns discussed and funding issues; 2 WLAC members attended and loved it; suggestions from members for evaluations.

MOTION to increase PSRP funding from \$400 to \$500 to cover additional costs

M/S/P C. Sutherland/J. Hayward

- l) Staff Guild Officers Election May 2011 – Thank you to Cyndi Maddren for hosting a candidate forum on March 29, the next forum is at Trade on April 6 hosted by Lori Hunter.
- m) Dolores Huerta Labor Center - Staff Guild will be included in steering committee.
- 5) Old Business: PC schedule of meetings in packet.
- 6) New Business-

MOTION purchase 10 tickets for \$1250 to the annual LAANE Lunch Friday, May 6 Beverly Hills Hilton Hotel

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

MOTION to contribute \$300 as a scholarship sponsor and 1/8 ad to Harbor Golf Fundraiser

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

MOTION to purchase 2 tickets to the 11th Annual Asian Pacific American Labor Alliance (APALA) in Oakland, CA July 21-24, 2011, total amount to be determined with airfare and hotel.

M/S/P J. Hayward/M. Gaitan

MOTION to support KIWA/LA's Carwashheroes purchase 4 tickets at \$25 each to event

M/S/P S. Jeter-Williams/K. Roberts

MOTION to send 4 members to AFL-CIO Organizer Training May 20-22, 2011 at \$125 per person

M/S/P C. Sutherland/ P. Atkinson

Attendees C. Sutherland, P. Atkinson, M, Gaitan, S. Fox

MOTION to contribute \$2500 to Doctors without Borders for Japan earthquake victims

M/S/P C. Sutherland/A. Mayer

Motion to Adjourn at 5:54 p.m.

**Respectfully submitted by
Dorothy Mundt, Secretary**

**Adjournment to Wednesday, April 20, 2011, 3:00 p.m.
at Los Angeles Southwest College room LL203**