

AFT STAFF GUILD EXECUTIVE BOARD MEETING
Wednesday, November 9, 2011
Pierce College

PRESENT: V. Butler; D. Bates; C. Smith; M. VanGinkle; S. Lepore; G. Foster; B. Love; N. Nandakumaran; L. Duffin; M. Romo; O Tulifua; K. Roberts; M. Murray; L. Murphy; L. Nunez; M. Fellows; J. Millhone; M. Proctor; H. Chang; G. Whaling; L. Fox; M. Gaitan; C. Maddren; A. Stein; R. Eisner; D. Morrisette

EXCUSED: F. Reisner; D. Tyus-Rowe; V. Tylecek; C. Sutherland; J. Haywood

ABSENT: C Coleman-Roberts; B. Harmon; P. Atkinson; A. Mayer; M. Horn; S. Ellis; L. Hunter;

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

MOTION TO ACCEPT AGENDA FOR NOVEMBER 9, 2011

MSP Nanda/Murray

MOTION TO ACCEPT MINUTES FOR OCTOBER 12, 2011 WITH CORRECTIONS

MSP Maddren/Bates

REPORT FROM WORKSITES:

CITY: G. Foster - Consultation with the president scheduled for November 16; Shared Governance met on November 7; voted to have a winter session; President's Leadership Dinner November 7; guest speakers were Lloyd Silberstein (Build LACCD) and Christopher Dunn (Harris Contractors) to discuss the Chancellor's Moratorium; chapter meeting was cancelled.

MISSION: M. Murray – Smoking now an issue in the new Culinary Arts & Bookstore Building; joint consultation with the president; Mission/Harbor/LATTC will be participating with the Department of Energy in curriculum and technical training; this is tied to 40% unemployment veterans in an effort to help vets get hired; training will be in electronics, micro computers, waste & water management; these monies will also be used to hire faculty for these courses, but don't believe it will impact staff at Mission.

VALLEY: C. Maddren – Classified Staff Focus Group for the District Strategic Plan on 10-13; approximately 14 people attended; main topic was the concern that the Student Services Building is closed on Fridays; many felt this was not helpful to students; students are filtering into other offices seeking help & get frustrated because they are told to come back; filling vacant positions in Student Services would help; chapter meeting on 10-26; consultation with the president was cancelled for November; next one scheduled for December 8; IEC Meeting on 10-18; acting VP of Student Services tried to pass a motion to keep 4/10 workweek permanently; chapter chair pointed out that there is contractual language regarding this and that the IEC does not have the authority to grant this change; VP stated that he/she was pursuing this and would be discussing with the Vice Chancellor; worksites Instructional Assistants of IT are not happy about the proposed changes in their job descriptions by the Personnel Commission; this group of employees want to thank this Eboard for having the changes pulled from the 11-22 agenda; small winter session this year.

SOUTHWEST: L. Fox – Unit 1 members working in Admissions & Records have an issue with not being permitted past the front counter of Financial Aid Office because of past issues with co-workers; this same employee reprimanded for altercation with students; Stock Control Aide has been working 48-50 hours per week without receiving comp time or overtime; meeting is scheduled for employee and the VP of Admin Services to resolve these issues; Middle College Joint Use Committee has been formed between LACCD & LAUSD employees to discuss safety issues, etc. in preparation for the MCHC move to the new

building on LASC campus; one Unit 1 member will be appointed to this committee; Library Tech reprimanded for refusing to perform their tasks.

DISTRICT: L. Duffin – Consultation scheduled with Dr. Barrera 11-17; construction ongoing on the 5th floor; completion scheduled for 12/2011; employees will move back in January 2012; EAP workshop “Critical Incident Stress Discussion” during October; many pests were sighted on the 3rd floor at the 811 Wilshire Building; restrooms are still horrible at 811 also; notified the WEC Committee regarding this issue; awful smell permeates the building at certain times of day; building manager claims it is the trash from the restaurant on the top floor of the building; some members have requested an ergonomic study on their work areas on the 9th floor of the District.

EAST: O. Tulifua – Chapter Eboard 11-15; Chapter meeting at the South Gate worksite 11-17; grievances at South gate; Strategic Planning Committee – discussed how to improve Student Services; committee meeting well attended; many issues at new Facilities Building – lights go off & on whenever they want; once they go off in the afternoon, they can't get them to come back on; really poor construction; Unit 1 members trying to grieve each other.

HARBOR: No report;

TRADE: No report.

WEST: D. Morrissette – Consultation with president to be determined; Master Your Money workshop 11-3; Annual Student Services Luncheon scheduled for Wednesday, 11-30; Accreditation Preparation 11-30 to get ready to take to the District 12-14; 10th Annual Leadership Retreat 12-2; moving into new Student Services Building in December/January.

PIERCE: M. Fellows – Info Tech Phones – remedy requested by grievance was that supervisor would relinquish control of phones back to DCCS; remedy agreed upon between IT and Plant Facilities; unfortunately, phones are still in Plant Facilities; there needs to be a reasonable and attainable time line established; supervisor has taken the position of “grieve me again”. A meeting has been scheduled with Ken Takada for 11-4; Info Tech staff have been informed that they can no longer use their personal items at work; for example, many instructors use Macs which are not supported by the District; they are no longer allowed to use their personal flash drives; and must purchase through the District; there is no budget to order this equipment; Instructional Assistant upset about having to assist a faculty member who makes them feel uncomfortable; the supervisor provided the employee with the job description sent by the District; time sheet issue in DPSS-difficulty reporting time for Sign Language Interpreters because they don't have an actual time schedule; worksite SPOC will meet with District to remedy this; there is a need to have EAP come to the worksite to observe & evaluate the Admissions & Records Department; president notified of Union Retreat in December; campus-wide meeting scheduled for 11-30; next consultation is 12-1; A & R Administrator rescinded email per resolution agreed to on the grievance.

RETIREE: Luncheon well attended.

REPORT FROM EXECUTIVE SECRETARY: S. Lepore – No committee reports; Anti-union bill in Ohio shot down; not totally over yet.

REPORT FROM OFFICERS:

Treasurer: D. Tyus-Rowe – No report.

First Vice President: D. Bates – Council of Classified Employees Conference; LA County Fed; negotiating; JLMBC; Finance & Audit-2 topics discussed-purchasing paper centrally & centralizing supply ordering; report from internal audit regarding Community Services, payroll.

Second Vice President: C. Smith – Personnel Commissions had a workshop on How to prepare for classified exams; 100 members attended; future workshop on time management soon.

Secretary: M. VanGinkle – Attended the District Strategic Planning Committee for Velma on 10-21; attended the Conference Committee on Public Employee Pension Reform to discuss the current condition of public employees' benefits; committee was hosted by the California Legislature; Assembly member Furutani was the chair; will be attending all 3 scheduled committee meeting in the future.

President: V. Butler-Committee Reports:

Negotiations – District's chief negotiator has no authority to make decisions; Article 14-want to have 1 supervisor over entire building; can reassign you regardless of who your supervisor is; union did not agree to this; shared governance-Chancellor believes we do not belong on hiring committees.

MOTION TO GO INTO CLOSED SESSION
MSP Bates/Fellows

MOTION TO COME OUT OF CLOSED SESSION
MSP Bates/Smith

Board of Trustees – October 19, 2011-Oversite Committee Report.

November 2,2011 – Retirements; 93 million dollars in reserve; need to have presidents give up their car allowances; they receive \$ 1,500 a month; Personnel Commission Actions-reclassification of Grill Cooks to Stock Control Aide; Financial Aid Department-\$26 million misappropriated funds; will only receive \$ 2 million in funds.

Consultation – Debate about differentials for Unit 1 employees teaching part time; District wants to pro rate their differentials; LACCD Foundations-every worksite is doing something different; hiring employees from outside the District; have employed 1 new employee under new classification; Staff Development – funds being used by faculty only; new Community Services series positions now have end dates; may have to file a grievance regarding shared governance; only the chapter chair can appoint a person to a shared governance committee; the compliance officer at Pierce is allowed to set up interviews, calling candidates; requesting all compliance officers be assigned to the District Office; volunteers are increasing at all worksites; have to put a stop to this; EAP protocol-wrote us out; attending EAP is a voluntary thing; Software Systems Engineer-taken out of Staff Guild Union & put into management; Administrative Intern – concerned about this; originally was a 2 year job only; are suppose to upgrade to a higher position; some employees have been in the position for 10 years; it has stopped the career ladder in that classification; Instructional Assistant IT – will have the same security as IT.

JLMBC – Met on 11-8; changes in benefits January 1, 2012; Master Benefits – District wanted to co-chair the committee; they would have to give up their veto rights; they will be able to assist putting the agenda together; small increase for adjuncts; looking at vision & dental plans; do we need consultants now that we are in CalPERs? EAP report – worthless; told them to take it back; consultants tried to say that 40% of the members are using it- not true;

LACCD Budget –

Affiliate Report:

AFT PSRP Meeting – October 20-21, 2012 Washington DC
CCE Division Council Meeting Sat. 12-3, 2011 Oakland Airport Hilton
California Labor Federation
CFT Committees – February 4, 2012 Oakland Airport Hilton

LA County Federation of Labor – D. Morrissette – October 11, 2011 – 10 people sworn in as delegates; 20 will be sworn in next meeting; Bel Aire Hotel boycott; Occupy L.A. -5,000 cities combined with rallies; farm workers march/rally – Trader Joe's in Monrovia on 10-21 at noon; Miguel Contreras Dinner 10-5; very well attended; paycheck deception on November 2012 ballot; Courtni Pugh, SEIU Local 99 replacing Bill Lloyd for Vice President; Robert Olivera, ILWU Local 13 replacing Joseph Radisich for Vice President; Betty Forester, UTLA/AFT Local 1021 replacing Josh Pechthalt for Vice president; Carwash Campaign – 4 carwashes have recognized the union; 3 in negotiations; Calif. Faculty Association – picket line scheduled for 11-17.

Assembly Bill 22 – would limit use of credit checks by employers in the hiring process.

MOTION TO TAKE AB 22 TO CFT & CLF TO ASK FOR SUPPORT
MSP Bates/Gaitan

Grievances/Arbitration – F. Reisner – no report/

Activities Coordinator – C. Sutherland- no report.

MOTION TO ADJOURN TO COPE COMMITTEE
MSP Bates/Smith

Time to start wearing our Obama bins & buttons; need to remind people about the COPE contest; raffling off a digital camera

MOTION TO ENDORSE WARREN FURUTANI FOR CITY COUNCIL & CONTRIBUTE
\$ 1,000
MSP Bates/VanGinkle

Janice Hahn running for Congress along with Laura Richardson and Isadore Hall

MOTION TO ENDORSE JANICE HAHN & TAKE TO CFT & ART NATIONAL
MSP Bates Tulifua

MOTION TO GO INTO REGULAR SESSION
MSP Roberts/Smith

CCE Conference – October 14 – 16, 2011-San Diego – good conference.

Staff Guild Retreat – December 4 – 6, 2011 – Kellogg West Pomona – Need everyone to participate; asking grievance reps to do a presentation.

CFT & AFT Conventions – Delegate Elections-Timeline/Procedures – CFT Convention 4-15-12-San Jose – we need to respond to guidelines; must be posted so all have the opportunity to attend; need to have out election committee chosen by December; timeline as follows – 11-16 – nominations open; 12-1 – election committee chosen; 12-15 – nominations closed; 1-18-12 – deadline for non-members to join AFT' 1-26-12 – elections at all worksites; results posted at worksites & on Staff Guild website.

MOTION TO ACCEPT TIMELINE FOR CFT/AFT CONVENTIONS
MSP Tulifua/Smith

MOTION TO FUND 36 DELEGATES AT \$ 500 PER DELEGATE TO THE CFT CONVENTION
MSP Bates/Smith

MOTION TO FUND 12 DELEGATES AT \$ 1,200 PER DELEGATE TO THE AFT NATIONAL CONVENTION
MSP Tulifua/Fellows

Martin Luther King Jr. Parade – D. Morrissette – more later.

Retiree Chapter Membership Meeting – 10-25-11 – 25 to 30 participants; Betty Williams & Alba Macconi elected co-chairs.

Old Business – None

New Business – Barham Building Mold – the bathroom is toxic; environmental company will take down walls & replace them.

Homeless Heroes Walk/Run – November 19, 2011 at Exposition Park – need volunteers.

MOTION TO CONTRIBUTE \$ 2,000 TO HOMELESS HEROES
MSP Bates/Smith

Will contact District regarding misuse of CalCard credit card; people might be using it to purchase alcohol.

MOTION TO ADJOURN
5:50 PM