

AFT STAFF GUILD EXECUTIVE BOARD

December 19, 2013

AFT Office

PRESENT: V. Butler; D. Bates, M. VanGinkle; L. Nunez; M. Gaitan; F. Reisner; S. Lepore; G. O'Neal-Foster; B. Love; V. Tylecek; P. Atkinson; C. Sutherland; S. Chen; N. Nandakumaran; E. Alvarado; J. Ortiz; O. Tulifua; W. Gilliam; K. Roberts; T. Davis; D. Mundt; M. Castillo; H. Chang; J. Millhone; D. Porras; S. Ishaque; M. Montanez; G. Whaling; J. Robertson; L. Hunter; E. Traylor; D. Santoianni; K. Williams; C. Maddren; C. Glasband; J. Haywood; D. Roberson, D. Morrissette; S. Jeter-Williams; Kanty Kamdar

EXCUSED:

ABSENT:

GUEST: M. Murray

CALL TO ORDER: President Butler called the meeting to order at 3:00 p.m.

MOTION TO ACCEPT MINUTES FOR NOVEMBER 13, 2013 WITH CORRECTIONS

MSP VanGinkle/Alvarado

REPORT FROM WORKSITES:

VALLEY: C. Maddren – Presidents' Consultation 12/2/13. Discussed AFT Office space, new Budget Committee, EAP conflict mediation, employee winter break schedules. Chapter meeting 1/22/14. Over 100 pairs of shoes were collected and delivered to Elm. School for Shoes That Fit. Valley's annual holiday party with monetary and toy donations going to Operation Santa. Need better notice to attend emergency budget committees. Admin Services Office & Sheriff Dept. still working on an active shooter workshop. Concerns regarding new Budget Committee and the sharing of classified seats. Valley EBoard voted one AFT member to Sue Carleo's retirement luncheon in January. Congrats to Maria Real, received Bachelor's Degree.

PIERCE: H. Chang – CalPERS workshop 11/22/13. Two new hires are Veronica Mosqueda, A & R Assistant and Cathy Lam, Librarian Tech. Financial Aid Technician interviews 1/6/14. Two grievances moved to VP of Student Services. Pierce EBoard met 12/4/13. Consultation with President held 12/10/13. VP of Student Services invited 1521A to meet/discuss the College Staff Professional Development plan 1/8/14. Year-end Chapter meeting was held 12/12/13. Almost entire membership attended as well as President Velma Butler.

CITY: G. Foster – Consultation with President 12/19/13. Sandra Lepore attended contract presentation meeting held 11/20/13 with LACC Negotiating Team Member Pam Atkinson. New contracts were passed out. Campus Christmas party at Castaways in Burbank. Alberto Sievert, Payroll Assistant, retiring after 10 years. Shoes That Fit Committee delivered 28 pairs of shoes and socks to Lexington Avenue Primary Center.

DISTRICT: M. Van Ginkle for M. Perez – Consultation with Vice Chancellor Albert Roman 12/18/13. SAP and supervisor training discussed. No transition plan mentioned at senior staff meeting to terminate consultant's positions. Next consultation 1/23/13. Lunch was provided for the Holiday Solidarity meeting, President Velma Butler attended. Grievance to Academic Senate office for not having a unit 1 office assistant. New office assistant, sr. payroll tech, accountant, and senior auditor hired. Managers and Supervisors are seeking advice on applying our contract.

MISSION: D. Mundt – Holiday party, 200 attended. MOU certification through Certiport for \$100. Shoes that Fit delivered 24 pairs of shoes. New research assistant. 3 possible grievances. Professional Development will reimburse 50% of the MOU certification if District runs out of funds. Due to the Accreditation in March, there is a need for clerical assistance.

WEST: J. Haywood – Campus safety, interoffice conflicts, new AFT office, revised selection/hiring process were discussed with President at consultation. Interviewing for six unit 1 positions. Issue of unit member being asked to monitor another unit members. Unit member showing up late and/or not reporting absences in a timely manner. Student services annual luncheon held 12/10/13. 5th Annual Unit Holiday celebration being held at BJ's Culver City on 12/20/13.

EAST: O. Tulifua for L. Ramirez– President M. Martinez signed MOU regarding classified positions on hiring. Velma and Jose Mungaray came out to campus to present new contract and distribute to members. Multiple grievances ongoing. Nursing department had their Diabetes Health Fair at Olvera Street. It was well attended. Childcare center had their annual Thanksgiving Campus Appreciation luncheon. 12/20/13 is the Classified Xmas Social.

TRADE: L. Hunter – DSPS, A&R, Bridges to Success, MOS Cert, fitness campaign kickoff in January 2014, and Classified Hiring Agreement discussed with President at Consultation. MOS Certification training for Powerpoint 12/6/13. Shoes That fit has collected 34 pairs of shoes. Vanessa Van Wagoner represented LATTTC in the Homeless Vet Walk. Holiday Membership Meeting 12/17/13. Discussion on 2014 activities, meeting schedule, member issues and concerns, HRA benefits, ratification of salary openers, and COLA. Other concerns/issues: Grievance served on supervisor. Art. 3E grievance pending. Improper hiring process, administration not consulting with staff guild regarding holiday hours, counseling memo served to employee, DSPS ongoing issues as discussed at Board of Trustees meeting. Hiring VP of Student Services, an accounting tech, six student support services reps, an administrative secretary/asst. admin. Analyst, and two part time positions in DSPS.

HARBOR: W. Gilliam – Consultation with President Herzek on 12/19/13 covered the following topics, cameras, status of AFT union office, comp time. Members invited by President Herzek to sit on the Accreditation Steering committee for 2014. Hired Vanessa Jimenez, Business Office cashier, Stefani Baez, Bookstore cashier, and Gabriela Gonzalez, Financial Aid office. Karen Pucher, Nursing Dept., retired. Shoes That Fit and socks were a success at Fries Elementary School.

SOUTHWEST: J. Robertson – There are 2 positions open in the business office and 1 in the mailroom. Worksite voting scheduled in SSB 218, 1/18/14. Meeting with the President regarding changing working hours for a member to accommodate childcare issues. Meeting with Associate VP to discuss employee safety concerns. Negative evaluation grievance to move to step 3. Still investigating library staff working Saturdays without O.T. Working with VP to schedule MS word, excel, and/or Powerpoint workshops. VP of Academic Affairs accepted a position at Laney College. Investigating issue about a current employee being asked to contact a former employee for training.

RETIREEES: – No report submitted.

REPORT FROM EXECUTIVE DIRECTOR: S. Lepore – HOTP to include blurb for retiree chapter. Article from LA Times on union bashing dealing with pensions. Etc. Review article for information and discussion.

Committee Reports

Budget and Finance – No report

Legislative Affairs – No report

REPORT FROM OFFICERS:

Treasurer: L. Nunez – General Operating Report 2nd Quarter we have spent 58% of budget. For Conferences 81%. Organizational 56%. Per Capitas AFT we spent 52% CFT 51% CFT 53%. Chapter Balances have been distributed to chapter chairs. SAC – 12/13/13 covered California. USC given grant for outreach peer presentation. Students reporting smoking inside the classroom problem with the electronic cigarettes.

First Vice President: D. Bates – 11/20/13 Pierce contract distribution. 11/12/13 attended for Velma an Interview panel for a temporary employee to put up JLMBC benefits news on the website. RFP task force for the EAP. 12/5/13 attended Shoes that Fit meeting. 12/6/13 Officers meeting. CCE planning committee debriefing. 12/9/13 Delivers 40 pairs of shoes to Kittredge Elementary. 12/10/13 JLMBC meeting no quorum but several discussions. 12/11/13 Irwin Elementary Shoe Delivery.

12/12/13 Negotiations meeting about reopeners finished and ratified. Budget and Finance Committee – Talked about CalPERS City College of San Francisco had a lot of employees incorrectly considered academic employees which causes a problem if they don't have academic credentials when they retire.

Second Vice President: M. VanGinkle – Personnel Commission meeting – 11/12/13 covered revisions for Personnel Guide 600 which covers rejection of applicants, candidates and eligibility. Changes in class specs for Assistant SAP ABAP Programmers, Instructional Media Technician and Instructional Assistant, Language Arts. 12/10/13 Claims for working out of class for a Student Services Assistant. 12/10/13 Discussed the outcome for How to Prepare for Classified Exams. Work out of class claims for Library Assistants. Discussed changes in class specs for Library Assistant, Library Technicians. Instructional Media Assistant spoke regarding his denial of working out of class. Sandra read a letter from Velma on behalf of AFT Staff Guild regarding concerns PC Institutional Effectiveness – contacted board secretary to have M. VanGinkle to the agenda distribution. District Office – Started new ID machine training. System will be building-wide by 1/31/14. Alberto Roman, New VC of HR, started 12/2/13. Velma joined our ESC Holiday Party along with the Staff Guild Elf.

Secretary: M. Gaitan – No report.

President V. Butler – Great turn out had to get more contracts. Will talk to Trustees as to why we are having five different salary discussions in negotiations if we are all getting the same.

Negotiations – Not too many things open for the new negotiations. Danny Villanueva, LAMC Vice President, will be the chief negotiator for management 2014-2017 contract. HRA Card. Money is not the only thing being negotiated. Ratification – Voting information has been sent out to the sites. On-site election January 8, 2014.

MOTION RATIFY THE REOPENERS OF 3% INCREASE EFFECTIVE JULY 1, 2013
MSP D. Bates/G. Whaling

Board of Trustees 11-20-2013 – At District Office – Approved Albert Roman as Vice Chancellor, HR. Talked about Adult Education. Concern re: making Ad hoc committees which don't have to follow the Brown Act. Suspension of Classified employees – one unit 1 and one custodian. 12/11/13 – Agenda item to announce procedures for hiring presidents. Pilot Hiring Program: Interview process has totally changed. Presidents and key executive people would review all applications, send forward whomever they like, then write a narrative of pros and cons for the forwarded candidates and those narratives to the Trustees who would then choose a president. Consent Calendar. Transportation pulled for more discussion and dollar amount. Personnel Commission – Interviewing Commissioners. PC to talk to State Legal Counsel. We need clarification on Professional Experience. When they deny upgrades etc. we need to know what PE is. Promotional process is improperly implemented. Adequate training needed.

Consultation – Cancelled

JLMBC – No quorum. No meeting January 2014. Flexible spending account – carry over \$500. Late for the enrollment. Wells Fargo consultant on wellness – get it moving – we can invest in wellness but if District isn't backing it doesn't help.

AFFILIATES REPORTS/SCHEDULES

LA County Federation of Labor – D. Morrisette – Money donated to Save Africa's Children, LAANE, Farmworkers, 2014 Labor United Healthcare United, and Alliance Retired Workers. COPE Recommendation Endorsement of Sebastian Ridley-Thomas. Immigration Reform – Community Walks/Phone Banks targeting Rep Gary Miller & Congressman Howard P. McKeon's districts. Seeking to educate their constituents: "The Time is Now" Rally & Press Conference in Santa Clarita on 12/11/13. Fifty-four arrested at Chinatown Walmart March on 11/7/13. Video shown on YouTube.com with our own Velma Butler. Goal – 3,200 families to receive turkeys; 4,000 families to receive "Toys for Tots", and 43 teams for Homeless Walk.

Grievances/Arbitration – F. Reisner – Grievance served 12/18/13 regarding overall below standards PE. Grievance – Student workers performing duties of unit 1 moved back to step 2. Grievance – no clerical support in Academic Senate office moved to step 2/3. Working on settlement agreement – employee received 15 day suspension. Two 3E complaints filed on non-sexual harassment.

Activities Coordinator – Moved to COPE Session

Political Coordinator: S. Ishaque – Moved to COPE Session

MOTION TO ADJOURN TO COPE COMMITTEE

MSP M. VanGinkle/S. Ishaque

Special Elections 11/19/13 AD 45 – Matt Dababneh won by a slim margin. Special Primary Electios 12/3/13 AD 54 – Sebastian Ridley-Thomas won with 60% of votes. Walmart arrest video uploaded to YouTube (<http://youtu.be/sL0ANE607YY>). All EBoard members are reminded to please contribute to COPE fund. Work has started on a tracking spreadsheet/Database. Connceting with other groups so that AFT 1521A is involved from the start.

MOTION TO COME OUT OF COPE COMMITTEE

MSP D. Bates/L. Nunez

CFT/AFT Delegates Election

Classified Employees with Adjunct Teaching Assignments – No Report.

AFT 1521A App – J. Haywood and S. Jeter-Williams – No Report.

Elections – Committee of non-running folks

AFT PSRP Conference – April 10-13 – Lake Buena Vista, FL.

Shoes That Fit Campaign – Over 500 commitments. Over 300 given out.

No Old Business

No New Business

MOTION TO ADJOURN at 4:38pm

MSP M. VanGinkle/D. Bates

ADJOURN

4:38 PM

Respectfully Submitted by,

**Mercedes Gaitan
Interim Secretary**