

**AFT STAFF GUILD EXECUTIVE BOARD MEETING**  
**Wednesday, September 18, 2013**  
**AFT Office**

**PRESENT:** V. Butler; D. Bates; L. Nunez; M. VanGinkle; F. Reisner; S. Lepore; G. Foster; B. Love; C. Sutherland; S. Page; N. Nandakumaran; M. Romo; E. Alvarado; K. Roberts; S. Mignosi ; D. Mundt; M. Castillo; J. Armstrong; H. Chang; J. Millhone; C. Coleman-Roberts; S. Ishaque; M. Montanes; G. Whaling; J. Robertson; C. Maddren; R. Zamora; C. Glasband; J. Haywood; D. Morrissette; S. Jeter-Williams

**EXCUSED:** M. Perez

**ABSENT:** L. Ramirez, W. Gilliam, L. Hunter

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

**MOTION TO ACCEPT MINUTES FOR JULY 17, 2013**

MSP VanGinkle/Foster

**REPORT FROM WORKSITES:**

**CITY:** G. Foster: Consultation with President August 8 and September 5, 2013; air conditioners repaired in Admissions & Records Office; Eboard meeting for delegates only on July 25<sup>th</sup>; chapter meeting will be on October 23<sup>rd</sup>; delegates suggested Flex Day for classified which will give workshops on accreditation, student success and SLO's; CalPERs Retirement Meeting scheduled for September 27<sup>th</sup>; College Council on September 27<sup>th</sup>; Budget Committee on September 16<sup>th</sup>; Bond Steering Committee on September 16<sup>th</sup>; EPPIC Program Review Committee on October 9, 2013.

**VALLEY:** C. Maddren – Consultation with President August 20<sup>th</sup> cancelled; President out on extensive leave; Interim Chancellor met with union leaders to discuss Dr. Carleo's absence; September 16<sup>th</sup> President announced retirement; Alma Johnson-Hawkins interim president; Student Services Connection Social took place August 15<sup>th</sup>; employees were encouraged to attend and mingle; ASO gave out t-shirts to be worn the first week of school; Annual Staff Appreciation Luncheon August 22<sup>nd</sup>; employees were given a 3D-presentation on new buildings; Chapter Meeting August 24<sup>th</sup>; cafeteria building will be demolished; twenty-two Staff Guild employees received perfect attendance; met with VP of Admin Services to finalize the arbitration stipulation on Shared Governance; College Council now meeting twice a month.

**HARBOR:** K. Roberts for W. Gilliam – Consultation with President July 31, 2013; discussed ADA rules and regulations; Harbor has the lowest staffing of all 9 campuses; staffing challenges in the bookstore; installation of cameras in the Business Office being addressed by AFT; all student workers were terminated in the bookstore; comp time issue; Staff Guild has 2 seats on the College Planning Committee; 100% union membership at Harbor.

**DISTRICT:** M. Romo for M. Perez – Unit meeting October 17, 2013; SAP consulting team will terminate December 2013; managers and supervisors will be attending 10 sessions of training on collective bargaining contracts; possible grievances – U-notice in Accounts Payable; employee teaching as adjunct and make up time under discussion.

**WEST:** S. Jeter-Williams for J. Haywood – Consultation with President September 9, 2013; Eboard met with President September 9<sup>th</sup> to discuss the AFT Office, the reestablishing of B-shift position, adequate parking and notification of changes in parking on campus; lack of notification to classified employees on available hourly positions; Chapter Chair completed tentative agreement with the President on Appendix W.

**PIERCE:** H. Chang – Pierce Eboard meeting August 8, 2013; Chapter Meeting took place August 14<sup>th</sup>; union office is open once a month; consultation with President September 12<sup>th</sup>; Chair was invited to speak at the Convocation August 19<sup>th</sup>; phone system not working for many offices on campus; emergency drill was carried out August for all staff in the Student Services Building and College Services Building; protective glass was installed at the counter in DSPS, Financial Aid, and Admissions Office; members have been

saying that the union is responsible for the installation; hiring committee was formed without notifying the Staff Guild which is contract violation; administrator has once again tried to stop a member from attending a Shared Governance Committee; member was sent home by supervisor even though employee had a note from the doctor, union investigating; CalPERs workshop held on campus in November 2013.

**MISSION:** S. Mignosi – Invited to participate on hiring committee for a Dean over the objection of the Vice President of Academic Affairs; secretaries have been relocated and their work has been redistributed to the employees left; Flex Day August 22<sup>nd</sup>; Welcome Back Week sponsored by the ASO August 26 – 29<sup>th</sup>; consultation with President September 24<sup>th</sup>, 2013.

**TRADE:** No report.

**SOUTHWEST:** J. Robertson – Consultation with Interim President; discussed shared governance wants classified employees to be more involved since the signing of Appendix W and Article 24; more members have stepped up and asked to be appointed to a committee; Stock Control Asst. Clerk has had issue with accountability and working hours; another has issues with the supervisor and a performance evaluation, work schedule and dress attire.

**EAST:** E. Alvarado for L. Ramirez – Opening Day for faculty and classified staff August 22, 2013; workshop on Active Shooter by LAPD; talked about self- evaluation for Accreditation; consultation with the President July 18<sup>th</sup>; discussed the establishment of a hiring committee process; training about our collective bargaining agreement for supervisors; active participation on Shared Governance Committees; meeting with delegates on September 16<sup>th</sup> to discuss future meetings; discussed the replacement of 2 delegates; meeting with a member about problems with overtime.

**RETIREES:** No report.

**REPORT FROM EXECUTIVE SECRETARY:** S. Lepore – Great recruitment regarding membership and the effect on Agency Fee packets/mailings.

#### **REPORT FROM OFFICERS:**

Treasurer: L. Nunez – New chapter allocation distributed; Student Affairs Committee – new mandate AB 1450-priority enrollment.

First Vice President: D. Bates – Negotiations September 5 and 12, 2013; attended CCE Planning Committee; County Fed meeting; Budget and Finance Meeting and officer's meeting.

Second Vice President: C. Smith – Curtis has resigned; Article 3 of the Staff Guild Constitution states that we can have a secret ballot election or President can appoint until next election.

Secretary: M. VanGinkle – Hot off the Press available at the Membership Meeting on Saturday; Secretary thanked the members who participated in the 34<sup>th</sup> Annual Labor Day Parade and Rally; Staff Guild gave away 2,600 snow cones this year! Attending the upcoming CFT Committee meeting in Oakland.

President V. Butler-

Negotiations –Hoping to print contracts next week, proof at printers.

#### **MOTION TO GO INTO CLOSED SESSION**

**MSP** Bates/Foster

#### **MOTION TO COME OUT OF CLOSED SESSION**

**MSP** VanGinkle/Foster

Board of Trustees 7-24-13 District – Resolution for Jack Daniels.

8-7-13 –Resolution to eliminate people carrying firearms on the campuses received.

8-21-13 – Chancellor selections; ratified agreement with Faculty Guild; increase from COLA and general fund of 3%.

9-11-13 – Personnel Commission actions; trying to eliminate consultants for SAP; Staff Guild attempting to claim ABAP Programmer Position; STAR rating and frozen salaries.

Consultation – Adjunct teaching assignments; compliance officers; Foundations; Unit 1 members not working in the sheriff's department; community services teachers have to be cleared by PC prior to assignments; ceiling on salary; review department chairs as supervisor.

PERS/Health Benefits – Good newsletter wellness committee; 2013 CalPERS Board Member at Large elections; Staff Guild endorsing Michael Bilbray;

LACCD Budget DBC – 2013-14 budgets approved; District has been hiring high salary people but is not going through the DBC for recommendation.

### **AFFILIATES REPORTS/SCHEDULES**

CFT Committee Meetings – Saturday, September 28<sup>th</sup> Oakland

CCE Division Meeting – Saturday, September 28<sup>th</sup> Oakland

CFT State Council Meeting – Sunday, September 29<sup>th</sup> Oakland

CCE Conference – October 18 – 20, 2013 Costa Mesa

LA County Federation of Labor – D. Morrisette -8/19/13 – Secretary Durazo Labor Day Rally in Wilmington; August 27, 2013 Teamster picketed Green Fleet Systems; speech given by a 17-year Walmart employee who was fired for demonstrating; Sergeant at Arms position vacant.

September 16, 2013 – Video on Immigration reform; Joanne Waddell sworn in as Vice President in seat 7; AFL-CIO adopting 20 schools, 2 in Los Angeles; demonstration at CSULA on October 29<sup>th</sup> concerning higher ed, teacher tenure; interns interested in labor studies wanted at CSUDH; Chinatown Walmart opening September 17<sup>th</sup>; come join the picket line.

### **MOTION TO INCREASE FUNDING FROM 25 TO 30 MEMBERS TO ATTEND CCE CONFERENCE AND FUNDING OF UP TO \$350.00**

**MSP Sutherland/Whaling**

Grievances/Arbitration – F. Reisner – Dangerous firewalls in the Student Services Area at a worksite; AFT working with District Facilities & Planning to facilitate a resolution; Notice of Unsatisfactory Performance given without documentation; failure to post overtime list in a department at Step 1; remedy met; student workers performing Unit 1 duties at the Info Desk; appeal hearing October 9, 2013.

Political Coordinator: S. Ishaque – Andra Hoffman thanked us for our support in her campaign for the 45<sup>th</sup> Assembly District; she was not successful.

Community Partnership Coordinator: - C. Sutherland – UCLA Labor Center Advisory Committee August 28, 2013; Black Worker's Congress September 6<sup>th</sup>; Arlene Holt Baker, the first African American Vice President of the AFL CIO and Staff Guild President gave a dynamic speech regarding finding new ways to empower workers; attended the community outreach at the Staff Guild Office to discuss partnering with the organization "Shoes that Fit" a nonprofit that provides shoes to school children.

### **MOTION TO ADJOURN TO COPE COMMITTEE**

**MSP Bates/Foster**

Miguel Santiago, candidate for the 53<sup>rd</sup> Assembly District interviewed for the Staff Guild Leadership; Miguel did a good job in the interview; discussed decentralization, solving grievances;

### **MOTION TO ENDORSE MIGUEL SANTIAGO FOR THE 53<sup>RD</sup> ASSMEBLY DISTRICT AND CONTRIBUTE \$ 3,000**

**MSP Bates/VanGinkle**

AFT will confirm his residency.

Sebastian Ridley Thomas, candidate for 54<sup>th</sup> Assembly District also came in to the office for an interview.

**MOTION TO ENDORSE SEBASTIAN RIDLEY THOMAS FOR THE 54<sup>TH</sup> ASSEMBLY DISTRICT AND CONTRIBUTES \$ 2,000**  
**MSP VanGinkle/Alvarado**

Sheila Kuehl for Los Angeles Supervisor

**MOTION TO ENDORSE SHEILA KUEHL FOR L.A. SUPERVISOR AND CONTRIBUTE \$ 1,500**  
**MSP Sutherland/VanGinkle**

Mike Gipson, candidate for 64<sup>th</sup> Assembly District; already endorsed Steve Neal for this seat

**MOTION TO DONATE \$ 500 TO COUNCILMEMBER CURRIN PRICE**  
**MSP Romo/Sutherland\**

PIPE Program-Already received our contribution back from AFT National.

**MOTION TO SUPPORT ROAD MAP TO CITIZENSHIP FOR ASPIRING AMERICANS RESOLUTION**  
**MSP Romo/Alvarado**

**MOTION TO COME OUT OF COPE COMMITTEE**  
**MSP Bates/Mignosi**

AFT Civil, Human and Women's Rights Conference – October 4 – 6 in Los Angeles

CFT Summer School – Asilomar June 24-28, 2013 report

Executive Director Position- Staff Guild Interviews on August 20, 2013 – Pulled position; putting the announcement out again.

Classified Employees with Adjunct Teaching Assignments – Still have issues; will discuss with Interim Chancellor.

AFT 1521A App – J. Haywood and S. Jeter-Williams – Thanked the Chapter Chairs who forwarded info for the app; only 3 worksites responded.

AFT Staff Guild Annual Membership Meeting-Saturday, September 21, 2013 at the Biltmore Millennium in Los Angeles:

Staff Guild Executive Board Meeting Schedule 2013/2014 Adjustment:

**MOTION TO CHANGE DATE FROM THURSDAY, DECEMBER 12 TO THURSDAY, DECEMBER 19, 2013 AT THE STAFF GUILD OFFICE**  
**MSP VanGinkle/Sutherland**

Retiree Membership Luncheon – Thursday, September 26, 2013 Trade Tech – Special offer for retirees to join or rejoin by December 31, 2013 and get free membership for 1 year; chapter chairs and officers are invited.

Board of Trustees Breakfast on August 15, 2013 at the Staff Guild Office – Mike Eng, Ernie Moreno, Adrianna Barrera were in attendance; discussed volunteers, Article 24, foundation staffing, gave them Valley College grievances; Southwest College DSPS grievance.

LACCD need for a Risk Manager is a concern.

CFT Executive Committee: CFT did not endorse Michael Bilbrey for CalPERS at-large seat-will question at CCE meeting.

Glenda Foster was appointed as AFT Staff Guild representative to the Personnel Commission meetings in Curtis Smith's place.

**MOTION TO ENDORSE ANN YOUNG HAVENS FOR PERSONNEL COMMISSIONER**  
MSP VanGinkle/Romo

**MOTION TO CONTRIBUTE \$ 500 TO California Alliance for Retired Americans (CARA)**  
MSP Sutherland/Mignosi

**MOTION TO CONTRIBUTE \$ 1,000 TO TURKEY AND TOYS DRIVE**  
MSP Bates/Mundt

Union Solidarity Day October 15, 2013; wear your union t-shirts and participate in a union function

**MOTION TO ADJOURN**

**Respectfully Submitted by,**



**Mary VanGinkle, Secretary**