

AFT STAFF GUILD EXECUTIVE BOARD MEETING
Wednesday, February 19, 2014
AFT Office

PRESENT: V. Butler; M. VanGinkle; F. Reisner; S. Lepore; G. Foster; B. Love; V. Tylecek; P. Atkinson; S. Page; N. Nandakumaran; M. Perez; M. Romo; E. Alvarado; T. Davis; D. Mundt; M. Castillo; M. Murray; H. Chang; C. Coleman-Roberts; S. Ishaque; M. Montanez; G. Whaling; J. Robertson; L. Hunter; E. Taylor; M. Horn; K. Williams; C. Maddren; R. Zamora; C. Glasband; T. Ramirez; J. Haywood; D. Morrissette; S. Jeter-Williams

EXCUSED: D. Bates; L. Nunez

ABSENT: M. Gaitan; L. Duffin; J. Armstrong; J. Millhone; L. Ramirez

GUESTS: S. Carter

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

MOTION TO ACCEPT MINUTES FOR JANUARY 22, 2014 WITH CORRECTIONS
MSP VanGinkle/Alvarado

REPORT FROM WORKSITES:

WEST: S. Jeter-Williams – Consultation with the President on 2/10/14; second contract distribution on 1/31/14; first Spring Summit on February 7th; part of flex day activities; classified employees were invited to participate; participated in the Strategic Directions Workshop to brainstormed ideas for the direction of the campus for the next 5 to 7 years.

VALLEY: C. Maddren – Since the transfer of the new deputy to Valley College, crime has been up; Sheriff's Office has increased patrol and officers present; consultation with the President on February 3, 2014; discussed safety training in selected areas of the campus, role of Ombudsperson, requested follow-up on the Business Office complaint; committee member meeting on 1-29-14; President granted an hours release time for attendees; discussed our role in committees, and the importance of the committee meetings; IEC Meeting on 3-4-14; motion was made regarding establishment of a Budget Committee; rules for the committee were already drafted-requesting 2 classified staff members; chapter chair made a friendly amendment that requested 1 classified and 1 appointed 1521A member; received support from the faculty chair & the academic senate chair; worksite Eboard Meeting on February 5th; Chapter Meeting on 2-26-14; Chapter Chair attended search meeting for next LAVC President; thank you to Chancey Maddren for his help in recruitment of members.

PIERCE: H. Chang – Consultation with the President on March 18, 2014; Chapter Meeting on February 26th; EAP Workshop – most of the campus attended the meeting; ongoing issue in the Academic Affairs Department; issues in IT; Diversity Presenter has been hired to train students, staff & faculty on diversity; supervisor selected favorite classified employee to work over the week end; no other employee was notified of the overtime; rest breaks of several classified employees have been changed without the proper procedure which violated our contract.

CITY: G. Foster – Consultation with the President on February 28, 2014; all upcoming hiring have an appointed Unit 1 member on them; we lost one of our members-Rosa Franco, Office Assistant; filed a grievance on one of the Deans assigning classified employee to do certificated work; attended grievance committee on 2-12-14; worksite Eboard Meeting on February 26th; will begin construction on the Student Services Center; new District committee for ride-share program; next meeting is on March 6, 2014 at LACC;

MOTION TO ALLOW VERA TYLECEK REPORT ON THE RIDE-SHARE COMMITTEE MEETING

MSP VanGinkle/Foster

DISRICT: M. Perez – Consultation with Dr. Roman on January 28, 2014; topics discussed – reviewing Departmental Organizational Charts, District is researching the use of CGCA at the ESC, HR Department reorganization is pending the return of Carlos Covarrubias, rolling out Microsoft Academy for Members Training and MOUS Preparation; next consultation is on February 27, 2014; Chapter Chair is on the Interim Dean of Student Services hiring committee.

EAST: No report.

HARBOR: No Report.

MISSION: D. Mundt – Executive Board Meeting on February 24, 2014; Unit Meeting on 2-27-14; consultation with the President on 2-25-14; Classified Day scheduled for April 3rd; Accreditation Team will complete recommendations final draft due on 3-3-14; many departments have classified positions vacant; CAOT Department has student workers covering for absence of classified employees; it can take up to 3 years for the Budget Committee to approve requests from departments; Program Reviews will be open from March 3 to May 30, 2014; old kitchen area has been designated for faculty training center; Firewall issue still not resolved; attempting to have a demonstration of the firewall; roadblocks from the administration and fire marshal.

TRADE: L. Hunter – Consultation with the President on 2nd Monday of the month; topics discussed – Day of Dialog discussion, supervisor training, hiring of support staff for incoming Vice President of Student Services; Day of Dialog on February 20, 2014; membership meeting held on January 30th; topics discussed – MOS Certification, certificated members, contract training, fitness sessions, potential split assignments, & member unity; One Stop Center is unofficially made into separate Admissions Department; employee experiencing communication conflict with supervisor; negative evaluation will be rescinded; hostile work environment because of communication breakdown; step 1 grievance in Child Development Center; employee being reprimanded because of language in Employee Handbook; full time Sign Language Interpreter has been cut down to half time assignments by administration; Black History Luncheon on February 20th; Andre Gonzalez, 20 year employee in Payroll has passed away.

SOUTHWEST: J. Robertson – Worksite met with pre-accreditation team to discuss upcoming accreditation; Chair talked about the need for classified employees to be replaced when a position is vacant; attempting to have a negative evaluation rescinded; employee in library feels she is being victimized by the Dean; Unit 1 members talking about filing a grievance on his own; member working in the Business Office feels she is being picked on; made an arrangement between an employee and supervisor regarding procedures.

RETIREEES: No report.

REPORT FROM EXECUTIVE SECRETARY: S. Lepore – Attended Budget Committee; approved budget for positions at the ESC; attended Accreditation Meeting; members need to be involved with Shared Governance Committees.

REPORT FROM OFFICERS:

Treasurer: S, Page for L. Nunez – Union is doing great financially; thanked members for submitting reimbursement request in a timely manner.

First Vice President: D. Bates – No report.

Second Vice President: M. VanGinkle – Attended Personnel Commission Meeting on January 28 and February 12th; happy to announce they finally awarded 2 employees working out of class pay; recognized an outstanding work performance for Andres Guerra, Financial Aid Technician, Valley College. Revised language for PC Rule 594 regarding career increment differentials for represented employees who are temporarily working in an unrepresented managerial or confidential position; consultation with District Administrators on February 4th; attended CFT Leadership Conference on February 6th and 7th; served on a grievance review committee on February 12th; attended Area Council Meeting at Compton College on February 14th.

Secretary: M. Gaitan – No report.

President V. Butler-

Negotiations –Interest-Based Bargaining – Union feels it is a waste of time; will do traditional bargaining; pulling negotiating team together.

Board of Trustees 1-29-14 – February 26, 2014-wear red day; heart disease and stroke #1 killer of women; resolution to reappoint Anne Young-Haven to the Personnel Commission; speaker regarding Van de Kamp.

2-12-14 – At WLAC; Legislative Committee; AB171; accreditation Ad Hoc committee met; need to include classified employees; resolution for Heart Healthy Month.

Consultation – Sheriff Office staffing- grievances pulled and pushed out; problems with adjunct teaching assignments; release time codes; tuition reimbursement-reviewing list; eye exam issues; foundations; Community Services Teachers; paid lunches; department chairs as supervisors; HR-112 – looking for language to use for the committee to move forward if not contacted within 5 days.

JLMBC – Newsletter sent out; Calpers – no data to look at; health assessment surveys.

LACCD Budget DBC – Colleges don't have the funds to operate; finding a way to get money back to all the worksites; District needs to give clear information and structure to the colleges on how to spend the funds.

AFFILIATES REPORTS/SCHEDULES

CFT Convention – March 21-23, 2014 Manhattan Beach Marriot
CFT Committee Meetings – Saturday, May 17, 2014 at Marriot LAX
CCE Division Meeting – Friday, March 21, 2014 Marriott LAX
CFT State Council Meeting – Sunday, May 18 Marriot LAX
LA County Federation of Labor – D. Morrissette –No report

Grievances/Arbitration – F. Reisner –ELAC-overall below standards @ step 3; employee received U-notice before performance evaluation; duties performed by others @ step 3; Interim Chancellor agreed to pull U-notice and replace with a counseling memos; failure to pass probation filed for arbitration; students performing Unit 1 duties; hostile work environment; classified handbook from Personnel Commission; fitness for duty and volunteers.

Political Coordinator: S. Ishaque – County Fed – email from Maria Elena Durazo to invite Pope Francis to LA; endorsements – Speaker John Perez asking for endorsement from 1521A; running for State Controller; Refund LA Activities – Alliance of California for Community Empowerment launched Fix Unemployment Campaign; commercial property tax work is growing in importance.

AFT Staff Guild Cope Session-No report

MOTION TO CERTIFY AFT/CFT DELEGATES

MSP VanGinkle/Murray

Executive Director Position- Interviewing candidates.

Classified Employees with Adjunct5 Teaching Assignments –

AFT 1521A App –

PSRP Conference – M. VanGinkle and L. Ramirez were chosen to attend.

Shoes That Fit – No report.

Staff Guild Election 2014-Procedures and Timelines

Election Committee 2014-

MOTION TO ACCEPT ELECTION PROCEDURES

MSP Page/VanGinkle

MOTION TO USE TRIPLE A FOR BALLOT COUNTING FOR \$ 2,000

MSP Whaling/Chang

MOTION TO ACCEPT DATES FOR CANDIDATES FORUMS

MSP Alvarado/VanGinkle

**MOTION TO MOVE EBOARD MEETING TO ELAC TO TAKE PLACE AFTER THE
CANDIDATES FORUM ON 4/24/14**

MSP Horn/Morrisette

**MOTION TO PURCHASE SILVER SPONSOR FOR \$ 1,000 AT THE 11TH ANNUAL
SHOLARSHIP AND LUNCHEON FOR LA COUNTY PROBATION OFFICERS UNION**

MSP VanGinkle/Morrisette

MOTION TO CONTRIBUTE \$ 250 TO ROSIE THE RIVETER TRUST

MSP Haywood/Jeter-Williams

**MOTION TO CONTRIBUTE \$ 100 TO BREAST CANCER AWARENESS IN MEMORY OF
ANDRE GONZALEZ**

MSP VanGinkle/Romo

Adjourn in memory of members we have lost

MOTION TO ADJOURN