

AFT STAFF GUILD EXECUTIVE BOARD

January 22, 2014

AFT Office

PRESENT: V. Butler; D. Bates, M. VanGinkle; M. Gaitan; F. Reisner; S. Lepore; G. O'Neal-Foster; B. Love; P. Atkinson; S. Chen; N. Nandakumaran; M. Perez; M. Romo; L. Ramirez; E. Alvarado; W. Gilliam; K. Roberts; D. Mundt; M. Castillo; H. Chang; J. Millhone; C. Coleman-Roberts; S. Ishaque; M. Montanez; G. Whaling; J. Robertson; L. Hunter; M. Horn; J. Gaitan; C. Maddren; C. Glasband; T. Ramirez; J. Haywood; D. Morrisette; S. Jeter-Williams

EXCUSED: J. Armstrong

ABSENT: T. Davis

GUEST: M. Murray

CALL TO ORDER: President Butler called the meeting to order at 3:01 p.m.

MOTION TO ACCEPT MINUTES FOR DECEMBER 19, 2013

MSP M. Van Ginkle/D. Mundt

REPORT FROM WORKSITES:

VALLEY: C. Maddren – Presidents' Consultation 1/6/14. Discussed AFT Office space & have AFT Office, Staff Development, Shared Governance Structure, New Budget Committee and seat for 1521A. New Hirings: IT Hirings, 3 part time Community Services Aides. January 8th had a good voting turn out. Voting on January 21st. EIC meeting and retreat in January cancelled for lack of quorum. Committee members appointed by AFT, 2-hour meeting 1/29/14, will include lunch. President approved 1-hour release time for members to attend.

PIERCE: H. Chang – New 1521A member, office assistant for Physical Plant. 1521A members have been appointed to hiring committees for SFP Program, Office Assistant for GAIN/CalWork, Dean of Institutional Effectiveness, and Interim VP of Academic Affairs. 1/23/14 need response to 2 grievances, Information Desk & Outreach Office, from the VP of Student Services. Consultation with President tomorrow. Chapter meeting on 1/29/14. A counseling memo has been rescinded.

CITY: G. Foster – No Report.

DISTRICT: M. Perez – Consultation with Dr. Roman 12/18/13 regarding SAP consulting firm contracts Roman will check to educate Supervisors and Managers on our active participation on hiring/selection committees/panels. Requested departments organizational charts. Next consultation 1/24/14. Holiday Solidarity meeting, President Velma Butler attended. AFT/CFT convention delegates voting January 21, 2014. Grievance to Academic Senate office for not having a unit 1, moved to step 2. New office assistant, sr. payroll tech, and accountant hired. Managers and Supervisors are seeking advice on how to apply our contract. Appointed members to interview panel for senior payroll technician, SAP ABAP programmer, and Assistant SAP ABAP programmer. Appointed myself to the interview panel for interim Dean of Student Services at District.

MISSION: D. Mundt – Several members took advantage of the MOU certification offered through Certiport. Three members have passed. Contract ratification voting and AFT/CFT voting were completed. College Council Retreat/special meeting planned for February 4th. Ergonomics training is forthcoming. Budget Committee is projecting a 2.5 million deficit; we will receive 11.4% increase in Community College funding for 2014-2015. Temporary bulletin boards placed around campus. LRC to be designated Faculty Training Center, need to add Staff. Revamping program review process by adding additional screens to the web site; departments requesting additional funding to hire more classified support. Shared Governance Oversight Committee – no chair and no issues have been addressed or resolved, still updating the charter and handbook. Firewall testing still not completed. Accreditation is finalizing the final 14 recommendations. Two members attended the MLK breakfast and Parade; one member transferred to LATT, one left the District for a non-profit job.

WEST: J. Haywood – Holiday Celebration 12/20/13 at BJ's restaurant and all had a great time. Our Executive Board is hosting a thank you Chicken and Waffle Breakfast for our campus union brothers and sisters in plant facilities in appreciation for their support. New hires: Student Recruiter, Senior Office Assistant. Interviewing for Community Services Assistant. Members are pursuing their Bachelors, Masters, and Doctorates. Dean of Academic Affairs (Walter Jones) hired and starting February 2, 2014.

EAST: L. Ramirez – SIS training session 11/14/13. 11/22/13 two sessions were offered to discuss and distribute the AFT contract. Over 100 members attended. 1/08/14 one hundred and three members voted for the 3% salary. 1/21/14 voting for AFT/CFT Conventions Delegates Representatives. R. Bustillo retired. Jose Lepe Transferred. Interviews for VP of Workforce Education, instructional assistant, and financial aid assistant. Plant Facilities director interviews were cancelled. 11/21/13 meeting with Financial Aid Office. 12/17/13 Fiscal office inquired re: cameras. On-going Librarian Tech issues. 1/14/14 – consultation with President Martinez. AFT meeting on 1/28/14, President Moreno is the guest speaker. 12/20/13 Classified Christmas Social well attended.

TRADE: L. Hunter – 1/8/14 Presidents consultation. 1/16/14 was day of dialogue, the topic was communication. Continued MOU Certification. Fitness campaign. Membership meeting scheduled for 1/30/14. Temporary reassignment of 12 classified staff requested by Senior Management. Communication conflicts between employees and supervisors. Employee working in unauthorized office at VP of Administration request has returned to original office. 1/24/14 VP will present formal response to Step One grievance. Three of the six interpreter positions in DSPS had hours cut. Dean knows the change is a violation of our contract and the union is addressing issue. Computer & Network Support Specialist and six interpreters have been hired.

HARBOR: W. Gilliam – Consultation President Herzek 1/28/14. Member Laurie Roberts passed away on 1/6/14. Discussion of hiring a new President- AFT will appoint member to committee. Human resources committee, Tim Davis is co-chair, meeting are discussing filling more classified positions. Special Program Assistant hired. Karen Pucher retired.

SOUTHWEST: J. Robertson – Business Office is interviewing for an accounting technician. Met with a supervisor regarding a members job responsibilities and moving of supplies. Meeting with President regarding members evaluation. Member claims working out of class and would like to file grievance. Twenty-five out of sixty members voted for the 3% raise. Four members transferred to other campuses and district office.

RETIREEES: – No report submitted.

REPORT FROM EXECUTIVE DIRECTOR: S. Lepore – Governors State Budget Proposal Committee Reports
Budget and Finance – Report on 2014-2015 State Budget Community Colleges and LACCD.
Legislative Affairs – No report

REPORT FROM OFFICERS:

Treasurer: S. Chen – No report.

First Vice President: D. Bates – 1/11/14 attended CFT Committees. LA Labor Fed will meet 1/27/14. Three new hires in community services for Valley College. Contract question/answers in chapter meeting.

Second Vice President: M. VanGinkle – 1/7/14 first consultation with District leadership. 1/11/14 attended CFT committee meeting on Education Issues. CFT asked me to chair the Credentials Committee at CFT convention in March. Attended the MLK breakfast. I am the lead person on the implementation of the new access badges at the ESC. The entire building should be completed by Friday with badges.

Secretary: M. Gaitan – CFT Committee on School Safety. MLK breakfast well attended. MLK parade was fun and focused on the music of the Civil Rights movement.

President V. Butler –

Negotiations – Chairs will be contacted regarding discussion on who will represent their campus in the next negotiations 2014-2017 contract.

Board of Trustees – At District Office – Resolutions, AQMD incentives, requested district wide meeting with all AQMD reps. HR to request CalSters to allow retired president to work in HR with no penalty. Ad Hoc committees aren't under the Brown Act.

Consultation – Members cannot make up the time the same day. Union release time codes pilot program. Tuition reimbursement allocations. Catastrophic illness – plea for all chapters to help with the 22 more days needed. Chancellor Roman will look at salary study. 970 community services assignments cancelled. Department chairs should not be signing our evaluations. HR-112 is being finalized. Supervisor managers training. Concerns about volunteers, salary study, and consultants.

JLMBC – D. Bates - JLMBC communications committee. Discussed Spring newsletter content. Wellness coalition meeting. Discussed how to get it out of idleness. EAP program was discussed. Flexible spending plan. Cancer Awareness Go Red.

AFFILIATES REPORTS/SCHEDULES

LA County Federation of Labor – D. Morrissette – No report.

Grievances/Arbitration – F. Reisner – Academic Senate at step 2. Student workers performing unit 1 duties at step 2. Overall below standards evaluations – two at step 1 and another at step 3. Failure to pass probation going to grievance review committee. Settlement of appeal 15 day suspension. Employee resigned in lieu of 15 day suspension, 2nd Unnotice. Non-sexual harassment grievance brought to resolution. Counseling memo rescinded. Filed for arbitration hearings on 3 different grievances.

Activities Coordinator – C. Sutherland (laid off from SFP position).

MOTION TO ADJOURN TO COPE COMMITTEE

MSP D. Bates/M. VanGinkle -

Political Coordinator: S. Ishaque – Briefing at County Fed 1/22/14. Endorsement process and timeline discussed. 2/3rd support or oppose or no endorsement. Most incumbents will not be interviewed unless a union requests it. Feb. 18 & 19 will be COPE days.

MOTION TO COME OUT OF COPE COMMITTEE

MSP D. Bates/M. Van Ginkle

CFT/AFT Delegates Election

MOTION TO HOLD CONVENTION ELECTIONS RESULTS UNTIL ALL VOTES HAVE BEEN COUNTED AND RATIFY IT BY EMAIL.

MSP M. Van Ginkle/ D. Bates

MOTION TO SEND TWO PEOPLE (SELECTED BY LOT) TO THE AFT PSRP NATIONAL CONFERENCE APRIL 11-13 (FLORIDA).

MSP M. Van Ginkle/ D. Bates

MOTION TO ACCEPT THE 2014 ELECTION TIMELINE

MSP D. Bates/S. Jeter-Williams

MOTION TO ESTABLISH A 2014 ELECTION COMMITTEE OF 7 MEMBERS WITH THE CHAPTER CHAIRS SUBMITTING NAMES

MSP D. Bates/M. Perez

½ hr prior to the meeting have an orientation on the election.

MOTION TO USE AAA TO ADMINISTER THE DECISION PROCESS AND COUNT THE BALLOTS FOR THE 2014 ELECTIONS.

MSP D. Bates/J. Millhone

Hot Of The Press

- Flexible Spending Plan Account – HRA needs to be spent before the FSA can be spent.
- Cancer Awareness
- Blueshield Wellness

MOTION TO PAY 2013 USLAW AFFILIATION FEES.

MSP M. Van Ginkle/ G. O'Neal-Foster

No Old Business

No New Business

SILENCE FOR LAURIE ROBERTS AND A.V. MEMBER AT THE DISTRICT OFFICE.

MOTION TO ADJOURN at 5:22pm

MSP G. Foster/L. Ramirez

ADJOURN

5:22 PM

Respectfully submitted by,

Mercedes Gaitan, Secretary