

AFT STAFF GUILD EXECUTIVE BOARD
Thursday, October 13, 2016, 3:00pm
Minutes

PRESENT: V. Butler; S. Chen-Page; P. Atkinson; N. Nandakumaran; V. Tylecek; B. Love; K. Ryan-Rubio; M. Romo; E. Alvarado; S. Mignosi; D. Mundt; H. Chang; S. Ishaque; M. Montanez; C. Coleman-Roberts; G. Whaling; C. Smith; L. Piernas; M. Horn; M. Gaitan; T. Ramirez; J. Haywood; S. Williams; D. Morrisette; L. Nunez; D. Ramon

EXCUSED: M. VanGinkle; F. Reisner

ABSENT: M. Perez; T. Davis; C. Dagdagan; J. Millhone; L. Hunter; C. Maddren; A. Miller; B. Harmon; A. Robinson

GUEST(S): none

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

MOTION TO ENTER AGENDA INTO THE RECORD.

MSP G. Whaling/J. Haywood

MOTION TO APPROVE SEPTEMBER MINUTES INTO THE RECORD.

MSP G. Whaling/J. Haywood

REPORT FROM WORKSITES:

CITY: P. Atkinson – Consultation 10/06; Membership meeting 09/06; Union Day 11/03; Presidents Scholar Program (student entering from HS with Min. 3.75GPA – full scholarship); Staff concerns – SS building completion and issues (falling window), adjunct assignment policy, staff development money for 1521A members; members filing hostile work environment; concerns about staffing and cleanliness; Vera Tylecek won her 2nd Diamond award; WEC has grievance going to arbitration.

PIERCE: M. Montanez for H. Chang – Delegate meeting on 09/21; Chapter meeting on 09/28 (members were informed about annual membership meeting, improper supervisor training, emergency kits and campus building project); Consultation with President on 9/22 and discussed negative impact of managers without proper training. Next consultation 10/13; New members – Latice Gustavis(EOPS) and Jorgee Flor Tamargo(IT); 17” monitors were provided for SIS training; IT staff concerned regarding hostile work environment in IT; Bathroom keys for sign language interpreters resolved.

DISTRICT: M. Perez – No Report

EAST: E. Alvarado – Hiring for Admissions and Records Assistant; Admissions training for new SIS system; Eboard meeting scheduled for week of 10/17; Staff had good things to say about annual membership meeting; STEM Grant awarded to ELAC in the amount of 1.25 million for 5 years; Demo of old chemistry building in progress.

SOUTHWEST: C. Walker – No Report

TRADE: L. Hunter – Written report delivered not read into minutes – Foundation Scholarship Gala 10/20; LATT membership scheduled for 10/26; Prop 55 campaign will be held in free speech area on Oct. 13th and 14th; Member Concerns – Two employees involved in hostile work environment with each other, employee requested working out of class, CGCA's supplanting classified work – a grievance is being prepared, student worker assigned to Dean of Academic Affairs (included in above grievance); Violation of step one timeline (moving grievance to president); Hiring's – Student Support Services Rep. (3positions) for Bridge for Success – interviews have been held and pending final District approval, Student Recruiter, Student recruiter Coordinator; Doris Hernandez, former employee of LATT passed away on 10/5; Karen Amarawansa, former Secretary for Business passed away on 09/12; Staff Guild member Tracy Hale and Local 99 member James White married on 09/24.

HARBOR: A. Miller – No Report

MISSION: S. Mignosi – Chapter meeting 09/21; President's consultation 10/03, next consultation 10/25; 10/13 National Student Day; Scheduling a AFT Blue T-Shirt Day; Approved two professional development days, working on the final list to present to the President; 2 computers at the Eagle Nest for MOS practice; Classified hiring – Bookstore Cashier and A&R Assistant; Campus Issues – Firewalls (Arbitrations), Charging employees for use of the gym.

RETIREEES: B. Harmon – No Report

VALLEY: A. Robinson – No Report

WEST: J. Haywood – College President Hired – James Limbaugh; Next consultation 10/17; Next Chapter meeting 11/10; Member Issues – Members making sweetheart deals with supervisor, relatives being hired as student workers; College Council met on 10/6, discussed leadership retreat, Leadership retreat scheduled 04/21/2017; Updated participatory handbook submitted for approval; President Sprague said Larry Packham will present a bi-annual report earned from rentals. AFT1521A will inquire how we could also benefit from dollars earned from rentals; ongoing discussions on how to best protect the campus.

REPORT FROM EXECUTIVE DIRECTOR: D. Ramon – Attended Board of Trustees and Legislative Public Affairs Meeting; CCE Conference in San Diego; The retiree luncheon was 10/3, was well attended; Budget and Finance – Trustee Moreno is concerned that the printed schedules did not include information on how to enroll, PeopleSoft integration – Financial Aid has several concerns, photovoltaic buyout will save \$15,000,000; Strategic Enrollment Committee – Concerned with drop of enrollment.

REPORT FROM OFFICERS:

Treasurer: S. Page – Checking balance - \$421,516.17; Expenditures - \$120,227.15; Deposits - \$118,028.24, COPE balance \$82,161.36; attended budget and finance committee 09/21, SIS will go live for Admission and Records in November and Financial Aid February, 2017; The District is experiencing a 3% decline in enrollment across the 9 campuses.

Interim First Vice President: M. VanGinkle (out ill, paper report submitted) – Personnel Commission - 9/13: successful working out of class claim for an employee at Harbor, successful reclassification for an employee at Pierce from senior office assistant to student services assistant, 9/27: personnel commission reviewed title change and salary reallocation for the class of training and staff development coordinator to training and staff development manager, established a new class, executive assistant to the chancellor, outstanding work performance for a senior secretary at City. 10/11: unsuccessful re-class for an instructional assistant IT from West. Attended the District Planning Committee on 9/13, attended the BOT meeting at Pierce, attended the CCE conference October 7th – 9th.

Interim Second Vice President: M. Gaitan – Attended the CFT/CCE Division Council Meeting where the death benefit was discussed, now veto'd by Governor; attended the ethnic minority committee 9/24; students designed t shirt contest; 9/29 Mercedes and Suleman distributed 1500 Warren Furutani fliers; attended the retiree luncheon; attended Legislative Committee Meeting, discussed capturing FTES based on a program instituted by El Camino College; last year registration priority and emancipated minor was made permanent; Umoja and Puente were discussed, trying to grow these programs. Want to have full time people to run the programs; Prop 55 was discussed and a push need to be made to get it approved. Prop 98 offers a temporary bandage, but prop 98 will dissipate over time and without 55 we may have shortages; The cost of text books was discussed, students cannot afford their books, the cost of books are driving our students away; The chancellor mentioned that he wants to bring additional students in, we have the lowest number of student workers in the country, research shows that student retention and completion are greatly improved when students work on campus; Shoes that fit, a couple of sites that do not yet have a campus rep.

Interim Secretary: C. Smith – No Report

President: V. Butler – Suggested to use Survey Monkey on volunteers and student workers; Staff Guild is looking into SFP positions, there are possibly over 400 in the system; Working on another date for worksite training for supervisors, District is sending out a flyer to announce the training; District is opening all articles of all units contracts; Requesting names from chapter chairs for a negotiations representative from their campuses; Preparing a survey to membership to obtain feedback from members for next negotiations; BOT meeting on 10/5, Unions

turned in force to bring attention to the HRA concern, the District has \$123,000,000 plus available, Discussion on decentralization returning to centralization due to all the issues; ISA position, concerned that there are too many assignments that are supplementing unit 1's work, we are requesting details on the positions and work being done; Effective 10/1 several IT positions are being brought into Unit 1 (Data Base Systems Specialist, Senior SAP ABAP Programmer, SAP Netweaver Portal Developer); Information request for confidential employees to determine if some of them should not be confidential; the sign language interpreters grievance was satisfied with regards to restroom keys; Concerns with sign language interpreters where the hiring is falling short of the 20 hours for benefits; information request for all satellite sites wanting to know hours of operation, total numbers of employees, classification, what department, supervisors name; athletic trainers are being stretched thin due to colleges adding in additional supplemental sports; administrative transfer ADA accommodation not being accommodated – grievance will be filed; attendance incentive program – the contract states that it will be paid out in the 03 pay period; Staff Development discussion – copied from human resource memo in packet page 7 **“All staff development activities sponsored by the fund are to be approved by the Staff Guild members on the Staff Development Committee at each location. The funds are to be used to sponsor workshops and trainings for all AFT Staff Guild employees at a given location”**; District was putting all professional development monies in a travel account, which is misleading so the monies were moved to a contract personal services account; Personnel Commission – joint meeting with the Chancellor, attempting to schedule a meeting, the Chancellor cannot find time until 7/2017; working to insure that HR is at the personnel commission meetings.

Joint Labor Management Benefits Committee: Wellness, the BOT turned down the wellness budget proposal, will be bringing it back with a reduced amount. Will continue to discuss the continued need for the HRA, when we entered CalPers the District saved \$15,000,000;

LACCD – Budget – DBC – Executive Committee - LACCD budget ending balance \$124,000,000 in reserve; Executive committee did not meet.

Activities Coordinator: M. Romo – Veterans Day pancake breakfast at LATT 11/11 @ 8:30am; November 19th Annual Homeless Walk; Turkey and Toys coming up, requesting schedule for when turkey and toys will be taking place, we may want to participate in helping out.

Affiliates Reports: CCE Division Council, presented the death benefits bill, it was attached to the CPI (consumer price index) with no increase to our death benefit; Governor vetoed the bill; S. Ishaque attended the Education Technology Committee – the committee is working on contract language for locals, they were impressed with the language in our contract.

- CCE Conference – S. Jeter-Williams, very nice venue in San Diego, attended 2 workshops – CalPers Retirement Workshop, CalPers is based on the same fiscal year as ours. 250 days of illness is equal to 1 year of service credit. Best to retire at the end of the year or end of school year. After age your percentage of benefits is locked in at 2.50%, Gripe vs Grievance – learned how to determine the difference between a gripe and grievance. V. Butler is very concerned about the CCE Conference, many of the issues that were discussed did not benefit the classified staff, there was supposed to be a legal panel, but only attorney that was on the panel was our attorney Hope.
- California Labor Federation – Without AFT 1521A in attendance, very few CFT people there.
 - Delegates Report – D. Morrissette – Last meeting 9/19 \$276,368.50 cash disbursements, \$750,052.07 general fund, \$1,900,050 solidarity fund, motion \$500 Evelyn Cruze Funeral, UALE \$500 for Union Women Conference, USCW \$1000 golf tournament, UTLA is raising awareness for a fully funded public school see <http://www.wearepublicschools.org> for more information, Local 53 and Fox 11 are in negotiations and have been for the past 3 years, immigrant farm worker legislation passed, 8 hour days and an increase in pay, County Fed has a new web address thelafed.org

Grievances/Arbitration: F. Reisner (Reisner on vacation, report delivered by V. Butler)

– **Consultation** – Finalizing mediation and conflict resolution process District wide, Anniversary Date implementation, District need to supply data on amount that has been paid out and who is missing monies due to the change in implementation, Velma would like to see a catastrophic leave bank to put the lost monies if feasible; Still working on the manager/supervisor training; partnership with LATTTC – 12 week boot camp for the incarcerated - **Grievances** – Pending arbitration at City College over parking tickets processing

MOTION TO GO INTO COPE AT 5:05PM
MSP
G. Whaling /E. Alvarado

MOTION TO ENDORSE WARREN FURUTANI FOR CALIFORNIA STATE SENATE FOR \$5000.
MSP J. Haywood/G. Whaling

MOTION TO SUPPORT PROPOSITION CC MOTION FAILED.
MSF S. Williams/P. Atkinson

Important Dates

- October 10, 2016 First day to vote by mail
- October 24, 2016 Last day to register to vote
- November 1, 2016 Last day to apply for a vote by mail ballot by mail
- November 8, 2016 Election Day – Polls are open 7:00am – 8:00pm

17 E-board members are not contributing to COPE, campaigning for 100% contributions

PAC Committee Members – need 1 member each from 6 work sites
- City, ELAC, Harbor, Mission, Trade Tech, West

SCI Grant – Membership at 96.78%, next SCI meeting in spring 2017 – need representation from 4 campuses (Harbor, Mission, Southwest, TradeTech).
- SCI Grant Goal – Add 50 new COPE members districtwide, 48 needed

MOTION: Purchase 6 TIX FOR Assemblywoman Cristina Garcia Evening Reception \$75.00 each.
MSP V. Tylecek/L. Nunez

MOTION TO COME OUT OF COPE AT 5:12PM.
MSP G. Whaling/S. Mignosi

RIDESHARE: V. Tylecek – Rideshare event @ LACC October 5th, 15 vendors participated; November 3rd @ LACC – LACCD Task force Meeting; Diamond Award – 2nd time awarded to Vera Tylecek; U Bus Pass – Pending for student's pilot program; October 20th @ 10:20am. The Great Shake Out – www.shakeout.org

COLLEGE PROMISE: Will increase the number of students that are attending our campuses. No discussion for the additional staffing, facilities care, etc.

PERSONNEL COMMISSION: Holding an informal open forum on November 1st District Office

MOTION TO RENEW ANNUAL MEMBERSHIP: 2016 USLAW Affiliation Fees in the amount of \$625.00
MSP J. Haywood/E. Alvarado

MOTION TO CONTRIBUTE TO TURKEY AND TOYS: Amount of \$500.00
MSP V. Tylecek/S. Williams

MOTION TO CONTRIBUTE TO HOME WALK UNITED WAY: Amount of \$1000.00
MSP J. Haywood/V. Tylecek

MOTION TO ADJOURN AT 5:51PM IN MEMORY OF ANGELO SIMINITY.
MSP everyone

Next Meeting Thursday, November 17, 2016, 3:00p.m., Garden Room LATTC

Submitted by,

Curtis Smith, AFT 1521A Secretary