

**AFT STAFF GUILD EXECUTIVE BOARD**  
**Thursday, October 12, 2017**  
**AFT Office, 3:00pm**

**PRESENT: Officers:** V. Butler; M. Gaitan; S. Chen-Page; C. Smith; S. Ishaque | **City:** P. Atkinson; V. Tylecek; N. Nandakumaran | **District:** M. Romo; V. H. Ortiz | **ELAC:** M. Limon; J. Ortiz; O. Tulifua | **Harbor:** W. Gilliam | **Mission:** S. Mignosi | **Pierce:** J. Millhone; M. Montanez; G. Whaling; C. Coleman-Roberts | **Southwest:** C. Walker; Y. Walker | **Trade:** L. Hunter; E. Traylor; D. Santoianni; | **Valley:** V. Enriquez; T. Ramirez; C. Maddren; P. Highley; J. Hooker | **West:** J. Haywood; S. Jeter-Williams; D. Morrisette | **Retirees:** B. Harmon |

**Guests:** L. Johnson; S. Johnson; C. Glasband

**EXCUSED:** F. Reisner; K. Ryan-Rubio; K. Roberts;

**ABSENT: Officers:** | **City:** B. Love; E. Johnson | **District:** M. Perez; M. Goldstein; L. S. Duffin; H. Alonzo | **ELAC:** E. Alvarado; J. Arana; | **Harbor:** N. Timms; T. Gonzalez; T. Davis | **Mission:** J. Barnes; C. Dagdagan; M. Castillo; T. Ward-Thompson | **Pierce:** D. Porras; | **Southwest:** S. Carter | **Trade:** M. Castillo; R. Marquez; K. Williams | **Valley:** C. Morejon | **West:** L. Nunez; D. Roberson | **Retirees:** B. Harmon |

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

**MOTION TO APPROVE SEPTEMBER MINUTES INTO THE RECORD. (with corrections)**

**MSP** S. Ishaque/S. Jeter-Williams

**REPORT FROM WORKSITES: (Due to AFT National guest all chapter reports submitted in writing)**

**CITY:** P. Atkinson – 9/26 eboard Met; 10/10 President Consultation – Discussed moving staff to welcome center without process CGCA assisting a program director, Working on Student Services Building corrections, SIS still presenting challenges; 10/6 enrollment management at Mission; LACC planning a Dec. retirement event.

**PIERCE:** M. Montanez – 10/4 President Consultation – Discussed supervisors inability to do proper performance evals, Deans and department chairs lack understanding of supervisor MOU, Issues with registrar in admissions and records, rodent issues on campus, spread to library, concerns over PCC composition; Hiring committees – piano accompanist, financial aid tech, SFP program specialist, performing arts tech, grants coordinator, custodian; shared governance committees – PCC AFT 1521A voted against \$80,000 proposal for outside firm to market college to increase enrollment; member had poor evaluation – Dean agreed to have supervisor redo eval; Met with registrar of A&R to discuss article 8 J5 employees need to be away from computer for 15 minutes every hour and cannot use computer during last 15 minutes of their shift; 9/26 grievance rep interviews took place.

**DISTRICT:** 8/30 consultation – discussed MOUS prep training for ESC staff, start campaign to encourage members to obtain MOUS, ESC Classified Day workshops sponsored by Chancellor; Union Day 9/29.

**SOUTHWEST:** C. Walker – Plumbing issues in SSB caused restrooms to close on and off for month; PeopleSoft training a wreak; Looking for space for Union Office; Union Day 10/17; New grievance rep Yovanna Walker; Accreditation follow up 10/30.

**EAST:** E. Alvarado – 9/22 Consultation with President – Discussed VP of AA agreed not to forward 2 interview candidates due to improper notice to 1521A, staff shortages, SRP losses/replacements, Moving staff for outside locations (continuing ED), Extended lab hours 8am to 10pm and only 1 classified staff, process for ergonomic review; Classified e-board and staff attended Guided Pathways for student focus group – much confusion.

**TRADE:** L. Hunter – 10/9 consultation – discussed relocation and construction issues, comp time use for holiday vacation, benefit of outside partnership being housed on campus, campus hours of operation – specifically library; Events – Tom Bradley Building dedication 12/12, Union Day 11/9, LATT hosting eboard meeting 11/16; Foundation Gala 10/26, membership meeting 10/24; Member concerns – Employee experiencing hostile workplace, denied classification upgrade, step 1 grievance filed in VP, classified vacancies pending, inadequate staffing levels in library – student workers and librarians assuming unit 1 duties; Hiring's – A&R Eval Tech interview held, administrative sec in VP instruction office, event coordinator.

**HARBOR:** W. Gilliam – 10/12 Consultation – Discussed replacing classified positions 13 positions vacating in Dec., Harbor will replace positions with lower classifications to save money.; Member Issues – Air quality concerns, holding emergency drills 10/23-25, homeless sleeping in parking garage; Classified hiring – bookstore cashier and office assistant.

**VALLEY:** V. Enriquez – Consultation 10/24 – Issues – Unclassified workers doing unit 1 jobs, requested list of all classified employees at LAVC, members meeting with Deans and Department Chairs to discuss duties.

**MISSION:** S. Mignosi – 10/24 Consultation; Events – 10/10 late registration day; hiring's – 10/5 interview for online multimedia specialist and administrative secretary. Member Issues – Many concerns with new SIS; Campus Issues – Per title 9 breast feeding rooms need to be available on campus, working with staff to deal with accommodation issues, issue in DSPS regarding customer service, issues with mediation between staff and VP in progress.

**WEST:** J. Haywood – Unit member AWOL prior to transfer after vacation rejected, new hire financial aid tech, unit member in SFP looking for new assignment after funding ended, health fair successful, members excited contract will be ratified, still questioning HRA..

**RETIREEES:** B. Harmon – Membership at approximately 49 members, added some June retirees and early registered some December retirees; Annual retiree membership meeting luncheon held and had approximately 25, "Graduation Party" for those retiring after June retirements. We will celebrate sometime in January.

**REPORT FROM DIRECTOR OF OPERATIONS:** Vacant – Offer will be made to potential candidate, will report back.

#### 4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance \$863,428.99; Expenditures total \$131,567.82 Deposits \$56,716.01; COPE balance \$64,251.61 – 3 contributions made to B. Yee for Controller \$500, M. Santiago for Assembly \$1000, C. Garcia for Assembly \$200; Attended retirement luncheon 9/28, district Office Union Day 9/29, Valley College Union Day 10/5; student affairs meeting 10/13.
- b. **First Vice President:** M. Gaitan – Spring News Letter – free gym membership, usual content, fulltime and part times transitioning, how not to die in the first 6 months, how to financially prepare for retirement, psychologically and physically prepare for retirement, advertise events; HRA/FSA – RFP never finalized, looking to separate HRA from FSA, FSA not available during open enrollment, separate dates have opened, Wage works, corporate fitness RFP delayed – new start date 1/1/18. Marathon & Wellness Discussion – 1250, 2500 raised, 10,000 commitment, maybe use advertising dollars, Anthem Blue Cross not showing up at wellness programs and health fairs, health fairs a success, EAP and mediation – what's the procedure? Over 1.5 months no response to mediation request, 2 people working at HBU at ESC; Workers Comp – RFP process, Unit one member in every sheriff's office.
- c. **Second Vice President:** S. Ishaque – Reclassification Studies – 1 upcoming with a no recommendation; Class Establishment – changes to following being discussed – senior sign language interpreter specialist, sign language interpreter specialist 1 & 2 condensed to just sign language interpreter specialist, director of human resources – tabled 9/27 – heated discussion 10/11 passed with conditions, establish sign language interpreter specialist sub and relief; PC Rule changes – 2 rules updated to reflect current Ed. Code 768 and 558; Committees – Leg & Public Affairs Committee – Resolution to enact DACA as federal law, resolution to void President's decision to end DACA, bills to support DACA students, College Promise goes state wide – 25 million – BOG fee waiver renamed as Promise Grant; Budget and Finance Committee – Bond rating AAA which is no longer highest, Team visit to City lead by President Erica – Team will identify issues, suggest solutions and also implement solutions, enrollment update – SIS survey, surge in online classes, efficiency lower than floor values, high abandonment rate in applications, app will be launched, planning an assessment of IT operations, Ernie not happy with top down approach district took in designing the SIS; Consultation – review of ACR, members hired at 19.5 hours; Other – Attended Union Day at Valley and District, Annual Membership meeting.
- d. **Recording Secretary:** C. Smith – Hot Off The Press in your packet, Attended Consultation, Union Day at Pierce and Valley, Attended Enrollment summit at LAMC, IE/Student Success committee meeting, annual EEO advisory committee meeting, LATTC Student Awards Dinner.

The remainder of the meeting was reserved for our guest Loretta Johnson. She was visiting us from Washington DC and is the Secretary of the AFT National Union. She came to speak with the Staff Guild to discuss concerns over the relationship that us and many other locals are having with our CFT State Affiliate. L. Johnson came from a classified background and expressed great concern over the issues that we expressed to her and the AFT. At time during the meeting the conversation did get heated, but baring a few tempers flaring the conversation was a productive one and we are hopeful that the AFT will be able to assist our local in determining a best solution to this ongoing situation.

#### 5. President's Report: V. Butler

- a. **Membership Meeting –**
- b. **Negotiations – Board of Trustees – V. Butler -**
- c. **Consultation/LACCD/Personal Commission –** No consultation for some time Albert has been on vacation.
- d. **JLMBC:  
Wellness/EAP/Benefits -.**  
Open enrollment is here, if you are not changing anything you do not have to access your account; there was a wellness event to award prizes form last walking challenge; RFP is out for the gym membership; No new HRA details; District requesting that we sponsor the LA Marathon. Any proceeds will go to our wellness program.  
**HRA –** HRA still being discussed with District – Rallies planned to show our support for HRA at next 3 BOT meetings
- e. **LACCD – Budget - DBC Executive Committee –** Ending balance \$130,000,000
- f. **Activities Coordinator: M. Romo –** No Report – We had a great Labor Day Parade, had a great trolley,
- g. **Director of Operations –** Interviewed several people and found 1 person that we are interested in, going to make an offer.

**6. Affiliate Reports/Schedules**

- a. **LA County Federation of Labor AFL-CIO –** Rusty Hicks will be coming to speak with us.

**7. Grievances/Arbitration:**

**10. Executive Board Retreat –** TBA

**11. Other –** Covered packet

**12. Old Business –** None

**13 New Business –** None

**Motion to Adjourn @ 5:15PM MSP G. Whaling/V. Ortiz**

**Next Meeting Thursday, November 16<sup>th</sup> 2017, 3:00p.m., LATTC**

Submitted by,



**Curtis Smith, AFT 1521A Recording Secretary**