

**AFT STAFF GUILD EXECUTIVE BOARD**  
**Thursday, September 14, 2017**  
**AFT Office, 3:00pm**

**PRESENT: Officers:** V. Butler; M. Gaitan; S. Chen-Page; C. Smith; | **City:** P. Atkinson; V. Tylecek; B. Love; K. Ryan-Rubio; N. Nandakumaran | **District:** M. Perez; V. H. Ortiz | **ELAC:** NA | **Harbor:** K. Roberts; T. Davis | **Mission:** | **Pierce:** S. Ishaque; J. Millhone; M. Montanez; G. Whaling; C. Coleman-Roberts | **Southwest:** N/A | **Trade:** L. Hunter; M. Castillo | **Valley:** V. Enriquez; T. Ramirez; C. Maddren; P. Highley | **West:** J. Haywood; S. Jeter-Williams; D. Morrisette | **Retirees:** B. Harmon |

**Guests:**

**EXCUSED:** F. Reisner; S. Mignosi; W. Gilliam;

**ABSENT:** **District:** M. Romo | **ELAC:** E. Alvarado; J. Ortiz | **Southwest:** C. Walker

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

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

**MSP** M. Perez /K. Ryan-Rubio

**REPORT FROM WORKSITES:**

**CITY:** P. Atkinson – 9/12 Consultation/President – President leaving and parking for first week an issue. Campus concerns – Overtime not being distributed properly according to contract; Campus 18% down on enrollment.

**PIERCE:** M. Montanez – Chapter Meeting – 7/26; Delegate Meeting 7/25; Union Day well attended; Consultation - Information Desk Grievance, Sue of equity and student success monies in hiring A&R employees; Access to parking for staff; 2 unfilled positions in CopyTech; Request additional security student services area due to new SIS; 3 members appointed to shared governance committees; A&R have concerns of unprofessional work environment because of supervision; Ongoing issues in bookstore, Brahma Café, Copy Tech, Special Services and Student Services; Air conditioning in Student Services Build., Rodent problem in Financial Aid and Library, Numerous issues with PeopleSoft; 3 grievances have been served on president.

**DISTRICT:** - M. Perez – Consultation 9/22/2017 – MOUS preparation training, campaigning to get members to trained, Discussing other possible certifications to meet requirement for differential, ESC Classified Day sponsored by Chancellor; Union Day 9/29.

**SOUTHWEST:** C. Walker - No Report

**EAST:** E. Alvarado – No Report

**TRADE:** L. Hunter – 9/11 Consultation – Topics – Administrations plans relocation, Financial Aid, EOPS reorganize A&R, Introduction of new VP Instruction, use of CGCA's, support staff for new administrators; Member Concerns – Several classified vacancies pending, student incident – mental episode in A&R and Financial Aid, employees offered extended breaks and counseling but expected to return to work, poor staffing levels in library, Classified duties done by supervisor, employees being micro managed.

**HARBOR:** W. Gilliam/T. Davis – 9/14 Consultation; Issues – Supervisor refused to sign off on member's time since June 2017, complaints/bathrooms smell and no toilet paper, Financial Aid security, members working out of class.

**VALLEY:** V. Enriquez – Consultation 7/31 –Discussed supervisors yelling as a form of discipline; Consultation 8/28 – Hiring still issue, issues with financial aid for students do to the new SIS; Classified Opening Day 8/25; Classified Appreciation Day was moderate success; Lost a member while on probation; Filled a position in Admin. Services; Still many vacancies; Members upset that staff lounge was utilized as an extension to business office, new system only allows business office to be able to accept cash or checks, to pay with a credit card you have to go online.

**MISSION:** S. Mignosi (submitted via email) – 9/25 Consultation; Events – 8/11 Student Services Deans retreat, 8/16 Ice Cream Social and Members Meeting; 8/22 Fall Kick-off day, 8/24 Flex Day; 9/8 Union Day – Great turnout and members expressed they did like having the Officers come to campus and are hoping we will do it again; Classified Hiring – 2 student services assistants, Academic Affairs hiring additional secretary, 8 A&R assistants on sub and relief basis through mid-September; Members very concerned about PeopleSoft; IA in Bio Lab being assigned too much work.

**WEST:** J. Haywood –President consultation 9/21 – Member allowed to utilize retirement incentive even though deadline past, scheduling issues in HLRC, Met with administrator and supervisor concerning member concerns

overtime was not being handled properly; 2 new hired – Financial Aid Tech and Admin. Assistant; Events – AFT Classified hosted Chicken and Waffle Breakfast for plant facilities Friday 8/18.

**RETIREEES:** B. Harmon – Membership at approximately 49 members; Annual retiree membership meeting and luncheon 9/28; “Graduation Party” for December retirees; JLMBC – Lori Green will attend for retiree’s.

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

#### 4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance is \$894,190.32; Expenditures total \$78,809.72 Deposits \$177,824.79; COPE balance is \$69,951.61 – contribution made to Bilbrey for CalPERS in amount of \$250.00; Attended Student Affairs Committee 9/8 – Student Trustee felt there was too much tension between BOT members, Great deal of concern over SIS, Student trustee has recommended that each college schedule a meeting with administration to discuss setbacks students are facing due to inadequacy of services, An Ad-Hoc committee being formed to review ESC policies and implement changes, Moving forward with a person taking notes and put them into minutes as verbal meetings are not effective in holding management accountable.
- b. **First Vice President:** M. Gaitan – 7/13 AFSCME Probation Dinner – Velma Honored; 7/14 Health Care Once Payer – Garden Party; 7/19 Operations Director and Officers meeting; 7/20\_23 AFT DC Meeting; 8/8 JLMBC; 8/11 Dodgers Union Night; 8/15 LA County Labor Federation – Vision for the future, change in board seats adding up to 3 additional seats in next 5 years, governance structures; 8/22\_23 PACTS Training; 8/24 Director of Operations interview and review applications for Sandra Lepore Scholarships; 8/30 Director of Operations 2<sup>nd</sup> interview; 9/4 Labor Day Parade; 9/8 Union Day @ Mission – 9/12 JLMBC; 9/14 Shoes That Fit Gala Planning.
- c. **Second Vice President:** S. Ishaque – Senior Sign Lang Interpreter approved, Sign language interpreter specialist 1 approved; Class Establishment – Current and new organizational chart for HR department – tabled until A. Roman returns; Rule Changes – general housekeeping and deleting of outdated language; Other – Attended meeting with AFT National in DC 7/21, Attended BOT meeting and HRA protest 8/9; Attended Union day at Mission and Pierce; Appointed to legislative committee 1<sup>st</sup> meeting on 9/20; Attended Director of Operations interview.
- d. **Recording Secretary:** C. Smith – Hot Off The Press ready and will be available for membership meeting; Attended Union Day at Mission and Pierce; Attended Labor Day Parade and brought daughter who had a great time; Attended Director of Operations 1<sup>st</sup> and 2<sup>nd</sup> interviews; Attended Institutional Effectiveness and Student Success Committee; Thank you to all Chapter Chairs for your well written reports they make completing minutes so much easier.

#### 5. President’s Report: V. Butler

- a. **Membership Meeting** – Scheduled for 9/16.
- b. **Leadership Retreat** – Received good response and will start planning large retreat for next year.
- c. **Negotiations – Board of Trustees** – V. Butler - 8/09/2017 – Demonstrated for HRA, staff guild made a good appearance; Chancellor stated fee policy to be dropped if student has not paid will not go into effect until Spring semester due to PS issues, requiring students to pay is State law, but District has not been enforcing this law, Chancellor congratulated retirees, Chancellor introduced new legal counsel. Discussed resolution sanctioning S. Svonkin, they did not get enough votes to pass resolution, but they did get enough votes to call him on the carpet. 9/6 meeting O. Barnes worked for District for 47 years; 20 speakers on HRA, submitted letter to BOT on HRA; facilities master plan and building at Trade Tech; Chancellors update returning funds to State since we are not meeting enrollment, hoping for 1% growth; resolution passes for Hispanic Heritage Month 9/15-10/15; Issues brought to BOT from resource table – improper use of student workers – this is an abuse of students and student ambassadors; discussed HRA and how BOT let the employees down by not getting this done in time for open enrollment;
- d. **Consultation/LACCD/Personal Commission** – Not had consultation for some time Albert has been on vacation. Next consultation scheduled 9/20.
- e. **JLMBC:**  
**Wellness/EAP/Benefits -**  
Open enrollment is here, if you are not changing anything you do not have to access your account; was wellness event to award prizes form last walking challenge; RFP is out for gym membership; No new HRA details; District requesting that we sponsor for the LA Marathon. Any proceeds will go to our wellness program that we collect.  
**HRA** – HRA still being discussed with District – negotiations going very slow.

- f. **LACCD – Budget - DBC Executive Committee** – Ending balance \$130,000,000
- g. **Activities Coordinator:** M. Romo – No Report – Had a great Labor Day Parade, had a great trolley,
- h. **Director of Operations** – Interviewed several people and found 1 person that we are interested in, we are going to make an offer.
  - a. **MOTION** – To make employment offer for a maximum of \$55,000 per year.
    - i. **MSP** – G. Whaling/C. Maddren
- i. **Sandra Lepore Scholarship** – Committee met and selected recipient, 1<sup>st</sup> time out so we are going to award \$1,000 and bring back the scholarship.
- j. **AFT National** – Trying to setup a data for L. Johnson to come out. She wants to meet individually with each board member for 15 minutes. Told her we cannot do that, would cost us too much in release time. She will be calling members to speak with them prior to coming out. Putting together a survey so we are all on the same page. We are requesting the AFT to create a Federation of Classified so we can be in charge of our own issues.
  - a. **CCE Conference** – V. Butler discussed possible attendance of the conference if they were willing to extend a scholarship for a member that has not attended in the past. She will let us know.
    - i. **MOTION G. Whaling/J. Haywood** – Send 1 person to the CCE conference if we receive a scholarship.
      - 1. **MSP 2 No's Motion Passes**
- k. **Updates** – V. Butler will meet with BOT president 9/16; LA County Federation of Labor would like to come to a meeting and speak to us, it will be a good meeting to discuss how we can be more active in our labor council. V. Butler will be having monthly breakfast with the Chancellor

**6. Affiliate Reports/Schedules**

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

**7. Grievances/Arbitration:** V. Butler for F. Reisner – Grievance @ Harbor

**8. MOTION TO GO INTO COPE AT 4:55PM**

MSP M. Gaitan/G. Whaling

**MOTION TO LEAVE COPE AT 5:00PM**

MSP T. Ramirez/M. Gaitan

**9. RIDESHARE:** V. Tylecek – 8/25 MTA Workshop; 10/14 Ride Share Event @ City

**10. Executive Board Retreat** – TBA

**11. Other** – Covered packet

**12. Old Business** – None

**13 New Business** – None

**Motion MSP M. Gaitan/S. Ishaque (1 opposed)** - LACCD Teams Run LA Big 5K and LA Marathon \$2500.00

**Motion MSP P. Atkinson/C. Maddren** – LANNE \$3500.00

**Motion MSP C. Maddren/L. Hunter** - Intercity Struggles Amigo Sponsor \$1500.00

**Motion MSP V. Ortiz/C. Smith** - Bridges of Opportunity \$1000.00

**Motion MSP J. Haywood/V. Ortiz** - Miguel Santiago Reelection \$1000.00

**Motion MSP V. Ortiz/M. Gaitan** – Betty Yee \$500.00

**Motion MSP M. Gaitan/V. Ortiz (2 opposed)** - LATTC Student Benefit Dinner Bronze Sponsor \$5000.00

**Motion MSP T. Davis/V. Ortiz** - AFL CIO HomeWalk Silver Star \$500.00

**Motion MSP M. Gaitan/J. Haywood** - OPEIU Hurricane Harvey Relief Effort

**Motion to Adjourn @ 5:30PM MSP G. Whaling/V. Ortiz**

Next Meeting Thursday, October 12<sup>th</sup> 2017, 3:00p.m., AFT Office

Submitted by,



Curtis Smith, AFT 1521A Recording Secretary