

AFT STAFF GUILD EXECUTIVE BOARD
Thursday, June 14, 2018
AFT Office, 3:00pm

PRESENT: Officers: V. Butler; S. Jeter-Williams; C. Smith; S. Ishaque; S. Page; M. Gaitan | **City:** K. Ryan-Rubio; V. Tylecek; B. Spoelstra | **District:** M. Romo | **ELAC:** J. Ortiz | **Harbor:** W. Gilliam; T. Davis; K. Roberts | **Mission:** S. Mignosi | **Pierce:** M. Montanez; K. Ayvazyan | **Southwest:** C. Walker; Y. Campos | **Trade:** L. Hunter | **Valley:** J. Hooker; V. Enriquez; T. Ramirez; P. Highley; D. Quinteros | **West:** S. Jeter-Williams; J. Haywood; D. Morrissette | **Retirees:** B. Harmon |

Guests: D. Santoianni; G. Whaling; P. Atkinson

EXCUSED: M. Perez;

ABSENT: Officers: | **City:** | **District:** | **ELAC:** | **Harbor:** | **Mission:** M. Castillo | **Pierce:** | **Southwest:** | **Trade:** M. Castillo | **Valley:** J. Holladay-Collins | **West:** | **Retirees:**

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

MOTION TO APPROVE MAY MINUTES INTO THE RECORD (with corrections)

MSP Y. Campos/M. Gaitan 1 abstention

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio – 5/16 Staff Appreciation Breakfast; 5/29 **Consultation** – provided list of cgca, looking for a place to practice MOS, windows in SS build on hold; 5/31 ice cream social; 6/1 Shoes that Fit Committee distributed 49 pairs of shoes; 6/6 1sr pro dev workshop; **Issues** – Homeless using elevators; shelter and restroom; active shooter training scheduled; may install phones in classrooms; **Hiring Committees** – senior office assistant, theater arts tech, appointments have been made for all hiring committees.

PIERCE: M. Montanez – **Meetings** – 5/25 chapter meeting, next 6/29 **Consultation** – 6/4 **Hiring Committees:** stock control aid, A&R Asst., financial aid asst., **New Members:** SSA in CalWorks; **Representation Meetings** – present at a performance eval. Meeting, present for member who received a U, **Issues:** member denied to teach during classified shift, member had issue w/faculty; members in IT concerned over return of SCNSS; interim president will be appoint next week and permanent search will begin in summer.

DISTRICT: M. Perez – No Report

SOUTHWEST: C. Walker – **Updates** Interviews were held for president; delivered shoes to school; MOS software installed; staff in AA attended an exec. Leadership forum in DC; LASW 13.9 million in red; **Hiring's** – senior sec. in SS; provisional cashier; **Issues** – hostile work environment in business office, member to be laid off dept. does not need a fulltime position, employee out on FLMA given a progressive discipline letter.

EAST: Julio Ortiz for E. Alvarado - 6/12 **Consultation** –no report; firestone construction has not started..

TRADE: L. Hunter – **Consultation:** – 6/11 student worker abuse, rumor control, continued improvement of A&R/FiAid, waiting for org chart, ; **Activities** – Guardian Scholars Retreat – 5/25 Grad 6/5, membership meeting 6/19, discuss contract training, JANUS, committee training, & concerns **Issues:** - A&R FiAid work environ. Upgrades – glass panels, cubicle setup, ergonomic task lights ordered, member work area camera – pending, Mariposa flooded, staff working overtime required to use hand rec. to sign-in, only system allowed CATS system supervisor was informed, employee was told only 30 minutes for lunch – step 2 grievance, step 3 grievance **Hiring's:** - Financial Aid Tech – on hold, **Vacancies** – DSPS interpreter, financial aid tech, financial aid assistant.

HARBOR: W. Gilliam– **Consultation** – 5/16 – LAHC in the red, no hiring, supervisor working OT on weekends doing unit 1 work; **Members** – all areas short staff, SW in library doing unit 1 work; **Shared Governance** – more

online classes, 1 summer session, new buildings continuous repairs needed, bookstore, ASO, & Cal cards being audited; interview for Senior Personnel Assistant.

VALLEY: V. Enriquez – **Consultation** – 5/29 staff member was denied access to gym, staff lounge will be used for business office temp., pres. Sent email with names who are auth. to translate – grievance filed **New Hires** – Classified prof'l. dev. coordinator hired, **Hiring Committee's** – search for clerical personal, new hire for IT specialist; CGCA 6/30 Valley will no longer have CGCA on campus until further notice.

MISSION: S. Mignosi – Chapter meeting 6/13; 6/20 Union t-shirt picture day; **Consultation** – No Report; **Hiring** – SSA in EOPS; **Issues** – still having issues with the firewalls in admissions, construction on firewalls should begin 6/16; SW's are running transfer center, assessment, veterans; transfer center will be doing interviews for SSAid, ergonomics concerns; Shoes that Fit – 157 pairs of shoes were delivered.

WEST: J. Haywood – 6/4 Exec. Board meeting, next meeting 6/15, membership meeting 5/23; **Consultation** 6/11 – met enrollment goals; normal summer schedule; working on location for AFT Office; break room being used as welcome center, looking for new space; **Member Issues** – None to report; **Shared Governance and Other Committees:** - appointed facilities committee; **Hires** – transfer from Pierce; **Hiring Committee** – SFP Tech, Dean of IE.

RETIREEES: B. Harmon – Retiring as chapter chair; providing new chair with all contacts/information.

REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – 3rd step grievance @ LAHC, athletics trainer meeting @ East, LANE luncheon, training @ Valley, looking into a new grievance tracking system, BOT meeting where D. Vela was appointed, Title 9 taskforce, new contract is almost complete and ready for distribution.

4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Excused.
 - a. **Motion to approve tentative budget MSP** C. Walker/V. Enriquez
- b. **First Vice President:** M. Gaitan – 5/16 ELAC member meeting, 5/18 Foster Care fundraiser, IE/SS BOT Committee – AA & AS offerings have risen, more student graduating and getting certs., enrollment update; L&PA – federal update report 5/7 3 republicans attempted to bring DACA to floor, House is working on FY19 appropriations; 5/31 LACC ice cream social, 6/12 ELAC consultation; 6/13 Guild Day.
- c. **Second Vice President:** S. Ishaque – Personnel Commission – Annual job classification survey (limited participation), 24 responses, 14 members not recommended to reclassify, 1 person was at a lower level; Officers meeting 6/21.
- d. **Recording Secretary:** C. Smith – Hot Off The Press forthcoming, Committee Report – Student Success/IE – extensive discussion AB705, committee is looking at faculty assignment. Some faculty have more FTE hours that they could work in a week, officers meeting, enrollment management meeting – various way to increase enrollment were discussed, I expressed concerns that while we can discuss expanding programs and inventing new programs who is going to be running them since most colleges have not rehired the staff that retired last year. No response.

5. President's Report: V. Butler

Meeting with Chancellor – concerns brought to the chancellor the lack of diversity in senior level exec. Positions, including the BOT's. The Chancellor thinks he is doing a good job with diversity, we have concerns.

- a. **Negotiations – Board of Trustees**
Pam Atkinson (R) working to finish proofing and formatting the contract.
- b. **BOT Meeting** – BOT appointed D. Vela to the board. The BOT's went against all bargaining units and appointed a person with least experience that has run and lost several times. There were 3 outstanding African American women that would have been a better choice. Every unit asked the BOT's to appoint Dr. Melina Abdullah; The IT report received a 1.4 out of 5 which would be a fail.
- c. **Consultation/LACCD/Personnel Commission** – consultation will be next week, personnel commission – V. Butler has been setting up meetings with the BOT's and the commission, the ESC would like to get rid of the commission but we are not willing to allow that. As it is the district does not follow the contract, we need the commission; Administration is constantly trying to circumvent the personnel commission; continuing to give contract training, very well received, next training @ LASW; student worker issues – we would like to limit their employment to 3 years, remove CGCA out of student worker designation since it is an intern position; reducing the max number of hours to 15 hours rather than 25 which takes away from

their school time, chancellor will only consider 20 hours, all assignments should have to go through the PC, requesting the district to get the student workers a polo shirt to identify them.

d. **JLMBC:**

Wellness/EAP/Benefits: Submitted JLMBC proposal on Unit to Unit sharing to be signed off by the other classified units; concerns about animals at work - only service animals are allowed at work - comfort animals are not allowed per districtwide safety officers; Active and Fit 24 hour fitness changed deal, requested the original deal or nothing; vision audit complete, additional benefits; next is to audit the dental plan.

LACCD – Budget - DBC Executive Committee – many campus in the red.

- e. **Activities Coordinator:** M. Romo – Postal Food Drive food sorting – 4 people helped out; Labor Day Parade – Theme Rise Up and Resist.
 - a. **Motion to participate in Labor Day Parade \$600 MSP** M. Romo/C. Walker
- f. **AFT national Report:** AFT sent a letter to CFT instructing them to follow several solutions and CFT replied back to AFT stating that they would not comply. The CFT letter basically states that V. Butler is the problem.
 - a. **Motion to bring CFT dues current - M. Montanez/M. Romo 2 yea/17 nay/3 abstentions – motion failed.**
 - b. **Motion to table the CFT discussion and bring in attorney to the next officers meeting – Y. Campos/S. Ishaque MSP**

6. Affiliate Reports/Schedules

- a. **L.A. County Federation of Labor AFL-CIO –** Local 3299; USC Campus, 3-day strike, Local 99; SEIU vs. LAUSD Classified authorized to strike, Inglewood authorized to strike; ☐ June 16th next cohort; 2nd Round. Labor Center @ LATTC Summer Session; **Union Night @ Dodger Stadium:** Dodger vs. Arizona D-Backs, Friday, August 31st @ 7:10 p.m.; CLUE's; 15th Annual Giants of Justice 2018, Celebratory Breakfast, Thursday, May 31st held @ St. Sophia Greek Orthodox Cathedral.

7. Grievances/Arbitration: S. Jeter-Williams - volunteers on campus: cease and desist letters to City and Pierce volunteers doing unit 1 work, a member @ LAHC laid off without notice – member back to work in another department and received 1 month severance and 1 month of COBRA; Grievance @ LAVC bilingual issues.

8. COPE: Motion to enter COPE J. Haywood/C. Smith MSP – Motion to leave COPE J. Haywood/M. Romo MSP

9. Rideshare: no report

10. Executive Board Retreat – July 15th through 17th - Palm Springs - release letter approved by Chancellor. Bus to retreat site with a pickup at LAVC and LATTC.

11. Other – Shoes that Fit Gala – Motion for \$15,000 out of the settlement money as seed money \$10,000 to be returned from ticket sales C. Smith/M. Romo MSP 1 nay motion carries

12. Old Business –

13 New Business –

Motion to approve Executive Board Meeting Schedule 2018-2019 C. Smith/M. Gaitan MSP

Motion to approve Union Night at Dodger Stadium 30 tix @ \$34 per ticket. T. Davies/M. Gaitan MSP

Motion at approve Doctors without Borders donation for \$200.00 J. Haywood/S. Jeter-Williams MSP

Motion to Adjourn @ 6:40PM MSP C. Smith/M. Gaitan

Next Meeting Tuesday, July 17th 2018, 2:00p.m., Leadership Retreat

Submitted by,

Curtis Smith

Curtis Smith, AFT 1521A Recording Secretary