

AFT STAFF GUILD EXECUTIVE BOARD
Tuesday, July 17, 2018
2018 Executive Board Retreat,
Doubletree Hotel, 3:00pm

PRESENT: Officers: V. Butler; S. Jeter-Williams; C. Smith; S. Ishaque; S. Page; M. Gaitan | **City:** K. Ryan-Rubio; V. Tylecek; A. Galicia; V. Van Wagner; M. Polin | **District:** H. Alonzo; G. Moreno; M. Romo; L. Duffin; S. Jackson | **ELAC:** R. Smith-Kersaint; T. Pierce; N. Floes; J. Ortiz | **Harbor:** W. Gilliam; T. Davis; K. Roberts | **Mission:** S. Mignosi; J. Barnes; M. Castillo | **Pierce:** M. Montanez; C. Coleman-Roberts; D. Porras; K. Ayzvazyan | **Southwest:** C. Walker; S. Nelson; Y. Owens; Y. Campos | **Trade:** L. Hunter; E. Traylor; R. Marquez; M. Castillo; P. Walker; K. Williams | **Valley:** J. Hooker; T. Ramirez; C. Maddren; J. Catalan; P. Highley; D. Quinteros | **West:** J. Haywood; S. Jeter-Williams; D. Morrissette; L. Nunez; Y. Lawrence; D. Douglas | **Retirees:** G. Whaling

Guests: D. Santioanni; P. Atkinson

EXCUSED:

ABSENT: Officers: | **City:** | **District:** V. Hugo Ortiz; A. Lim | **ELAC:** A. Estrada; M. Limon | **Harbor:** T. Gonzalez | **Mission:** F. Colt; T. Ward-Thompson | **Pierce:** J. Millhone; N. Mikayelyan | **Southwest:** S. Carter; R. Berger; | **Trade:** | **Valley:** D. Quinteros; J. Holladay-Collins | **West:** | **Retirees:** K. Kamdar |

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

MOTION TO APPROVE MAY MINUTES INTO THE RECORD

MSP T. Davis/L. Nunez

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio – **Consultation 6/25** – President mentioned the elimination of 9/80 & 4/10 shifts – informed pres. of AQMD requirements in contract, LACC now has a MOS testing center looking for a proctor; will be holding a classified retreat on 7/27; **Issues** – 1 member received a negative evaluation working to resolve.

PIERCE: M. Montanez – **Meetings** – 6/29 chapter meeting **Consultation** – none; **Hiring Committees:** Life Science Tech, Student Recruiter; **New Members:** cashier, student services aid, A&R Assistant; **Representation Meetings** – Meeting with unit 1 super to discuss classified employees role in giving direction to student workers; **Issues:** Met with Administration to clarify miscommunication about a false evacuation incident in Student Services, Member concerned with College Store memo sent to employees regarding their work conditions, IT members concerned over the return of IT super, member received a U notice, grievance at step 2.

DISTRICT: H. Alonzo – Eboard meeting – 7/19; consultation will be scheduled with the interim deputy chancellor; **Grievances/Issues** – ongoing issues with a group of employees that requested reclassification – health concerns Union is looking into it – also employee has concerned that a PR was submitted by them but they were out that day – Union is looking to this; Ergonomics are being requested for an employee Union is keeping on top of the request; **New Hires** – Sr. Personnel Assistant, Personnel Assistant; **Other** – ESC members have been supplied with the contact information of the new eboard.

SOUTHWEST: C. Walker – New president will start 7/16; classified meet and greet – 7/24; eboard will meet to determine agenda for consultation and plan next member meeting for August; student service specialist interview – 7/18; **New Hires** – Data communication specialist, sr. secretary, A&R assistant, Sr. Secretary, accounting tech; **Membership meeting** 6/13 – announced team building at Getty; contract training 6/28; nursing continues to use adjuncts to do unit 1 work; possible grievance in facilities do to faulty HVAC.

EAST: R. Smith-Kersaint – **Consultation:** 7/21; 1st Delegate Meeting 7/26; Working with eboard for committee appointments; **Issues:** 3 members in discussion with.

TRADE: L. Hunter – **Consultation:** – 7/9 ASO town hall follow up, classified convocation, LA Times article; **Activities** – LA Times article regarding VP's receiving money for work not performed, BOT meeting, All LATTTC executive board attended the leadership retreat, admissions and records and financial retreat on 7/20, college council workshop met on 7/11 to plan classified professional development, campus eboard meeting 7/2; **Issues:** - understaffing – possible solution by hiring sub and relief, looking into unit 1 employees being given cell phones and computers, employee filed non sexual harassment against another employee, administrator discussed the changing of an employee's reporting structure, step 3 grievance served; **Hiring's:** - student services assistant, financial aid assistant, physical lab tech; **Memorial** – mother of A Williams passes at the age of 93; **New employee** – cashier in cafeteria; **Events** – LACP Resource Day 7/20, St. Johns Public Health Expo – 8/10, Food Pantry – every Tuesday morning.

HARBOR: W. Gilliam– **Consultation:** – 6/23 – discussed ergonomics, heating & air; **Member Concerns** – No air in work area – facilities put a portable air conditioner in area, short staffing, overtime list need to be posted in business office, computers went down for 8hrs; **New Hires:** senior personnel assistant, payroll assistant.

VALLEY: J. Hooker – **Consultation:** 6/18 - staff member was denied access to gym – told employees have to purchase a punch card for \$50 to use the gym, discussed classified opening day, picnic, 8/14 for all staff, step 3 grievance in process, **New Hires** – Classified pro. dev. coordinator hired **Hiring Committee's** – still looking for admin sec for VP, A&R Assistant – 6/29, Account tech – 7/17 **Other:** VP admin and SS held appreciation lunches for their staff.

MISSION: S. Mignosi – Consultation 7/23; Events: 7/7 – Upward Bound, 7/10 – Registration Week, 7/10, Campus visited by 10 therapy dogs, 7/12 1st Annual College Promise Culmination, 7/26 Fundraiser Basketball Game; Hiring: SFP Office Assistant; Issues: Bookstore Grievance, Firewall construction very loud; Other: 2 computers have been setup for MOS testing, student workers hours reduced to 20, Mission is now a GED testing center.

WEST: J. Haywood – 6/15 Exec. Board meeting, membership meeting 6/22; **Consultation** – 6/11; **Member Issues** – counseling chair doing unit 1 duties, pending investigations in dental hygiene and counseling; **Shared Governance and Other Committees:** no report; **New Hires** – special services assistant, senior office assistant, financial aid assistant, accountant, and financial tech; **Hiring Committee** – NA **Other:** 4th of July fireworks to celebrate the colleges 50th anniversary.

RETIREES: G. Whaling – 1st newsletter out.

REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – interview committee for WLAC grievance rep, title 9 committee, BOT meeting, office has new phones, contract training, officers meeting planning for the retreat, A BIG thank you to the staff for all their assistance to make the retreat possible.

4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance - \$1,027,370.64 – Deposits - \$194,173.72 Expenditures - \$249,469.01 COPE balance - \$61,051.86; attended the Legislation Committee 6/20 – discussed funding formula, the State is creating a new online college which need to be accredited by 2025, 3 colleges are in deficit, District is experiencing low enrollment; attended the LAANE luncheon 5/18; attended officers meeting 6/21.
- b. **First Vice President:** M. Gaitan – 6/19 shoes that fit delivery; 6/20 IESS articulation agreement; 6/21 officers meeting; 6/22 ELAC membership meeting; 6/27 Guild Day; 6/28 student town hall; 6/29 lunch with Fong; 7/7 DACA BBQ; 7/10 JLMBC; 7/12 officers meeting; 7/15 training.
- c. **Second Vice President:** S. Ishaque – Personnel Commission – classification study in office of BOT pulled, 2 classifications were revised no substantive changes only removed old language that no longer relevant, upcoming studies – senior personnel assist., lead support services assist., consultation – student worker usage, attended both officers meetings,
- d. **Recording Secretary:** C. Smith – Hot Off The Press forthcoming, 6/19 consultation, officers meetings, attended BOT meeting, 7/12 prep for retreat.

5. President's Report: V. Butler Negotiations – Board of Trustees

- a. **Negotiations** – will be entering a salary reopener for 19/20 district was notified, COLA is 2.71%.

- b. **BOT Meeting** - BOT appointed D. Vela to the board. 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 2 out of 5 which would be a fail; received a letter from N. Pearlman informing us she is not done with the LACCCD and a thank you letter for the contribution; a big issue with the student workers at the meeting, many of the concerns they raised were not even in place, someone incorrectly spread rumors on what the Staff Guild wanted implemented, which were incorrect, the Chancellor did not feel the need to correct the inaccurate information until after the students had left, a meeting was setup by students to bash staff and there was not advisor or Dean present; a student that we commissioned to film our rally at City and they took the video and edited it to reflect inaccurate information, the Union sent a cease and desist to the college and student with a warning that if this happens again our attorney will be contacted; approved LAVC mission statement, District has brought in a consulting team to review the HR department.
- c. **Consultation/LACCD/Personnel Commission** – We would like to remove CGCA out of student worker designation since it is an intern position and they are getting hours for their program that they are taking from outside colleges; trying to have a meeting with the personnel commission and the trustees; discussing with the chancellor on how we can identify SW's, we are suggesting a t-shirt; .
- d. **JLMBC:**
Wellness/EAP/Benefits: Set up a LA Marathon committee; vision changes going to board in effect Jan. 1st; looking into dental.

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

- e. **Activities Coordinator:** M. Romo - Labor Day Parade – Theme Rise Up and Resist, Sept. 3rd, will take care of the bees.
 - a. **Motion to participate in Labor Day Parade \$600 MSP** M. Romo/C. Walker
- f. **AFT national Report** – Sent letter that we received the letter from CFT, once we look it over we will respond.

6. Affiliate Reports/Schedules

- a. **L.A. County Federation of Labor AFL-CIO** – labor Center has a cohort and they go on missions to empower themselves; 200 organizers ready to go; no State Senet endorsement for Tony Mendoza; 2 million pounds were received by postal workers; 5000 expected for Dodgers Night; \$322,441.10 cash in receipts, \$114,902.42 solidary fund.

7. Grievances/Arbitration: S. Jeter-Williams – working on a settlement agreement for a member and other grievances are in process.

8. Cope: Motion to enter COPE C. Walker/C. Maddren MSP – Motion to leave COPE C. Walker /M. Romo MSP

9. Rideshare: V. Tylecek – MTA training for rideshare coordinators, 3 people won a \$25 gift card from MTA, West is interested in having a U-Pass, compressed workweek is part of AQMD ride share program,

11. Other – In folder flyer Welcome to the Union. Information on Jannus, schedule of eboard meetings, membership meeting coming up; labor parade coming up;

12. Old Business – ordered socks for Shoes That Fit; met with evaluators at the ESC and are attempting to address their needs; met with retirement unit at ESC they believe that they should be reclassified as analysts – the district and personnel commission do not agree; homeless bags given to security person at the ESC so they can hand them out.

13 New Business – **Motion to purchase 4 tickets in support of Inner City Struggle Awards Dinner at \$150.00 per ticket. JoAnn/Rowena MSP w/ 1 abstention**

Motion to support LA County Deputy Probation Officers Union 4 tix to 15th Annual Scholarship and Awards Event Rowena/Cassandra MSP

Motion to Adjourn @ 5:20PM MSP C. Smith/M. Gaitan

Next Meeting Thursday, September 13th 2018, 3:00p.m., AFT Office

Submitted by,

Curtis Smith

Curtis Smith, AFT 1521A Recording Secretary