

AFT STAFF GUILD EXECUTIVE BOARD
Thursday, September 13, 2018
2018 Executive Board Retreat, 3:00pm

PRESENT: Officers: V. Butler; S. Jeter-Williams; C. Smith; S. Ishaque; S. Page; M. Gaitan | **City:** K. Ryan-Rubio; V. Tylecek; C. Reyes | **District:** H. Alonzo; S. Jackson; V. H. Ortiz; M. Romo | **ELAC:** R. Smith-Kersaint; J. Ortiz | **Harbor:** W. Gilliam; T. Davis; K. Roberts | **Mission:** | **Pierce:** M. Montanez; K. Ayvazyan | **Southwest:** C. Walker; Y. Campos | **Trade:** L. Hunter; M. Castillo | **Valley:** J. Hooker; C. Maddren; T. Ramirez; P. Highley | **West:** J. Haywood; D. Morrisette; L. Nunez; Y. Lawrence; D. Douglas | **Retirees:** G. Whaling |

Guests: D. Santoianni; P. Atkinson; C. Glasband

EXCUSED: M. Castillo; S. Mignosi

ABSENT: Officers: | **City:** | **District:** | **ELAC:** | **Harbor:** | **Mission:** | **Pierce:** | **Southwest:** | **Trade:** | **Valley:** | **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

MSP T. Davis/L. Nunez

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio – **Consultation 8/27** – President mentioned the elimination of 9/80 & 4/10 shifts – she was pleased with the involvement of staff at the Classified Symposium, reminded that overtime lists need to be posted, 2 carpool stalls turned into reserved parking; 8/1 Walked campus to meet with members, main concerns HVAC, cleanliness and security; 8/15 membership meeting; 8/30 Interviewed grievance rep (Caroline Reyes) **WELCOME!**; 9/12 BOT at LACC, received a signed member card at the meeting; **Issues/Grievances** – 2 members received a negative eval.

PIERCE: M. Montanez – **Meetings** – 9/28 chapter meeting **Consultation – 9/11** Issues discussed w/ interim President Lawrence Buckley: 1. Introductions, 2. Communication 3. Shoes that fit 4. Classified opening day 5. Parking lot 1; **Hiring Committees:** IAVA, Research Analyst, Senior Secretary, and IAAT; **New Members:** SSA, Stock Control, Senior Sec., Library Tech, Student Recruiter; **Issues:** Met with supervisor regarding counseling memo, met with Dean of SS regarding issues in Admissions, met with VP AS regarding hiring in copy tech, hiring committee issues and gate key access, Met with VPSS regarding special services, rodent issues in IT – facilities resolved issue, member U notice w/ 15 day suspension reduced to 3 days, member not allowed to make up classified assign. After teaching as adjunct, member requested help getting catastrophic leave donations, information request for status of vacant OA position in counseling and 3 A&R assistant positions.

DISTRICT: H. Alonzo – Eboard meeting – **Grievances/Issues** – account group outside mediator coming in 9/17 to investigate harassment from supervisor, meeting with 2 classified staff for mediation member out on admin leave pending investigation, classifies staff undergoing final stages of investigation, waiting on EER decision, staff in IT still having issues having to answer to outside consultant; **New Hires** – upcoming hiring in payroll, hired an accounting tech and another in process.

SOUTHWEST: C. Walker – Food for All event 7/13 – Still do not have an emergency plan, VP is working on it; **New Hires** – 2 A&R Assistants, A&R Grad. Eval. Tech, SSS, Data Comm.; Member meeting in August, September meeting scheduled for 9/19. Starting a quarterly newsletter with updates from campus and Union; presented a workshop for Classified Staff Day; holiday party offsite at Lavender Blue; **Worksite Issues** – nursing dept. grievance escalated to the chancellor, employee requested and accepted a layoff, glass partitions arrived on campus to be installed in A&R Financial aid, Business Office.

EAST: R. Smith-Kersaint – 2 member meetings in August, we will be holding a member meeting at Southgate each month as well, scheduling a brown bag “Know Your Contract” meeting, beginning 2019, **Interview Panel & Committees** – many members are stepping up to be on committees, Troy and Rowena were present at 1st President consultation – AFT1521A contract training 10/10, we received the ok to have a classified PD day – president will supply the food – members will be released to attend; **New Hires** – ELAC has hired 45 new persons in 2017/2018.

TRADE: L. Hunter – **Consultation:** – 9/11 unclassified worker issues, social media team and equipment, unsupervised SW's, classified vacancies, PD training feedback, Student Benefit Dinner 10/11; **E-Board Meeting** – 9/4 & 9/10 prep for consultation and eboard meeting; Membership Meeting 9/27; Classified Convocation – 8/2018 included all classified units, better understanding of new funding formula, **Concerns/Issues:** - 2 new classified appointed to WEC, A&R & F.A. work environment upgrades, issues with WEC, member work area under camera surveillance, afterhours access to library and others, college store delivery access difficult for member, step 3 grievance DSPS rating in, employees being asked by Dean for work schedules and dept. roles, communication issues between 2 classified, ETC Rideshare given to another employee; **Hiring's:** - Financial Aid Tech, Lab Tec Chemistry, Lab Tech Physical Science Student services assistant; **Vacancies** – 2 Sr. Secretaries for instructional Deans; **Memorial** – Former cashier G. Kadro passed away 9/2018.

HARBOR: W. Gilliam – all areas are short staffed; member sick due to the heat in Seahawk Center – doctor told employee to go home and call OSHA; Interviews for Data Comm.

VALLEY: J. Hooker – **Consultation:** 6/18 - Gym access through the Wellness was requested through JLMBC but was never approved by the board; so Staff have to pay for use through Community Services, overtime Lists not being used, Classified Staff Opening Day was on August 24th, PD Grant from College of the Canyons - \$200,000, grievance with president for dean doing unit 1 work **New Hires** – A&R Assistant, Repro Operator, Secretary in Biology, SSA. Interviews – CNSS, Life Science Lab Tech, Assistant research Analyst; next chapter meeting 9/26.

MISSION: S. Mignosi – No Report.

WEST: J. Haywood – **Consultation** – 9/10 – Classification study of IA positions, AFT office relocation, Due to number of homeless students president requested a new position clinical social worker, guided pathways, new funding formula; **Chapter Meeting** – 9/27/18 **Exec. Board Meeting - Member Issues** – unit member working out of class in AA, classification study in HLRC; **Shared Governance and Other Committees:** WEC – access to break rooms for classified staff, changes to campus due to construction, door lock project; **New Hires** – account tech, CNSS, Sr. Office Assistant, Student Service Specialist, Secretary, Office Assistant, Secretary, Student services Assistant; **Hiring Committee** – accounting tech, Student Services Specialist, Student recruiter **Other:** Unit 1 members had a great turn out for Flex Day.

RETIREEES: G. Whaling – Located 21 retired classified members that will be joining, If you are retired and have not reached 65 you will still receive the HRA.

REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – consultation last month and next week; attended a wellness subcommittee, attended BOT meeting, mold issue at union office, preparing for membership meeting, attended salary reopener, .

4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance - \$935,345.05 – Deposits - \$226,727.94 Expenditures - \$225,747.62 COPE balance - \$61,051.86; attended the budget and finance committee 8/22 – discussed ending balance as of 6/30/2018 \$125.8 million and with the balance carried forward from 2017 of \$109 million, we have a surplus of \$ 16.2 million, COLA will be 2.71% attended officers meeting and labor day parade.
- b. **First Vice President:** M. Gaitan – 7/15-7/17 Leadership retreat, 7/25-7/26 CLE Convention, 8/22 Dodgers Union Night, 9/12 Legislature and Public Affairs Committee, BOT meeting.
- c. **Second Vice President:** S. Ishaque – Personnel Commission – They are in the process of revising classifications. We have some concerns and will be discussing at consultation; member denied working out of class – it was pulled so we can investigate, member denied travel reimbursement.
- d. **Recording Secretary:** C. Smith – Hot Off The Press forthcoming, officers meetings, attended retreat.

5. President's Report: V. Butler

Negotiations – Board of Trustees

- a. **Negotiations** –COLA is 2.71% - Contract printing should be anytime – changes had to be made after Janus passed.
- b. **BOT Meeting** – 8/8 and 9/12 – 8/8 meeting ESC discussed needing a culture change, accountability, students are upset, not being able to work longer hours – what they do not understand is that we are protecting their interests...their first priority should be school, we will be having a separate discussion over the CGCA positions – According to A. Hoffman we should not be paying CGCA since they are interns who are getting hours by interning in the district, A. Hoffman believes that we should bring the money back to our students – we need accountability regarding the SW's they are getting access to student data, keys, passwords, using students and not hiring permanent staff; colleges are lying on the location of the CGCA's to get around the PC rules; HR Audit – the BOT's decided to have Epson audit HR; goals to improve IT; resolution for academic employees.

- a. **9/12 \$500,000 for City to advertise** – passed 5 to 2; the last 3 or 4 BOT meetings – EED plan only passed for a year, plan is misleading and incorrect.
- c. **Consultation/LACCD/Personnel Commission** – Consultation no meeting in August.
- d. **JLMBC:**
Wellness/EAP/Benefits: medical PPO co-pay going to \$35 in January, LA Marathon committee met and moving forward with the initial planning.

LACCD – Budget - DBC Executive Committee – several campuses in the red.

- e. **Activities Coordinator:** M. Romo - Labor Day Parade – 20 people showed up to the parade, gave out 1600 snow cones, no bees, everyone loved the float. M. Van Ginkel worked with us for the parade.
- f. **AFT national Report** – preparing a letter to send to AFT National
 - a. **Motion to approve letter to R.** Weingarten after corrections have been made. M.Romo/M. Gaitan MSP
 - b. **Janus decision** – so far only 2 members have pulled out.

Membership Meeting – 232 people RSVP'ed

6. Affiliate Reports/Schedules

- a. **L.A. County Federation of Labor AFL-CIO** – No report.

7. Grievances/Arbitration: S. Jeter-Williams – When emailing use the new AFT 1521A email, Unit 1 member told to do the work of 99, CTE Dean doing the work of Unit 1, use of SW's in library, researcher doing the work of web designer, dismissal of Unit 1 employee waiting on skelly, another member preparing for skelly, will soon be moving to a computerized grievance system all of the grievance reps will be able to have access.

8. COPE: No report

9. Rideshare: V. Tylecek – 7/25 meeting with ETC's – discussed U-Pass, working U-Pass for Staff 7/29 rideshare workshop 100 ETC's from surrounding area attended.

11. Other – Next Union Day will be at Southwest 10/16 9:30 to 2:30.

12. Old Business – ordered socks for Shoes That Fit; met with evaluators, attempting to address their needs; met with retirement unit at ESC; homeless bags given to security person at the ESC so they can hand them out.

13 New Business – Lengthy discussion on the upcoming vote and in particular the various propositions – this discussion was informal and not done in COPE. More information forthcoming next meeting.

Motion to Adjourn @ 6:05PM MSP C. Smith/M. Gaitan

Next Meeting Thursday, October 11th 2018, 3:00p.m., AFT Office

Submitted by,

Curtis Smith

Curtis Smith, AFT 1521A Recording Secretary