

AFT STAFF GUILD EXECUTIVE BOARD
Thursday, November 8, 2018
ELAC, Building F5, Rm. 209, 3:00pm

PRESENT: Officers: V. Butler; S. Jeter-Williams; S. Ishaque; S. Page; M. Gaitan; C. Smith | **City:** K. Ryan-Rubio | **District:** M. Romo; H. Alonzo; S. Jackson; V. H. Ortiz; A. Lim; | **ELAC:** N. Flores; J. Ortiz; A. Estrada; R. Smith-Kersaint; M. Limon; T. Pierce | **Harbor:** T. Davis; K. Roberts | **Mission:** | **Pierce:** M. Montanez | **Southwest:** C. Walker | **Trade:** M. Castillo | **Valley:** D. Quinteros; P. Highley; J. Holladay-Collins | **West:** D. Morrissette; D. Douglas | **Retirees:** G. Whaling |

Guests: D. Santoianni

EXCUSED:

ABSENT: Officers: | **City:** | **District:** | **ELAC:** | **Harbor:** W. Gilliam | **Mission:** F. Colt; J. Barnes; H. Garcia; T. Ward-Thompson; S. Mignosi; M. Castillo | **Pierce:** | **Southwest:** | **Trade:** L. Hunter | **Valley:** | **West:** | **Retirees:** |

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

MOTION TO APPROVE OCTOBER MINUTES INTO THE RECORD

MSP Y. Campos/S. Mignosi

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio – Consultation 10/22 – requested president remind supervisors how to access classified workers desks in an emergency, remind senior staff no blackout dates for vacation, discussed lack of patrols new facilities and lack of EAP workshops. Events: Membership meeting 10/17, 10/25 LACC eboard discuss membership meeting for November, mapping campus and planning blue t-shirt day; Concerns: member submitted vacation request months in advance was denied due to 1st week of semester; Hiring: interviews forthcoming – life sciences tech, senior personnel assistant, lead painter.

PIERCE: M. Montanez – Meetings – 10/26 chapter meeting, 10/16 delegate meeting, 9/21 classified opening day Consultation – 11/13 Hiring Committees: IA Art; Issues: members concerned – installation of cameras in buildings, member appealing debarment by PC, member informed union about altercation with faculty member, EAP in DSPS, members concerned regarding CFT letter; member allowed to keep hotel reimbursement after union got involved.

DISTRICT: H. Alonzo – Consultation – 10/30 – emergency notification/building safety, parking, IT cert, ADA, ESC committees, problem of OT lists, next consult. 12/5. Events: Shoes that Fit, collected \$1300, holiday party 12/18, coat drive; Grievances: outside mediator to resolve issues with supervisor, member on leave pending Skelly hearing, IT staff issues with outside consultant, members waiting on ergonomic accommodation, HR staff concerned over outside assessment, classified staff waiting on disciplinary actions from HR. Hiring: account tech, accountant.

SOUTHWEST: C. Walker (emailed) – Consultation – 11/13 clarification on a gang safe passage program, setting up 7 habits workshops; open position in mailroom, members meeting 11/14, Worksite Issues: glass partitions for FiAid, business office and A&R installed late October; Nursing IA position still not filled, issue with accounting tech offered two different jobs and not getting either; Other – Established Staff Development Committee – 1st meeting 11/7

EAST: R. Smith-Kersaint – Consultation – 11/2, step 3, Union Day held 10/25, chapter meeting 10/17, active shooter presentation 10/17, Firestone Edu. Center scheduled to be done mid-2022, gym complex will be constructed.

TRADE: L. Hunter – Consultation: – 11/19 classified vacancies, admin support staff, new SSA's work environment issues; Activities/Events: Membership meeting 10/18, LATTC eboard 10/25; Concerns/Issues – WEC resolved no lighting on Grand Ave, meet with VPSS to resolve A&R/FiAid work environment concerns, member having issues with confirming health benefit status, after-hours access to library – requesting safety gate, step 3 grievance regarding rating in; Hiring's: - 2 student services assistants.

HARBOR: W. Gilliam (emailed) – Consultation: 11/05-Hiring will depend on the new formula from LACCD. Ride Share Checks are being processed; Members: Hours of the Personnel Office and making appointments: concern with Non-Classified working in Library and Bookstore; Hiring: Ms. Gomez transferred from West LA to Academic Affairs Department at Harbor; Shared Governance/WEC- Sheriff Office is monitoring transient sleeping near Child development Center.

VALLEY: J. Hooker (emailed) – Consultation: 9/24 - Overtime Lists for all areas have now been updated, (Café) is being taken away from our Book Store and a vendor will be coming; A hiring freeze was proposed from the campus Budget Committee for both Classified Staff and Faculty, New Hires: SFP Office Assistant in Academic Affairs, CTE office, Life Sciences Lab Technician, Secretary in Biology, Data Communications Specialist; Campus Events: campus holiday party 12/4; Other: RFP out for College Rebranding, Gym and Facilities use for staff, Haven't heard any new information.

MISSION: S. Mignosi – Upcoming Events: 11/8 - "Major Fair" by Career Center, 11/8 – "Veterans Day Ceremony", 11/8-17th - the show "Cabaret" will be presented in the AMP Theater on Thursday, 11/14 – Board of Trustee Meeting will be here at LAMC; Classified Hiring: cashier; Other: November 13, 2018 - Dean of Academic Affairs interviews 10/16, Town Hall meeting the President announced new VP of Student Services, Dr. Larry Recendez, start 11/15. Veteran's Office is being run by a CGCA (investigating).

WEST: J. Haywood – Consultation – 10/29 – Chapter Meeting – 10/31 we welcomed new members, report from committees, parking during construction, relocation of offices, workshops for unit members; 9/21 Exec. Board Meeting; Member Issues – misconduct against student – member will draft response.

RETIREES: No Report.

REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – consultation, officers meeting, phone banking, Glen hired as permanent receptionist, Union office undergoing improvements – new notebook computer, projector, bathrooms being cleaned of mold and updated.

Guest Speaker – A. Hoffman Trustee – Hoffman discussed the possibility of student housing in the future, concerns over students coming to campus hungry, discussed the new funding model – 1st 3 years no harm all will stay the same, but after the 3 years 60% FTES (as usual) + 20% disadvantaged – 20% based on success.

4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance - \$1,000,166.10 – Deposits - \$127,771.19 Expenditures - \$65,812.92 COPE balance - \$56,297.36 – 3 COPE contributions M. Santiago \$1000, M. Elena \$1000, \$500 P. O'Donnell; Attended the student affairs committee 10/12 – 3/2019 marathon, Sheriff attending the meeting, will regularly do so in the future – more active patrolling will be taking place at the campuses, if anything suspicious please report to sheriff, pathways was discussed.
- b. **First Vice President:** M. Gaitan – 10/11 LATTTC, 10/16 IESS, 10/17 Phone Banking, 10/23 Guild Day – Shoes that fit, 10/26 Guild Day – Fliers and design contest.
- c. **Second Vice President:** S. Ishaque – Personnel Commission – 4 new classifications or IT Cyber Security 3 new classifications for IT 4 new classifications for IT service desk 4 new classifications for CD center and pool; 2 members received outstanding work performance; Investigating a debarment notice to a member; One member got back pay for working out of class; One appeal for overturning disqualification for job was overturned; Rule 671 will be revised again; Consultation - Children at work, Other - Attended ELAC Union Day; Claim 7 of the new classifications SB 2160
- d. **Recording Secretary:** C. Smith – Hot Off the Press forthcoming, Attended consultation, Officers meeting, AFT Day at the Office.

5. President's Report: V. Butler

Negotiations – Board of Trustees

- a. **Negotiations** – Contract ready for printing, due to legislation changes additional changes had to be made. Once corrected contract will be printed.
- b. **BOT Meeting** – 10/10 – Nursing program discussed and the recruitment pool for qualified instructors, issued resolution for undocumented student week Chancellor discussed websites, president hiring at Pierce top priority.
- c. **Consultation/LACCD/Personnel Commission** – catastrophic leave bank, Chancellor to implement a hard stop so the colleges will not be able to enter assignments directly and circumventing the ESC, student workers positions will be compressed, AB 2160 – calls for community service representatives to be added to the classified service, this could lead to an increase in new members, all community services reps. Will be terminated 12/19 then many will be hired back as a 90 day provisional assignment to allow for the PC to implement the procedures and exams for rehire to permanent service, all positions must be in place beginning January.
- d. **JLMBC:**
Wellness/EAP/Benefits: RFP going out for HRA and FSA, prepare for LA Marathon, PPO copay increasing to \$35 for a specialist, Discussed leaving CalPERS – looking into it but most likely won't happen, we are still self-insured for dental and vision.

LACCD – Budget - DBC Executive Committee – many campus in the red – Harbor, Pierce South West City – Chancellor wants us to hold on as he believes that new funding formula will help.

e. **Activities Coordinator:** M. Romo – No report.

f. **AFT National Report** – Entered closed session to discuss CFT letter M. Romo/M. Gaitan MSP

Membership Meeting – great turnout – a good time was had by all.

6. Affiliate Reports/Schedules

a. **L.A. County Federation of Labor AFL-CIO** – COPE – Rite Aid defeated, Port Teamster strike action w/immigrant workers movement, huge civil disobedience; \$600,000 already raised, \$300,000 for new fundraiser/donations; moving to a one time request rather than 6x per year, \$1000 Dream Maker Dinner @ LATTTC, \$4000 LAANE Awards Dinner; \$102,314.69 cash increase; sheet metal workers joined strike with Unite workers; MLK Day 1/4/2019.

7. Grievances/Arbitration: S. Jeter-Williams – Accounting dept. hostile work environ., 2 grievances moved to step 3 @ ELAC & Trade, Skelly hearing employee dismissal upheld – going to BOT, CTE grievance at Valley moved to step 4; Dismissal – employee at ESC attempting to get a lower form a discipline; Issues – SW's running a department, delay in processing ergonomic furniture, days off and holiday extend prob period, 3E was resolved prior to filing @ West, Have delegates keep an eye out at the campus for students working in areas/duties that are not appropriate for them, reviewing duties with A&R Techs, be aware and review title 9 rules and violations.

8. COPE: Motion to enter COPE M. Gaitan/S. Ishaque MSP / Motion to leave COPE S. Page/S. Ishaque MSP

9. Rideshare: V. Tylecek – No report.

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

12. Old Business –

13 New Business – will be participating in the 1521A Giving Tree, don't forget to bring in your extra coats

Motion to Adjourn @ 5:55PM MSP C. Smith/M. Gaitan – Silence in honor of Thousand Oaks Victims

Next Meeting Thursday, December 13th 2018, 3:00p.m., AFT Office / Holiday Reception to follow!

Submitted by,

Curtis Smith

Curtis Smith, AFT 1521A Recording Secretary