AFT STAFF GUILD EXECUTIVE BOARD
Thursday, December 13, 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 | District: H. Alonzo; S. Jackson; V. H. Ortiz; M. Romo | ELAC: J. Ortiz | Harbor: W. Gilliam; T. Davis; K. Roberts | Mission: F. Colt; M. Castillo; S. Mignosi | Pierce: M. Montaner; K. Ayvazyan; D. Porras; C. Coleman-Roberts | Southwest: C. Walker | Trade: P. Walker; E. Traylor; L. Hunter; M. Castillo | Valley: J. Holladay-Collins; D. Quinteros; J. Hooker; T. Ramirez; P. Hightley; C. Maddren | West: J. Haywood; D. Morrissette; L. Nunez; Y. Lawrence; D. Douglass | Retirees: D. Siantoanni |

Guests: C. Glasband; P. Atkinson

EXCUSED:

ABSENT: Officers: | City: District: | ELAC: R. Smith-Kersaint; T. Pierce; A. Estrada; | Harbor: | Mission: |
Pierce: | Southwest: | Trade: K. Williams | Valley: | West: | Retirees: |

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

MOTION TO APPROVE NOVEMBER MINUTES INTO THE RECORD

MSP T. Ramirez/S. Ishaque

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio - Consultation cancelled; Issues/Grievances - member filed a police report against a student, member who did not pass prob., step 1 grievance member received neg. eval; 11/8 wec working on an emergency phone dist. List, old work orders being cleared concerned that the old orders will not be completed and no records; 11/14 Member meeting - covered health benefits, and general info on what a grievance is; 11/15 Union Day; Hiring Committee - electronic tech.

PIERCE: M. Montaner - Consultation - 11/26 - status of A&R staffing, updates on parking lot 1, issues in DSPS; 12/11 16 hour a week positions, chemicals utilized for rodents, A&R staffing; Hiring Committees - electronics lab tech, life sciences lab tech, reprographics equipment operator; New Member(s) - senior sec. Dean of student success; Issues - concerns of installation of cameras, member filing a 3E against another member, member files a police report against a student, member requested union to be present at an interactive meeting for accommodation, member submitted a transfer request was not invited to interview, EAP will conclude interviews in DSPS; Campus Updates - Pierce College served as an evacuation center 11/8 to 11/18; O. Keuhnlein retiring after 31 years; 12/11 44 pairs of shoes were delivered to Mosk Elementary School

DISTRICT: H. Alonzo - Consultation - 12/5 Issues discussed - lack of parking due to construction, ADA accommodations vs. ergonomic requests, formulation of ESC committees, Issues with overtime lists, vacancy list at the ESC, collection of canned food, coat drive, and toy drive, Shoes that Fit shoes delivered; Future Events - 12/18 holiday party, next consultation 1/14/2019; Hiring Committees: accountant, senior accountant & accounting tech; New Members: CNSS, assistant admin analyst; Issues: mediator has completed report on accounting unit, member on admin leave pending follow up on skelly, classified waiting on disciplinary actions from HR, possible grievance for vacation time not being approved, member concerned over downward reclassification of position.

SOUTHWEST: C. Walker - We have a hostile work environment involving the students in the Library verbally harassing the Library techs; On 12/5/18 we had a Campus Holiday party; Classified gave 2 Holiday Scholarships to students in the CARE program; We had an Accounting Tech transfer to LAHC; We had EBoard meeting on 12/3/18. We had Consultation on 12/12/18. We will hire a Professional Development Coordinator, an Events Coordinator and a Staff Control Assistant in January; We will start the process to hire an AVP in January 2019.

EAST: R. Smith-Kersaint - No Report

TRADE: L. Hunter - Consultation: - 12/10 reviewed college divisions - classified vacancies, identifying supervision, work environment issues; Member Meeting - 12/11 Topics - PAL Day, Day of Mourning, HRA, student worker issues, CFT letter clarification; Concerns/Issues: - WEC parking safety - request for cameras, additional speed bumps, all parking for large trucks, new microwave purchased for breakroom, concerns regarding people entering library after hours; step 3 grievance DSPS rating in issue, member denied request for bereavement; Vacancies - support staff associate VP. VPSS, 2 deans - no plans to be filled grievance are being drafted - students are in place for at least 1 dean; Hiring's - Sr. Sec. president's office, pathways - desk audits in progress to upgrade classified staff to SSA's in liberal arts, design and media arts, and health sciences.

HARBOR: W. Gilliam - President Consultation - 12/13 discussed short staffing, hiring request for information desk, holiday closures, move to new student union building; Delegate Meeting - discussed contracts; Issues - short staffing; Hiring - SFP specialist.
VALLEY: J. Hooker – President Consultation. 11/26/2018: The coffee shop (Café) is being taken away from our Bookstore and a vendor will be coming in to take over. Other items related to the President: President will be leaving for new job; last day at Valley is January 18th. RFP out for College Rebranding. We are working on getting a Sub & Relief position for our Senior Office Assistant in the Sheriff’s office; Gym and Facilities use for staff. Campus Events: Union Day was November 29th. New Hires - Interviews: Financial Aid Technician, Accounting Technician, Admissions & Records Assistant hiring on hold. Upward Bound hiring on hold. Member Issues – One member did not come back from his leave and the college is getting ready to file AWOL, his leave had ended 11/13/18.

Other notes – Next Chapter Meeting: 1/23/19. Retiree Chapter meeting @ Valley: 12/21/18, January 25th, new employee orientation to include faculty and staff.

MISSION: S. Mignosi – Consultation: TBA; 12/4 Holiday party – 246 members attended; 12/9/2018 staff, faculty and students were in the Pacoima Parade; 12/12 Chapter meeting – V. Butler attended; New Hires – financial aid tech, SFT Tech; Member Issues – 2 members were send letters regarding attendance; Campus Issues – VP Student Services leaving SW’s in office alone. Spring 2019 will be the fall semester for ITV – 2 members are working in that office, Veterans office being run by a SW.

WEST: E. Lawrence for J. Haywood – 11/30 – President thanked the staff for their hard work, addressed communication on the campus, discussed campus lighting and security, the relocation of the AFT office, construction causing closed parking lots 1, 2, 3, 4, 5, members are requesting additional charging stations; Chapter Meeting – 12/19/18 Exec. Board Meeting – TBD; Member Issues – several meetings scheduled; Shared Governance and Other Committees: WEC – space allocation, new building updates, electronic scooters causing issues; New Hires – NA Hiring Committee – NA.


REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – 2 officers meetings, AFT conference call, 2 BOT meetings. Union Days, grievance rep training, bathrooms are remodeled and mold removed, holiday party after meeting, contracts being distributed, working on CFT convention time line.

4. REPORT FROM OFFICERS:
   a. Treasurer: S. Page – Checking balance - $1,052,173.42 – Deposits - $123,629.75 Expenditures - $97,216.44 COPE balance - $55,547.36, 2 COPE contributions - $500 for J. Goldberg LAUSD 2019 & A. Nazarian for State Assembly $250 attended the budget and finance committee 11/28 – discussed audit by Casquez and Co. on federal and state award programs and allocated funding, overall the findings were positive with few errors; student affairs committee – 11/9 – campus working to provide homeless students a place to sleep on campus, outside firm will be working to streamline the processes for financial aid, campus working with Cal-fresh to provide fresh fruit and vegetables for students in need, encouraging more students to get involved in leadership.
   c. Second Vice President: S. Ishaque – Personnel Commission – last 2 meetings cancelled, next meeting revise admin intern – only small changes to the classification being considered; looking into revising AFT 1521A website.
   d. Recording Secretary – Attended officers meeting, union day at LAVC, grievance training, 1/15 will be attending union day @ City, conference call with AFT national.

5. President’s Report: V. Butler

Negotiations – Board of Trustees
   a. Negotiations – New contract printed – appendices not included with article, not giving a contract to every member encouraging members to utilize the electronic version.
   b. BOT Meeting – 11/14 and 12/12 –
      a. 11/14 @ LAMC – resolution that SW need clarification on working in the district, LEDGE Committee meeting – 1 time monies coming to the district, the district getting sued a lot and they are not winning, 2nd year college promise, measure J going to receive $120,000,000, HR audit, in student affairs helping students know what student do, dream dollars – Velma brought that yes dreamers have issues, but the trustees have to also recognize issues with other groups, LAMC #1 paralegal program in the nation.
      b. 12/12 @ West quick meeting, trustees did a tour of the donation center, looking into to see if the district is distributing in a proper manner – esc made a commitment that they would work with small businesses which they are not doing, trying to revamp how business are chosen, small business have trouble getting bonded in the amounts required.
   c. Consultation/LACCD/Personnel Commission – Consultation no meeting being rescheduled. HR audit completed, esc completed an adhoc committee to fix the issues. Spent millions to audit and now they are telling HR to fix it without help. Diva Sanchez is leaving the ESC. SW taskforce – taking 17 SW

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classifications and condensing them down to 4 beginning July 1st, language changed to have the SW's to report to admin and classified and cannot hire a SW if a classified is not assigned to that area. Hoffman states that CGCA's are interns and should not be on the payroll as a regular employee but rather receive a stipend. A hard stop will be put in the system so only the PC can enter assignments, etc revisiting the salary structure of SW's and will be lower as of July 1st, 1000 hour limit on SW's per year to avoid a retirement contribution, SW ID's and assignment numbers will be cleared up so they cannot jump from assignment to assignment. CGCA's will be handled separately to determine stipends etc. Pierce College has hired an ISA to run the food pantry @ 67.00 per hour, looking into ISA's at other colleges.

d. JLMBC: Wellness/EAP/Benefits: LA Marathon planning in progress, need people to get on our team, will take place in March, please consider doing either the 26 mile or the 5K, HRA next allotment coming on the 1st, Frame allotment raised to $200, we are not looking into the dental plan to see what additional benefits we can receive.

LACCD – Budget - DBC Executive Committee – Budget covered under Shirley's report.

e. Activities Coordinator: M. Romo – MLK day Jan. 21st.

f. AFT national Report:
   a. CFT is playing hardball, V. Butler is suggesting that we pay CFT and get current and storm the convention. Extended discussion took place.
   b. Motion: Direct staff guild attorney to contact and negotiate with the AFT & CFT to determine amount owed, discuss bring 1521A current, return of funding formula, reinstatement of 1521A and reinstated to good standing with CFT.
   c. V. Butler attended the EEO meeting, they wanted them to sign a 3 year plan which she refused to sign since no data was provided and the best diversity they have is project match, only agreed for 1 year and requested that data be brought back to the committee. Looking at diversity at all the campuses. Over 60% of people do not declare their race on the applications since it is optional.
   d. Breakfast with the Chancellor – discussed the Day of Mourning, employees will be given an alternate day off to make up for that day. V. Butler believes that the staff should receive an additional day off for those that worked on that day.
   e. V. Butler attended the LLANE – our attorney was recognized as the most progressive law firm in Los Angeles.

6. Affiliate Reports/Schedules
   a. L.A. County Federation of Labor AFL-CIO – D. Morrissette – Cash Receipts $311,723.36, Cash Increase $111,199.79, Solidarity Fund $1,976,412.85. Dodgers crossed picket line, nurses going on strike
   b. County Fed – M. Romo - Voted not to have a Union Night in 2019

7. Grievances/Arbitration: S. Jeter-Williams – 3 grievances in draft for East, SW and Pierce, 2 @ step 3 East and Trade, 2 Skellies moved to the BOT’s were pulled by the BOT’s, grievance at Valley moved to step 4 as a placement for arbitration. #E’s filed and went to mediation and the cost was $22,000 which the staff guild had to pay half.

8. Cope: No report


11. Other – Motion to accept CFT timeline MSP M. Romo/J. Haywood, funding will be determined in January. Motion to contribute to the LA County Federation of Labor. Combined donation for MLK Celebration, MFC Annual Cinco de Mayo, Food Drive, Turkey’s & Tots, Give 20, and HomeWalk for Homeless Hero’s for $3000 MSP P. Highly/C. Smith

12. Old Business – Bathrooms are mostly completed and the mold removed.

Motion to Adjourn @ 5:40 P.M. MSP C. Smith/M. Gaitan

Next Meeting Thursday, January 10th 2018, 3:00 P.M., AFT Office

Submitted by,

Curtis Smith

Curtis Smith, AFT 1521A Recording Secretary