

AFT STAFF GUILD EXECUTIVE BOARD
Thursday, March 14, 2019
Southwest College, 3:00pm

PRESENT: Officers: C. Smith; S. Ishaque; S. Page; M. Gaitan **Staff:** S. Jeter-Williams; S. Butcher | **City:** C Reyes | **District:** L. S. Duffin; G. Moreno; H. Alonzo; S. Jackson; V. H. Ortiz; M. Romo | **ELAC:** J. Ortiz; T. Pierce | **Harbor:** W. Gilliam; T. Davis; K. Roberts | **Mission:** | **Pierce:** M. Montanez; D. Porras; C. Coleman-Roberts; J. Millhone; R. Covarrubias Zavala | **Southwest:** C. Walker; S. Nelson; Y. Campos | **Trade:** L. Hunter; P. Walker; M. Castillo | **Valley:** J. Holladay-Collins; P. Highley; | **West:** J. Haywood; D. Morrissette; L. Nunez; D. Douglass | **Retirees:** D. Santoianni |

GUESTS:

EXCUSED: K. Ryan-Rubio; S. Mignosi;

ABSENT: Officers: | **Staff:** | **City:** | **District:** | **ELAC:** | **Harbor:** | **Mission:** | **Pierce:** K. Ayvazyan | **Southwest:** | **Trade:** | **Valley:** D. Quinteros; | **West:** | **Retirees:** |

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

MOTION TO APPROVE FEBRUARY MINUTES INTO THE RECORD w/changes

MSP J. Haywood/M. Gaitan

Motion to Adopt Agenda MSP

REPORT FROM WORKSITES:

CITY: K. Ryan-Rubio – Reviewing training workshops, recommitment cards, handing out contracts; 2/21 – eboard meeting; 2/25 attended LACCD budget committee, consultation – discussed release time for EAP workshop in April; member concerns – Step 2 grievance; Hiring – interviews for personnel assistant and SSA.

PIERCE: M. Montanez – Chapter meeting 2/22; consultation 3/12 – discussed Professional Dev. Day on April 3rd, staff parking; Hiring committees – IA Media Arts, IAIT, stock control, cashier, performing arts tech; new members– Senior Sec.; Issues – IT concerned over being required to sign-in and out, faculty claiming that WEC is only their concern, member application for tuition reimbursement still wait listed; Grievance – 2 @ Step 3.

DISTRICT: H. Alonzo – Union Day 3/15, Consultation 3/26, WEC 3/26; Issues – member on leave pending skelley, member issues U-Notice with 10 day rec, Union got it reduced to 5 days, member waiting on disciplinary action, Offsite parking issues, concerns over strong smells like perfume in the building, people smoking too close to the building.

SOUTHWEST: C. Walker – Additional high schoolers housed in village bungalows, consultation – 3/15; Issues – member received reprimand based on hearsay, grievance moved to Chancellor, WE forum 3/26; hiring – 3 committees 2 deans, 1 dual enrollment coord, 1 events coord; working on target goal for ACCJC visit.

EAST: R. Smith-Kersaint – Several student services positions being filled, consultation rescheduled for 3/20, overtime issues, upcoming negative eval.

TRADE: L. Hunter – consultation 3/11 – discussed classified hiring, WEC issues, request for equip in DSPS, unclassified issues, LATTC college participatory governance handbook; 2/21 Union Day; BOT @ LATTC 3/6; procurement training 3/12; LATTC Job Fair 3/2; Transgender job fair 3/13; student services pot luck 3/8; Issues – grievance regarding safety issues in A&R, FA, and Library, lack of proper staffing levels, violation of members workers comp restrictions; Hiring's – SS, Sr. Sec, researcher.

HARBOR: W. Gilliam – student workers cashiering in bookstore, follow-up on safety in FA and A&R, open positions in A&R, are cameras working in parking garage.

VALLEY: P. Highley – No Report

MISSION: S. Mignosi – consultation – 3/14; Events – 2/21 Kadima String Quartet, 2/28 EAP workshop, 3/5 student multimedia design exhibition, 3/6 ice cream social; 3/28 Union Day; Hiring – IAIT; Issues – CGCA working in Veterans office; Member performing in The Passion Play at Shepherd Church.

WEST: J. Haywood – consultation – 3/4 Discussed staffing; eboard – 3/1; Issues – Grievances, members concerned by the increase in programs but not increased staffing; Shared Gov. – 3/11 enrollment management – updating enrollment plan, 3/7 college council, wraparound services, safe parking for the homeless, updating website, 3/1 WEC – smoke free campus, red cross bucket with first aid supplies installed across campus; Hiring – FA Assistant.

RETIREEES: D. Santioanni – No Report

REPORT FROM DIRECTOR OF OPERATIONS: S. Butcher – Consultation – Volunteers, CDC issues, new class claims; Union Day @ ESC 3/16 CFT delegate elections went smoothly; website being upgraded – looking to launch by end of March or early April.

4. REPORT FROM OFFICERS:

- a. **Treasurer:** S. Page – Checking balance - \$1,108,999.89 – Deposits - \$251,660.36 Expenditures - \$113,130.17 COPE balance - \$55,547.36; Attended Student Affairs Committee; signage on campuses, shared governance training, improve FA processing, work with Cal-fresh, better ways to communicate between student leadership and students on campus.
- b. **First Vice President:** M. Gaitan – Eboard 3/14; LATTTC Union Day 2/21; 3/12 JLMBC.
- c. **Second Vice President:** S. Ishaque – No report.
- d. **Recording Secretary** – No report.

5. President's Report: V. Butler

- a. **BOT Legislative Committee Meeting** – Discussed AB540, enrollment down 2%, homeless students being allowed to park overnight in campus lots, there is a bill in process, no dollars attached.
- b. **BOT Meeting** – 3/6 - Discussed the CDC concerns over the creation of new positions do to AB2160, new positions only given 19 hours to avoid benefits, some CDC's have up to 30 student workers, the only students that should be working in the CDC should have more than 6 units in CD, CDC positions will be in our unit – around 200 people, areas cannot have a SW if there is no assign classified staff person there.
- c. **Consultation/LACCD/Personnel Commission** – An office conflict, mediation was arranged – a supervisor and a Unit I member refused to attend. Looking into requiring attendance when mediation involves the entire area; still working on catastrophic leave bank, Volunteers – Still have to keep an eye on what they are doing – they are live scanned, background, TB, need to determine the difference between intern and volunteer; working on updating the SW handbook; Will begin looking at the CGCA position; Beginning July 1st SW's will no longer be able to be entered @ the campus until cleared by ESC; PD – discussing doing a regional workshop, employees would be given time to attend; Pilot program at Harbor and East – lanyards for SW's with SW printed on the lanyard; children @ work – finalizing the language; athletic trainers working to create a hiring pool and distinguish the difference between athletic directors and trainers; Information request – requested the ESC provide a list of all CGCA's and which counselor they are assigned to, looking at the ISA's to see if they are doing unit 1's work @ \$67 per hour; difference between A&R duties and counselor. Veterans center – who is working there; investigating new hire benefit information – several new employees did not receive their benefits – ESC blames the employee; Presenter/Trainer – should only be conducting a workshop and done. They are not to continue to working lieu of classified; concerns allowing homeless persons to park on the campus; concerns over A. Hoffman not supporting SW's being finger printed; looking into why the sheriff's office do not have B-shift personnel; working on the use of the gym facilities;
 1. **Personnel Commission** – discussed bring in more women into IT, K. Martin said women are not signing up for STEM courses.

d. JLMBC:

Wellness/EAP/Benefits: Looking into dental to see if we can improve our plan; EAP has many benefits – free 30 minutes with an attorney, ID theft protection, estate planning etc.; Looking into standalone benefits to improve existing benefits – social media monitor, pet insurance, planning an RFP to investigate a different EAP provider; LA Marathon – will have booths for all worksites; we may stay with Wage Works for our HRA provider – the new company is now saying that they cannot provide us what we requested, still investigating into districtwide gym membership.

Motion to pause agenda to bring in A. Hoffman. C. Walker/J. Haywood MSP

Extensive discussion took place. A. Hoffman addressed the Eboard questions

Motion to return to agenda M. Romo/M. Gaitan MSP

- e. **LACCD – Budget - DBC Executive Committee** – Not much discussed, 4 colleges in the red, COLA 3.46% governor's budget.
- f. **Activities Coordinator: M. Romo** – No Report.
- g. **AFT National Report:**
 - a. Motion to closed session M. Romo/T. Pierce MSP
 - b. Motion to return to regular session J. Haywood/V. Hugo MSP
- h. **CFT Convention** – 31 members attending; delegates will need to wire a report on the conference and how it will be useful,
 - a. Motion to extent reimbursement from \$350 to \$500 J. Haywood/T. Davis MSP for CFT Convention
- i. **PSRP Conference, Los Vegas, April 26-28th.**
 - a. Motion to fund PSRP up to 20 members at a maximum of \$700 per person M. Montanez/T. Davis MSP

6. Affiliate Reports/Schedules

- a. **L.A. County Federation of Labor AFL-CIO** – D. Morrissette – AB263 Against Carding; Hotel Workers forming union, ongoing. 200+ Locals to organize for unions for Childcare Workers. 89 Graduates through "Civic Leadership Training" to date; 3rd Co-hort began March 8th and June 8th the 4th Co-hort to begin, names taken now Cash receipts - \$262,351.18 – Cash Increase \$201,475.05; April 25th the Environmental Social Justice to be held this year, announced by Dr. Vivian Price, over the Labor Studies @ CSUDH will take place there, informs of unions to the college students along with other information.
- b. **County Fed** – M. Romo – No report

7. Grievances/Arbitration: S. Jeter-Williams – Grievance over food pantry @ Pierce step 3, do not resign from your job before speaking with the Union, 2 new CDC classifications – Child Dev assistant, child dev associate. Please remind members to read the contract and discuss the 5 W's with them.

Motion to appoint K. Ryan-Rubio and L. Hunter to serve on the grievance committee J. Haywood/T. Pierce MSP

8. Motion to move into COPE M. Gaitan/S. Ishaque MSP

Motion to review other BOT candidates before we committee to A. Hoffman T. Davis/S. Ishaque MSP

Motion to leave COPE C. Walker/M. Gaitan MSP

9. Rideshare: V. Tylecek – No report.

10. New Business – Motion to bring the formation of an oversite committee to review officer's duties and stipend to next meeting M. Gaitan/S. Ishaque MSP

11. Old Business –

Motion to Adjourn in the MEMORY OF Ramona Garcia (M. Romo's Mother) @ 6:50 P.M. MSP C. Smith/M. Gaitan
Next Meeting Thursday, April 11th 2019, 3:00 P.M., AFT Office

Submitted by,

Curtis Smith

Curtis Smith, AFT Staff Guild ,1521A, Recording Secretary