

*AFT- 1521 College Guild, West L.A. College Chapter
Minutes of Adjunct Faculty Meeting of March 25, 2009*

Opemo, Tedja; Noonan, Lloyd; Lim, Andy; Chammou, Eliezer; Sandowicz, Ryan; Matsuno, Diane; Jacobs, Betty; Tyszkiewicz, Katy; Dones, Carment; Kazadi, Michelle; Chee, Grace; Rodrigues, Anna; Elrington, Darron; Liskin, Evelyn; Laws, Donna; Bellamy, Sherice; Russell, Timmothy; Block, Richard; Bucher, William; Shewfelt, Olga, Anders, Bruce.

Minutes: Minutes of the February adjunct meeting (Orientation) were reviewed and approved.

Budget: We have more mountains to climb: The state's deficit is now between \$4 and \$8 million. The May 15th budget revision will give us a better idea of how community colleges will be affected. A special election on May 19th will offer five ballot propositions related to balancing the budget. We need to pass these to close the deficit. The union and student inters are working on the election.

Trustees Election: Board of Trustee Elections: Kelly Candaele (Seat 4) and Miguel Santiago (Seat 7) won their incumbent elections; however Angela Reddock (Seat 2) and Nancy Pearlman (Seat 6) will be in run-off elections. Olga stated that we need to work to re-elect these two trustees as they share our values.

Faculty Obligation Number: A memorandum from the college's president on March 3rd reads, "The Chancellor has required West to fulfill its FON...by hiring seven new fulltime faculty for Fall 2009 in addition to the number of any retirements that occur." The searches will be conducted in the priority order as follows:

1. Dental Hygiene
2. Counselor
3. Physics
4. Counselor
5. CEMA
6. Fire Technology
7. Counselor
8. Child Development
9. English
10. P.E.

District-wide, we need to hire 114 fulltime faculty. Adjunct faculty should seek out these job postings and apply. On this campus, the FPIP Committee which decides upon a priority for faulty hires has two membership slots for the union. Olga plans to meet with Dr. Rocha regarding the administration's plan to change the prioritization process.

Employee Free Choice Act: The EFCA "would allow workers to form a union by the simple, expeditious, and democratic method of 'majority sign-up –if fifty percent plus one

sign cards, they have a union. And, if they prefer, they can still ask for a secret ballot election. But the employer can't" (Perspective 03/09 p.4). The act would change the mode of elections favorable to manipulations by employers mandated by the 1935 National Labor Relations Act. Senator Dianne Feinstein has announced her opposition to the bill. Union supporters of this bill should send Senator Feinstein their handwritten letters to disagree with her and urge her support. We need the support of sixty Senators to pass the bill. Olga referred to a union-hostile article in the *L.A. Times* today, by Steve Lopez.

Revenue Enhancement Proposals: Proposals totaling \$20 million have been vetted by the VPAA in the College Council for information, not for approval. He will be at the regular Chapter meeting tomorrow to discuss these and answer questions. There are five grant initiatives to enhance the revenue the college collects. We have already acquired some to these funds. Some of the proposals connect with the Obama economic recovery plan. Each initiative calls for one or more Deans to be hired, as these are supervisory positions, six in all. Among the initiatives is a plan to develop the LAX site. From Measure J, last November, \$40 million was allocated to West to develop the site. The district will supply \$10 million more and we will seek \$50 million in matching funds for a hotel/convention center as a facility to train hospitality workers. Olga commented that the entire plan looks like another college to be built upon the existing one.

Election of Adjunct Reps.: Olga thanked all for their help in getting the election successfully launched and completed. She was especially laudatory of the discussions which led to the inclusion of a write-in option, a ballot option which helped elect reps in divisions which experienced problems meeting nomination deadlines.

Adjuncts elected to represent fellow adjuncts in their divisions are:

Allied Health	Todd Legassick
Aviation and Travel	Marc Mancini
Behavioral and Social Sciences	Ray Shackelford
Business	Lorenzo Ybarra
CEMA	
Computer Science	Kenneth Taira
Counseling	
Dance, Health & Physical Education	Henry Perry
Humanities and Fine Arts	Lucy Blake
Language Arts	Nicholas Smith
Library and Learning Resources	Joshua Stern
Mathematics	Li Hua Lei
Science	Surendra Menon

Olga will invite the Reps to a special meeting to discuss their responsibilities and to train them, particularly in the scope and meaning of Article 16. It was suggested that contact information for Reps and their constituencies should be available. Olga noted that all adjuncts should have a West email account, and that it is the obligation of each adjunct

instructor to contact h/er Rep.. A question was posed: What if the Rep is not doing h/er job effectively. Olga commented that the term of office is only one year, and in such a situation, the divisions adjuncts should look to the next election cycle. The discussion moved to the need for adjunct faculty to have effective training and necessary information. Olga said that each person hired needs a package of materials with vital information, including contact numbers and a copy of the contract. We need to work on this with Academic Affairs and the Chairs. It would be ideal to have a mentor for each new faculty member. We should seek to find the best practices at other campuses.

Student Learning Objectives: Olga called our attention to a clarification of the meaning of “Participates in the Student Learning Outcomes Assessment Cycle” designation on the faculty evaluation form in Appendix C, page 185 of the current Agreement. The key paragraph reads as follows:

“Participating in program review, updating course outlines, and, as a discipline or department, writing SLOs and establishing assessment tools/rubrics are the responsibility of full-time faculty. Adjunct faculty may participate, but should not be required to do so. If an adjunct instructor does not participate, his/her evaluation will not be affected. If adjuncts do participate, they should be compensated for these ancillary activities. In order to be paid, before undertaking these tasks, they must obtain approval from the college president, the requesting administrator/chair, and the AFT Chapter President, as stipulated in Article 43B2 of the 2008-11 bargaining agreement.”

Health Benefits: Changes in coverage are likely and the most difficult part of these changes will be fulltime faculty coverages. The union is looking at joining the CalPERS group of 2 million (vs. the district group, which is 7,000) in order to achieve some economy of scale on premium costs. Susan Aminoff of the District-AFT Joint Labor-Management Health Benefits Committee will be at the Chapter Meeting of April 23rd to explain and to answer questions.

Grievances: Bruce Anders reported that more complaints are being received about abuses or possible abuses of the hourly seniority lists. Some adjunct faculty report that they cannot get copies of their hourly seniority lists. The union will ask Chairs to send out updated lists to all faculty in a discipline. It is a faculty contract right to have a copy of the hourly seniority list in the faculty member’s teaching discipline.