

1 Minutes of AFT Local 1521 Faculty Guild- February 18, 2016

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3 **Meeting was called to order at 1:10 pm by Olga Shewfelt (Chapter**  
4 **President) and lunch was served.**

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6 **1. Welcome & Introductions**

7 Members Present: Kenneth Tiara, Kimberly Manner, Bonnie Blustein , Mark Rose, Jennifer  
8 McIntosh, Katy Kelly , Anthony Battle, Faz Elahi, Iris Ingram, Norma Barragan, Matt  
9 Robertson, Laura Vasquez and Harpreet Singh ( Student Interns), Herlim Li ( AFT 1521), Olga  
10 Shewfelt and Tim Russell

11  
12 2. Minutes Chapter meeting 11/19/15 were unanimously approved by 8 members  
13 present. There were no oppositions and no abstentions.

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15 **3. AFT Chapter President Report (O. Shewfelt)**

16 **a. State & District Budget (2016-2017)**

17 On January 15<sup>th</sup>, the governor submitted the budget proposal. (See page 6 of the handout)  
18 Olga went on to briefly review the Executive Summary of the proposed 2016 – 2017 budget  
19 written by Dan Troy, Vice Chancellor, College Finance and Facilities Planning. She  
20 attended the District Budget Committee and the Chancellor stated, “Our District is  
21 participating in an adult education partnership with 5 other school districts called the Los  
22 Angeles Regional Adult Education Consortium (LARAEC). He reported that a budget of \$7  
23 million has been allocated for adult education for our District for the current year and \$7  
24 million for the next fiscal year. The Chancellor addressed the need for improvement in  
25 partnerships working with Adult Education. There have been many meetings to discuss the  
26 details of this partnership. Olga goes on to inform the body that our District has signed a  
27 memorandum of understanding with the Mexican Consulate in Los Angeles. There will be a  
28 resource education fair to meet the needs of the Latino population in Los Angeles.

29  
30 Shewfelt informs the body that there is a request for a new bond for facilities. On page 15-  
31 16, there is Proposed Timeline of Key Milestones for the 2016 bond will potentially to be  
32 placed on the November 2016 ballot.

33  
34 See the proposed preliminary budget and allocation for 2016-2017 on page 10 and 11 on the  
35 handout.

36  
37 VP Iris Ingram reviews the proposed budget of 36, 874,000 for WLAC (see page 11 in  
38 handout). She comments on the possibility of increasing or decreasing the ending balance.  
39 She explains that the revenue cycle goes 18 months back. VP Ingram explains that the  
40 additional funds that were received (~2 million) were one time funds. WLAC received  
41 about 3 % of the 6 % allocation. She explains that we need to make our 6% growth target  
42 by June or we will have to give the funds back to the state. WLAC is the process of putting  
43 a request for new operating budget. Currently approximately 96.2 % our budget is for  
44 salaries and wages. This leaves very little funds for other expenses. The new funds that are

45 received are restricted categorical funds. The funding that is needed to support the campus  
46 infrastructure is dwindling. VP Ingram goes on to state that she has to make decisions to  
47 juggle funds to ensure that campus is solvent.  
48

49 A question from the body was asked. “How does the percentage of our budget for salaries  
50 and wages compare to 10 years ago? VP Ingram responded that typically an institution  
51 should expend about 85% for salaries and wages. By June we will make our 6 % growth  
52 target. There is a risk to get the growth funds-the funds that it takes to increase the  
53 percentage of growth should be relatively lower than the cost. There were discussions that  
54 took place between VP Ingram and VP Aguiar regarding when sections are added and the  
55 question always comes up on how it is determined which sections are cut? VP Ingram goes  
56 on to state that the first concern is to make sure that students have the sections that are  
57 needed. “We can grow FTE without adding sections”. She also states with stating that the  
58 cost of running this campus has increased because we have more buildings to run.  
59

60 President Sprague stated that the Post Bond is good news for WLAC. He provides a list of  
61 activities that the bond will pay for. There will be some certainty with the new construction.  
62

- 63 1. By the end of the spring semester the Terrance Amphitheater will be constructed. He  
64 states that there needs to be a conversation on its future uses.
- 65 2. New flooring for the gym
- 66 3. There will be sound proofing installed to eliminate the noise from activities in the gym
- 67 4. New flooring will be installed in the three dance studios.
- 68 5. There will be new construction in parking lot 5- the Teaching and Learning Center  
69 (TLC). The TLC will be a four story building that will house the Computer Science and  
70 Business Divisions.
- 71 6. Lot 2 will be used for the Sound stage.  
72

73 President Sprague continues to inform the body that in the spring and summer we will see  
74 the new construction projects. There is bond funding for the improvement of the 8 acres at  
75 10100 Jefferson. There are plans to build three buildings and a parking structure on the 8  
76 acres. This construction will generate an income stream of revenue. WLAC will have some  
77 relationships with this business venture. In addition there are plans to build a Black Box  
78 Theater and a parking lot for 50 – 90 cars. This would be built beside 10100 Jefferson  
79 property.  
80

81 LAX is going to take over the space to build an underground structure to allow people access  
82 to bigger parking lot. With this LAX has promised to replace any construction that is torn  
83 down during this process. We will have a new facility in lot 2.  
84

85 The President also has contacted the Levet Foundation. They only fund the construction of  
86 amphitheaters by donating money to help with the design and construction of the new  
87 pavilions. The BoT is exploring new bonds to be on the ballot for November. The discussion  
88 needs to happen on the monitoring of new construction. He states that we will be wiser in  
89 making better decisions. President Sprague concludes that he wants to have discussions on  
90 how to best plan this construction phase.

91  
92 Shewfelt comments on the fact that the BoT took the property 10100 without consultation.  
93 “What we are receiving is better than what happened in the past. The fact that there was no  
94 consultation is like a slap in the face. What we are getting is better than nothing”.

95  
96 **b. FON update & EEO workshop on Equity in Faculty Hiring (See page 14 in Handout)**

97 On page 13 in the handout, there are 169 of full time Tenure track faculty positions that have  
98 submitted their notice of intents. There are a total of 242 positions to fill for the District to meet  
99 its FON obligation. WLAC has 8 faculty positions to fill for fall 2016. Two of the positions are  
100 posted, four are in draft stage and two remain outstanding.

101  
102 **c. Selection of College President. BoT Rule 10308.**

103 The Chapter President informed the body that another selection process for WLAC permanent  
104 president has begun. President Shewfelt stated that she spoke with Vice Chancellor Barra about  
105 having two faculty representatives for the next campus presidential election process. At this  
106 point, Carmen Dones will be one of the representatives. This process will start anew.

107  
108 **d. AFT Faculty Guild Elections: Candidates Forum 3/17/16** See page 21

109  
110 **e. Adjunct Faculty Representatives Academic Divisions: May Elections.**

111 Next Wednesday Olga will speak with the part time faculty in regards to the election  
112 process at the next AFT meeting. (See Article 17.B.3) A question from the body was  
113 brought up regarding how to handle the voting process via email. There should be a  
114 verification process initiated. It was suggested that we only use the WLAC email. The  
115 integrity of the election is critical and we will do all that we can do to revise the election  
116 process.

117  
118 **f. Politics:**

119 • **Friedrich’s case update**

120 Oral arguments were presented before the U.S. Supreme Court in January. If the  
121 agency fee is eliminated for non-union members, Unions would weaken both at the  
122 economic and political fronts. Our Union is unifying with many other unions and  
123 progressive opportunities to fight this attack of the Unions and the middle class in our  
124 country. (See handout on Friedrich on p. 27)

125  
126 • **Building union power. Membership and participation drive continues.**

127 Herlim Li (AFT Guild 1521) introduces the new AFT Student interns – Laura  
128 Vasquez and Harpreet Singh. Herlim discusses the work that will be done in  
129 regards to the elections. He solicited input for 1 additional student to become an  
130 AFT intern.

131  
132 Herlim introduces himself and explains his work in the Guild. He speaks about  
133 the Friedrich’s case (See page 27-28 in the handout). Roughly there are 90 fee  
134 payers and 30 of which are scheduled to teach this semester. 60 fee payers need  
135 to be found and become members. The right thing to do is to touch basis to  
136 explain the importance of membership instead of being a fee payers. This action

137 will make the union stronger. Building relationships are very important and will  
138 make a great impression with part time faculty. Herlim solicits the membership  
139 to help convert the fee payers to members. The question arose “How do we  
140 convince fee payers to become members in lieu of the Supreme Court decision?”  
141 Building the relationships is one way to get in front of what may come down the  
142 pike.  
143

- 144 • **The November 2016 election: in CA: Prop 30 & new Bond?**
- 145
- 146 • **Increase Civic Participation: Voting registration drives and education**  
147 President Shewfelt states that we need to increase the participation in the politics and  
148 awareness of public campaigns.  
149

150 4. **Accreditation, Kimberly Manor. To review the full Accreditation report go to:**  
151 <http://www.wlac.edu/WLAC-Accreditation/2016-Report/2016-SER.aspx>  
152

153 Dr. Kimberly Manner, English Professor at WLAC provided two documents – WLAC  
154 Accreditation Site Visit and the QFE. She explained the events that will take place during the  
155 Accreditation Site visit. The purpose of the site visit is peer evaluation. The Accreditation team  
156 will be here to see what WLAC is doing and to make recommendations. Dr. Manner informed  
157 the body that WLAC meets all the standards. The team will meet with the various campus  
158 groups on March 8<sup>th</sup> and 9<sup>th</sup>. There was a change that was approved to have off-campus site  
159 visits for the POPP program, Pharmacy Tech Program and Dental Hygiene program on March  
160 10<sup>th</sup>.  
161

162 Manner informed the body that since the final document was 546 pages, a spark notes version  
163 of the Accreditation Report will be available for faculty. It is imperative that faculty know what  
164 is happening on campus. The QFE identifies 3 action projects that are being planned. She  
165 encouraged all faculty to read the QFE. The action projects require interdisciplinary discussions  
166 to look at how we assess what students learn across the board. In addition the Accreditation  
167 Team may visit classes and faculty should be doing what is on the syllabus. The invitation will  
168 be for standing committee members to answer questions that may come up during the visit.  
169 Manner has been meeting with department chairs to ensure that they are aware of the climate of  
170 their specific areas. She stated that the steering committee will be working hard to make the  
171 changes that they are made aware of.  
172

173 Manner invited all faculty to attend the “Leap into Accreditation” Town Hall meeting on  
174 February 29<sup>th</sup> on the 4<sup>th</sup> floor of the HLRC from 2:30 pm to 4 pm.  
175

176 5. **Adjunct Faculty: Guild sponsored Workshops around the District.** ( pages 22 – 26 in  
177 handout)  
178

179 6. **Grievance Report, Tim Russell**  
180 **The Union has filed the following Grievances:**  
181

- 182 1. **Violations of Article 9 .D.3 (Work Environment)**

183 We received a response that did not address our initial concerns and we will move to step  
184 2 in the grievance process.

185  
186 **2. Violation of Article 15.B.6**

187 **Priority for Temporary Adjunct faculty Members.**

188 This matter has been investigated and it was discovered that the Seniority List was not  
189 used properly to assign classes to faculty during the winter 2016 session.

190  
191 **3. Violations of Article 16 and 17**

192 The lack of consultation of chair for schedule changes and making assignments as related  
193 to Article 16. We have investigated this matter to find out if the proper consultation with  
194 faculty took place. The guild has moved this matter to a Step 2 Grievance.

195  
196 **7. Work Environment Committee Report ( Matt Robertson)**

197 The majority of the time was spent on the check list that Kim Manner presented in preparation for  
198 the Accreditation site visit. The WEC prepared for mock interviews. The WEC learned a few  
199 things to be expected during the site visit. When the committee reviewed the minutes they  
200 discovered some issues that have not been addressed.

201  
202 **8. Issues from the floor**

203 Is there a new policy for the Equal Opportunity Officer on the hiring committees?

204 The senate needs to address the fact that hiring committee members being required to attend the  
205 EOO training on 2/19/16. This event is designed to encourage members on the committees to be  
206 aware of discriminatory actions. The major concern is that the timing is not convenient for all the  
207 members of 240 hiring committees to attend.

208  
209 **9. Announcements:**

- 210 • **Friday February 19, “New Adjunct Members Survival Guild Workshop” 9am-noon**
- 211 **Valley College**
- 212 • **Saturday February 20 “Get the Job Workshop” 9:30-am-noon. Valley College**
- 213 • **Wednesday, February 24, Adjunct Faculty Orientation. 5-7 pm. Winlock (WLAC)**
- 214 • **Saturday, March 5 “Adjunct Retirement Workshop” 9:30 am- noon at City College**

215  
216 **Meeting adjourned at 2:56 pm**

217  
218 **Respectfully Submitted,**

219  
220 **Timothy Russell**