

1 Minutes AFT Local 1521 Guild 1521 WLAC Chapter Meeting  
2 March 16, 2017  
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4 Meeting was called to order at 1:05 pm by Olga Shewfelt, and lunch was served.  
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6 **Members Present:** Colleen Masuhara, Michelle Funderburk, Melinda Smith, Gustavo Demoner, Sandra  
7 Scranton, Fran Leonard, Jeanene Ames, Tanshee Cheng, Mark Rose, Faz Elahi, Norma Barragan,  
8 Martin Nee, Kevin Considine, Yervant Boghos, Juan Carlos Castillo, Bonnie Blustein, Nancy Sander,  
9 Katy Kelly, Lucy Blake, Matt Robertson, Olga Shewfelt (Chapter President), Tim Russell  
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11 **Guest:** Sharon Hicks, President James Limbaugh, Vice President Iris Ingram,  
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13 Fran Leonard made an announcement for the leadership retreat. Fran and Jeanene played the Data game  
14 with the body. They asked multiple-choice questions pertaining to student success data. She invited the  
15 body to the Leadership Retreat on May 5, 2017.  
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17 **1. Welcome and Introductions**  
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19 **2. There were no minutes from February meeting.**  
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21 **3. AFT Chapter President Report- O. Shewfelt**  
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- 23 a. Negotiations update- Shewfelt stated that we are not doing **IDB**. She explains the process of  
24 IDB method of negotiations. There are benefits of this approach even though is not the best  
25 approach.  
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27 President Limbaugh introduces himself to the body. He provides several updates:  
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- 29 1. As of yesterday at the DBC, Shewfelt was able to achieve getting a commitment of the \$1.5  
30 million that is owed to WLAC.  
31  
32 2. Enrollment Management- The overall enrollment for the District is declining. West L. A.  
33 College is the only campus with a growth rate of 6%. President Limbaugh applauded the work  
34 of faculty and staff for their integral part of this growth. He asked Shewfelt about the impact of  
35 the District not being able to sustain growth. Shewfelt informed the body that without the  
36 continued growth, the District could stand to lose \$25 million. The charge for each campus is to  
37 look at what they are doing and not doing in the area of enrollment management. Limbaugh  
38 stated the actions that caused the increase in enrollment for WEST included daily reviews of  
39 enrollment numbers, introduction of large classes, and close collaboration with faculty and  
40 department chairs.  
41

42 The Chancellor is looking for each campus figure out what works best for their individual  
43 campuses. Limbaugh stated that he was not hired to cut programs instead; he was hired to make  
44 effective changes. He reminded the body that the Distance Education program comprises 40 %  
45 of the total enrollment for West L.A. College.  
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47 3. Limbaugh continued to explain the reason why HLRC needs to be rebuilt instead of  
48 renovation. He has to justify the need for a new building and the options include tearing down  
49 the buildings down the center of campus. However, this is but a concept, and discussions about  
50 Measure CC construction will be held fully through the shared governance system. He informed  
51 the body that they would be more conversations on strategic planning initiatives. He gave  
52 examples of integrated planning ideas that would target various populations.  
53

54 4. Basic Skills – Limbaugh stated that there is no one on campus who is responsible for looking  
55 at the Basic Skills success rates and be able to identify the reasons why the rates vary.  
56

57 5. President Limbaugh informed the body of the challenges that in front us as a campus. He  
58 explained the reason why he moved the SFP and categorical funds to Administrative Services. It  
59 is better to have the funds centralized for a more efficient oversight.  
60

61 6. Questions/ Concerns from the body:  
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63 The planning process needs to involve the faculty, not just the president, and the management.  
64

65 President Limbaugh stated that when he is asked about his plans and how long he will remain at  
66 West; he replies that he plans to stay at WLAC until both sides feel the relationship stops being  
67 effective.  
68

69 Shewfelt comments that unless faculty buy into programs, programs fail. She explained that the  
70 Guild is a part of the shared governance process and the Guild is the body that can distribute the  
71 details of specific changes.  
72

73  
74 Vice President Ingram reports on the budgetary status of the District.  
75

76 Enrollment Issue- VP Ingram explained how WEST is funded by the number of FTES (Full  
77 time Equivalent Student). The District is based at 109, 700 FTES. If the District does not  
78 meet the growth goal of 2%, we will not make base. The consequences are dyer. If campus  
79 do not make base, then campus will be on stabilization for 2 years. After 2 years, if  
80 individual campuses do not make base then they are rebased. This reduces the amount of  
81 funds received from the state. She reminded the body of what happened during the last  
82 recession. The District Office has not been able to re-capture the growth if once had.  
83 Currently, the District Office is at 105K FTES. WEST has been counter-cylindrical. We  
84 have grown at a rate of 7 % per year and this is over the 2 % goal of the District.  
85

86 In order for WLAC to receive funds for growth, the District will have to pay WLAC from the  
87 reserves. She stated that the District has about \$120 million in reserves. However, when  
88 looking at the charges against the reserves it is not that large amount. During the  
89 recession, the District Office had to take out loans out to make payroll and pay vendors.  
90 She commented on the efforts of Shewfelt to lobby for the \$1.5 million that we are owed  
91 from the District for our enrollment growth. It is evident that District will not make the  
92 109,600 FTES. There is a shortage of about 900 FTES.

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VP Ingram commented that it is always a good policy to operate within ones means. We have to ensure that we are not spending more than we have coming in. She explained the importance of consolidating all sources of funding on campus.

Shewfelt stated that the Union and the Administration has different views on the reserves. She continued to call to the attention of the body the budget report on page 3.

4. **Election Results**- See page 7 for the results of the election. The Guild is please with results of the endorsed candidates.

5. **Supplementary Retirement Plan**- Sharon Hicks introduced herself to the body, told the body what she is responsible for, and proceeded to inform the body about Supplementary Retirement Plan (SRP). The SRP details are found on pages 16 – 21 in the handout.

The pension fund is over \$200 million. The District contribution rate for pension is increasing to 19.1 % by 2020.

On page 19, there is list of one on one meetings to discuss the details more specifically. The next meeting will be held at WLAC on April 18<sup>th</sup> @ 2pm on the 4<sup>th</sup> floor of HLRC.

**Question:** What is the magic number that the BoT is looking for? Hicks informed the body that it is about 240 (10% of the total employees)

Hicks informed the body that the Union has pushed back to ensure the faculty are taken care of and all things must be in writing.

**Question:** Will the time as adjunct instructor be counted toward retirement?

The District Office has agreed to include years as adjunct service as part of the years as service toward health system vesting. This time has to be within the District.

She provided the body with the calstrs.com website to allow faculty to become more I informed.

Hicks explained the heath system vesting process as the following:

- 50 % 10 years of service
- 75 % 15 years of service
- 100 % 20 years of service

137 Adjunct faculty must know their benefit plan. SH explains the 4 options available to adjunct  
138 faculty. Adjunct faculty is not eligible for the SRP. There are plans to have adjunct only  
139 retirement meetings.

140  
141 OS states that she will send the MOU for illness for online instructors.  
142

143 Shewfelt continues with the report:  
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145 The Negotiations Team is preparing to present the proposed changes to the contract to the  
146 BoT. The Union is not sure what the District Office will decide. Actually, negotiations have not  
147 taken place yet. This meeting will be forthcoming.  
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149 She reminds the body that the Guild is pleased with the elections results. When we, the  
150 negotiation team, reach a tentative agreement on an article, the changes will be brought before  
151 the Executive Board for review. At this point, no details can be provided as mandated by the  
152 negotiation process.  
153

154 She reminds that body of the enrollment crisis and how WLAC is the only campus who grew  
155 and no other campus had growth.  
156

157 OS wanted to share what happened at WLAC at the BoT meeting. She sent an email containing  
158 the legal opinion (see page 13). She comments on the students who presented the thoughts  
159 feeling about ICE agents on campuses. The Union asked the BoT to do something and a week  
160 after the BoT meeting, the Chancellor Rodriguez produced article "What to do if ICE agents  
161 Seek to Conduct Enforcement at your College or University?"  
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163 In closing (pg. 14), she informs the body that LA Unified will sign on to sanctuary city lawsuit  
164 against the Trump administration. She states that entities are afraid to be classified a  
165 sanctuary city because of the withholding of federal funding. Potential loss of \$308 million for  
166 LACCD and over \$500 million for La Unified  
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168 On page 9 "what will the future of LA unified look like? Two very different visions are battling  
169 it out"  
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171 On page 9. See the article "What is affecting LAUSD Enrollment is always affecting LACCD"  
172  
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174 Shewfelt informed the body about SB 1379, which addresses how adjunct faculty is hired. In  
175 closure, she pointed out the numbers the union is more powerful.  
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177 Meeting adjourn at 2:52.  
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179 Respectfully Submitted by  
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181 Tim Russell  
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