

1 **Minutes AFT Local 1521 Guild WLAC Chapter Meeting – November 17, 2016**

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3 **Meeting was called to order at 1:06 pm by Olga Shewfelt, and lunch was served.**

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5 **1. Welcome & Introductions**

6 **Members present:** Diane Matsuno, Ken Taire, Clyde Titus, Tanshee Cheng, Mark Rose,  
7 Bernice Filerman, Katy Kelly, Matt Robertson, Grace Chee, Michelle Funderburk, Juan Carlos  
8 Castillo, Rudy Triviso, Yervant Boghos, Norma Barragan, Casey Hunter, Olga Shewfelt (Chapter  
9 President), Tim Russell

10  
11 **Guest:** Dr. James Limbaugh, WLAC President, Adam Dorr, doctoral student, Alexandra Castillo-  
12 Kesper, CFT Organizer, Herlim Li, AFT Intern Coordinator

13  
14 Dr. J. Limbaugh introduces himself to the body and thanked the body for a great first 7 weeks.  
15 President Limbaugh provides a summary of recent WLAC accomplishments:

- 16
- 17 1. WLAC is the first College in the District with an increase of 10% in enrollment.
- 18 2. The Dental Hygiene Bachelors of Science program had Accreditation visit and received no  
19 recommendations.
- 20 3. The District is deciding on recommendations for prioritization of projects for Measure CC. He  
21 mentioned some of the internal plans for new building on campus.
- 22 4. He commented on the status of the TLC building project.
- 23 5. Limbaugh stated that there is a perception in some quarters that WLAC is over built. He spoke to  
24 A. Hansen, retired Facilities Director, about the current room usage and previous procedures used  
25 in the prioritization of bond projects. There is a rumor that the DO is looking at campuses with  
26 oldest buildings as a priority for Measure CC. Limbaugh continues to comment on WLAC growth  
27 goals of a 3 to 5-year span.
- 28 6. Limbaugh states there is a need to develop a strategic marketing plan. This planning will call for  
29 the need to have a broader discussion.
- 30 7. Limbaugh also commented about the “Walk Out” that students participated in on November 16<sup>th</sup>.
- 31

32 In closing, Limbaugh states that he is proud to be a part of WLAC family and he is planning to bring  
33 back faculty recognition events to promote a closer relationship between he and WLAC Faculty.

34  
35 Shewfelt asked, “ How do we start a campus wide conversation about how to implement our vision of  
36 social justice?”

37  
38 Limbaugh responded with a suggestion that we start doing brown bag lunches with faculty and staff to  
39 discuss what social justice means at West. He solicits from the body any suggestions that would  
40 promote social justice on WLAC campus. He also comments that we owe our students the right to be a  
41 part of the broader conversation. Shewfelt pointed that as a result of the recent U.S. Presidential  
42 election and the great levels of fear and uncertainty expressed by our students, the Guild unanimously  
43 passed a resolution in support of our students and declaring our campuses to be sanctuaries for DACA  
44 and DAPA students. See page 10 in the handout.

45  
46  
47 Shewfelt informs the body of about the panel meeting that took place on 11/16/16 to hear the concerns  
48 of the DACA students at West. This event was attended by 28 students and provided a safe place for

49 students to converse and feel comfortable. There are about 200 DACA students on our campus. She  
50 remarked that DACA students are not able to concentrate on the remaining of the semester because the  
51 uncertainties that may happen in the near future. She suggests that the West set up a hotline for  
52 students to have support as needed. It is critical that WLAC does something immediately to help  
53 students complete the semester.

54  
55 Limbaugh states that if a dedicated space is needed for DACA students, then he will support the  
56 establishment of a safe space on campus for students who are affected.

57  
58 Barragan mentions that there are a multitude of services that are available students from LA County.  
59 This will be in addition of the creation of a safe space. Limbaugh suggest that faculty should compile  
60 a supportive list that can be emailed out to faculty and staff to have on hand. Shewfelt mentioned that  
61 students from the panel event made recommendations that could be put on the WLAC website.

62  
63 Limbaugh states that he is on board with campus-side distribution of such information. In addition, he  
64 informs the body that he will provide instructions to Iris, Michelle and Vicky on getting things started.

65  
66 **2. Minutes Chapter meeting 10/20/16 were unanimously approved.**

67  
68 **3. AFT Chapter President Report (O. Shewfelt)**

69  
70 **a. Negotiations: Guild Team**

71  
72 The Guild has formed the Negotiations Team for the 2017- 2020 CBA. Shewfelt informs the body  
73 that negotiating a new CBA is the most important job of our Guild and mentions the well written  
74 article on negotiations by D. Eckersley on page 6 in the handout. On page 8 there is a list of the  
75 contract negotiations team for each campus. The first meeting will take place on November 18<sup>th</sup>.  
76 Shewfelt will provide updates as they become available.

77  
78 **b. AFT Faculty Guild Resolution “In Affirmation of Faculty Support for Students”**

79  
80 At the Guild’s, E-Board meeting on November 15<sup>th</sup>, the Guild voted unanimously to pass a resolution.  
81 The resolution “ In Affirmation of Faculty Support of Students” can be found on page 10. The  
82 Chancellor is speaking the same language of inclusiveness of equality support of students who have  
83 been affected by the election. She has included a literary piece written by Junot Diaz entitled “Radical  
84 Hope” on page 11 and reads an excerpt starting on page 12 in the handout.

85  
86 **c. FON Fall 2016**

87  
88 Shewfelt attended the DBC and District projects the fall 2017 FON to be 116.5. On page 16, the  
89 demographic data is provided for all the new faculty hires.

97 **d. MOU Department Chair’s and Dean’s duties in relation to Classified Support Staff.**  
98

99 This MOU is a statement clarifying the obligations of Chairs and delineates the duties of the Chair and  
100 the responsibility of the Deans (see page 27 in the handout).  
101

102 **e. Politics:**

103 • **November 8: Election Results**  
104

105 Shewfelt provided a political report of the Nov. 8<sup>th</sup> election results. Voters at the state  
106 and local level voted to support propositions or measures to fund public education. For  
107 instance, Proposition 55 passed with 67 % of the vote and Measure CC with 75%. For a  
108 full report, see pages 17 – 22 in the handout.  
109

110 • **Student Interns activities**  
111

112 Scarlet, CFT Organizer informs the body on the work that student interns  
113 have done in support of the Nov 8<sup>th</sup> election. They did a lot of voter registration  
114 efforts, they had a Prop 55 panel discussion, and a lot of interns participated in the  
115 “Walk out”. The interns have done so many valuable things to support this election.  
116

117 Herlim states informs the body of the district wide student intern activities:  
118

- 119 1. Phone banking- 30,2448 call from the auto dialers were made to ask for  
120 support of Furutani or Portantino.  
121
- 122 2. Knocking on doors to promote candidates  
123
- 124 3. “Walk Out” – he provides the stats of walk out at Peirce  
125

126 He thanks the body for having the opportunity to have student interns do the work  
127 to support the Union. See full Student Interns Report on page 24 in the handout.  
128

- 129 A. Castillo-Kesper, CFT Organizer, informs the body of the work that they are doing to  
130 support faculty:  
131 a. Support grant development  
132 b. Increase the amount of COPE funding  
133

134 Castillo-Kesper invites the body to the next BoT meeting that will take place on 12/7  
135 at LA Valley College.  
136

137 • **BoT Elections Timeline.** (See page 19 in the handout)  
138

139 **4. Work Environment Committee Report, Matt Robertson (policies for allocation of office space**  
140 **for full time faculty & adjunct office locker space).**  
141

142 On page 29 in the handout, Robertson discussed the draft of faculty office allocations guidelines. He  
143 solicits the body for their input, questions or any changes. Robertson encourages faculty to send  
144 comments and concerns via email. The next WEC meeting will be Dec. 12<sup>th</sup> in the CDC. Shewfelt

145 mentions the non-smoking proposal that was presented to the WEC by the ASO (see page 32). During  
146 the next meeting there will be additional conversation about this proposal. Drafts of the office  
147 allocations and the non-smoking policy will be email for faculty feedback and discussion. We need  
148 to get input from all faculty, including faculty who smoke before recommendations are made to the  
149 president.

150  
151 Questions from the body:

- 152 1. Who will enforce the non-smoking policy and what will the penalty be?
- 153 2. Are there any other campus's that are completely non smoking campus?

## 154 155 156 157 **5. Adam Door, "Technology and Labor in the 21st Century".**

158  
159 Adam introduces himself and informs the body of his background and experiences. He presents  
160 "Technology and Labor in the 21<sup>st</sup> Century." Key points from presentation:

- 161 - Technological Unemployment
- 162 - The Luddite Fallacy
  - 163 ○ Technology creates new jobs as it displaces old ones...
- 164 - Labor Share of Income
  - 165 ○ Declining labor share of income
- 166 - Automation
  - 167 ○ In the past automations was about using machines to do routine task
  - 168 ○ Factory family
  - 169 ○ The real concern is the fundamental difference in the level of automation
  - 170 ○ Machines are able to perform complex non routine that require sophisticated decision
  - 171 making like – driving
- 172 - Autonomous Vehicles
  - 173 ○ Gave example of the effects of the increase of unemployment for professional drivers
  - 174 including UBER drivers.
- 175 - Artificial Intelligence
- 176 - Narrow AI
  - 177 ○ Presented matrix with least susceptible and surprisingly susceptible for replacement
- 178 - General AI
- 179 - Reactions to Automation
  - 180 ■ Academics cite the Luddite Fallacy
  - 181 ■ Politicians tend to double down on existing ideology when confronted with automation
  - 182 ■ Business leaders are concerned about consumer demand
    - 183 ● Crisis of capitalism: squeezing labor vs. creating demand
  - 184 ■ Technologist the pace of change will surprise us just like the car, the computer, the
  - 185 internet and the cell phone
- 186 - Discussion Questions
  - 187 ○ Urban Issues
  - 188 ○ Politics with scientific uncertainty
  - 189 ○ Policy and planning
  - 190 ○

191 Questions from the body were presented about the effects of technological advancement and the future  
192 elimination of jobs that are currently done by humans and Dorr moderated the discussion. Mr. Dorr

193 encouraged faculty to provide instruction to students that inspire engagement and to encourage our  
194 students to never be satisfied. With the new administration and the technological advancements,  
195 faculty need to be able to create students who are courageous.  
196

## 197 **6. Grievance Report, Tim Russell**

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199 1. The Guild received the step 1 response for violations of Article 13.D- Assignment, Conditions  
200 and/or Exceptions and 17.D –Department Chair Duties; from the administration that did not adequately  
201 address the issue of the lack of collegial collaboration that should be a best practice to meet the needs  
202 of WLAC students. This grievance was moved to step 2.  
203

204 2. The Guild filed a Step 1 grievance for violation of Article 9- Work Environment. This grievance  
205 involves the administration addressing the lack of ventilation and poor air quality in specific areas that  
206 WEST students, faculty and staff use on campus.  
207

## 208 **7. Announcements:**

- 209 • Saturday, November 19, Heroes Abroad, Homeless Heroes Walk, 8:30 am (see flyer)
- 210 • Sunday, November 20, Concert in memory of Ethel McClatchey (see flyer)
- 211 • Tuesday, December 6, EDD workshops @ Mission & West (see flyer)
- 212 • Wednesday, December 7 BoT @ Valley College (vote on motion to negotiate Adjunct Faculty Benefits and  
213 HRA).
- 214 • Tuesday, December 1, AFT Faculty Guild 3 E-Board and Christmas Party
- 215 • Friday, December 16, Guild Office closed for two weeks
- 216 • Tuesday, January 3, Guild Office reopens
- 217 • Saturday, January 14 Dr. Martin Luther King Jr. breakfast
- 218 • Monday, January 16 MLK Kingdom Parade
- 219 •
- 220 •

## 221 **Issues from the Floor:**

222  
223 C Hunter asked how are representatives selected for contract negotiations and how is it determined  
224 which articles to be negotiated.  
225

226 Shewfelt responded that not all articles would be opened for negotiations. Both sides have to agree on  
227 with articles are to be negotiated. She reminded the body the there would be a survey sent to faculty.  
228 Once the data is collected and team will review the feedback from Faculty and select which would be  
229 the most important articles to be negotiated. If needed the team would consult with Faculty experts  
230 from specific disciplines.  
231

## 232 **8. Meeting was adjourned at 3:03 pm**

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234  
235 **Respectfully submitted by T. Russell**  
236