

1 **Minutes of AFT Local 1521 Guild WLAC Chapter Meeting**  
2 **October 19, 2017**  
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4 **The meeting was called to order at 1:04 by Olga Shewfelt and lunch was served.**  
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6 **Members Present:** Buck Stapleton, Evelyn Gomez-Villaflor, Arnedra Jordan, Norma Barragan, Casey Hunter,  
7 Mark Rose, Sheree Rhaburn, Tashume Nweke, Jennifer McIntosh, Gerald Ludwig, Gustavo Demoner, Melinda  
8 Smith, Grace Chee, Bernice Filerman, Marcela Hernandez, Bonnie Blustein, Ricardo Hooper , Holly Bailey-  
9 Hoffman, Linda Alexander, Anthony Cuomo, Vidya Swaminathan, Juan Carlos Castillo, Yervant Boghos, Luo  
10 Yilan, Matt Robertson, Kevin Considine, Ken Tiara, Tim Russell and Olga Shewfelt, Chapter President  
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12 **Guest:** Dr. James Limbaugh, College President, Aracely Aguiar, VPAA, Dr. Roberto Gonzalez  
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14 **1. Welcome & Introductions**  
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16 Shewfelt opened the meeting by providing the membership with an overview of the todays meeting.  
17 Today's meeting will focus on the problems that the District is having with enrollment management and  
18 the issues with PeopleSoft.  
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21 President Limbaugh informed the body on the highlights from the Enrollment Summit:

- 22 • WLAC will make its base enrollment target this year. The other campuses will not make the enrollment  
23 goals. Even if WLAC grows, it does not help the District. If we do not make base, then we will not  
24 receive any additional funds and we will have 1 year to make up the difference. The District's budget  
25 will be reduced the following year.
- 26 • By 2021, if the District does not get the enrollment levels back up, the District will be rebased and this  
27 will result in a loss of \$60 million. This could be a permanent annual loss of \$ 4 million lost to WLAC.  
28 Currently, the total WLAC operating budget is \$46 million.
- 29 • He continued to explain the current enrollment status and directed the membership to page 18 in the  
30 handout, and stated that we are offering the sections but more students are not attending as full time  
31 students.
- 32 • The District Office is aware of the faculty efficiency rate. It is not reasonable to offer classes that are  
33 low enrolled unless they are contract classes.
- 34 • The November College Council meeting will focus will be on enrollment management strategies.
- 35 • By next year, we have to have the Guided Pathways in place as directed by the State Chancellor's  
36 Office.
- 37 • AB 19- College Promise program provides student fulltime enrollment with no cost for the first year.
- 38 • PeopleSoft does not support the Dental Hygiene program. The Senior Administration has been working  
39 manually to ensure that students are properly enrolled.
- 40 • He informed the body that he plans abolish the College Council and create an extended Presidential  
41 Cabinet to include all constituencies on campus.
- 42 • On November 7<sup>th</sup>, there will be a Process Retreat. This will be an opportunity to discuss the stages that  
43 students have to go through from the time they apply to the college to time they enter classroom. This  
44 will assist the campus in determining better enrollment management strategies.  
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46 Shewfelt stated that each college has to come up with a plan to address the enrollment management issues.  
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48 Shewfelt asked President Limbaugh, " Where to you see the College making its growth base?"

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50 In his Presidential newsletter, Limbaugh stated his vision:  
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- 52 • WLAC has to position itself to create more relationships in the community. He wants WLAC to be  
53 known for being an academic center of excellence.
- 54 • Increase partnerships with the community agencies to promote and increase enrollment.
- 55 • If programs a faltering, then we need to look to see if the program is viable.
- 56 • He suggested that we send teams to other campuses to see the best practices for enrollment  
57 management. WLAC did not do well with the launching of the College Promise program. On the other  
58 hand, LA Pierce did exceptionally well.

59  
60 VP Aguiar stated the some campus did well with PeopleSoft. Los Angeles Mission College had 30 faculty  
61 who volunteered 3 weeks before the beginning of the semester to get in front of the disaster with enrollment  
62 using PeopleSoft.

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64 **2. Minutes from the April and September meeting were unanimously approved by the body.**

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

67 **a. Negotiations update**

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69 Shewfelt stated that we have agreed on tentative agreements on Article 9 – Work Environment,  
70 Article 24- Personnel Files, Article 8 – AFT membership Dues, and Article 10- Calendar. The two  
71 articles stalling negotiations are Article 16- Adjunct Rate Assignments, Retention and Seniority and  
72 Article 29 – Salary. See the Chief Negotiator’s report on page 13 in the handout. She elaborated on  
73 the importance of these articles to all faculty. We must continue to press the Board to listen and act  
74 on our labor demands. For instance, Guild urges that faculty to attend BoT meetings and speak. She  
75 also shared the remarks she made at the last BOT meeting at Southwest College where she urged the  
76 Board to listen to and respond to our labor demands by Thanksgiving! She also told that Board that  
77 the lack of response and cancellation of Negotiation meetings are impacting the morale and  
78 expectations of faculty to complete negotiations. If the behavior by the Board and the District’s  
79 Administrative Negotiations team were a test, Shewfelt would have gave and “F” grade for their lack  
80 of response.

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82 The Guild’s Negotiations team met with our Attorney on Monday to discuss the legal venues that are  
83 available at this time. There is a legal option to file a formal complaint (PERB). Another option is to  
84 have a greater presence at the BoT meetings and the use of media to inform the public. There will  
85 be more actions taken at the next BoT meeting. She invited the membership to attend the next BoT  
86 meeting at LA Harbor College on 11/01/17 . She continued to explain to the body that there are  
87 many steps that must be taken if a decision is made to strike.

88  
89 Other comments from the faculty:

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91 • The District Office might be stalling so that they can collect the interest on funds. She reminded  
92 the body that the strike fund was converted to the COPE fund. These funds are now used to  
93 support our interest in BoT elections as well of support /endorse other candidates that support  
94 our union values. The BoT has not given clarity of strategy or purpose of their actions. In  
95 addition, she informed the body that the Guild is working on these issues and she is not permitted  
96 to discuss more on the status of current contract negotiations.

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- There is an organizing team that is working on compiling a list of talking points for faculty to use when they are making presentations to the BoT meeting.
  - A member asked for clarity on the PERB process. Shewfelt informed the body that it is not a lawsuit; it is a complaint and that the final decision to on how to proceed on these matters has not been made yet. What the faculty at large can do right now is to attend the BoT meetings and speak.
  - A faculty member stated the challenge that he saw was the members of the Board are often climbing to a higher level in the political realm. He feels like we need to look at the next level for those BoT members and we should be able to aft their intentional actions to get to the next level. They need to hear and respond to the needs of labor in the LACCD!

#### 111 **4. JLMBC update**

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113 Shewfelt informed the body that the proposal for 100% coverage for adjunct medical premium payments  
114 was rejected. Tiara informed the body the six unions were in favor to increase the medical coverage  
115 even if they do not have adjunct faculty as part of their membership. See the Executive Vice Presidents  
116 Report ( 9/19/17) on page 14 in the handout. Shewfelt stated that there are 7 proposals presented with  
117 no answer; and there has been no movement on behalf of the District for 15 months. The District Office  
118 is looking at its financial future as enrollment continues to decline. Their fear of declining enrollment  
119 may be the cause of their lack of movement with negotiations. With the retirement of 165 faculty, there  
120 is a lot of expertise that we are losing. In the union world, the largest unions are the educator unions.  
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#### 123 **5. LACCD & WLAC Enrollment & PeopleSoft issues**

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#### 125 **6. Meeting with President Limbaugh on administrative reorganization**

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#### 127 **7. Politics**

- **Faculty action before the BoT 11/01/17 Harbor College**
- **Press Conference 11/08/17 Valley College (see flyer)**  
**WLAC Faculty participants**
- **Janus v. AFSCME : A Threat to all Unions!**
- **COPE Drive- see page 35**

#### 133 **8. Dolores Huerta Labor Institute (see flyer on page 36)**

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#### 136 **9. Adjunct Faculty- no report**

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#### 138 **10. Zero Textbook Cost Program ( Holly Bailey Hofmann & Linda Alexander)**

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140 Alexander presented the body with an overall summary of SB 1359 for OER 9(See page 37 in handout).  
141 This bill mandates California Community Colleges and California State Universities and University of  
142 California systems include a symbol/logo in the online course schedule by January 1, 2018 for courses that  
143 will exclusively use digital course materials that are free of charge to students and therefore not required to  
144 be purchased.

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146 The the problem with zero cost textbook is that some students do not have access to online resources.  
147 Currently we are using an OER for intermediate algebra and the textbook is not suitable to our student's  
148 needs. However, there are options to customize the OER textbooks to better suit the needs of our students;  
149 but we do not have the faculty available to customize these textbooks.  
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151 Another issue with OER resources is that some students had issues with the UC and Cal States systems not  
152 accepting transferable courses that used OER textbooks because they were out of date. An example was  
153 given for the transferability of five specific courses that used the OER textbook in a particular discipline.  
154 In this specific case, the UC and Cal State asked to see the syllabus to verify which textbook was being  
155 used.

156  
157 Alexander informed the body about the Open Educational Resource FIG and invited the membership to  
158 attend.

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160 West Academic Senate President Bailey-Hoffman informed the body that she would attend the State  
161 Academic Senate Plenary. She will present these issues/concerns about OER at this meeting. She thinks  
162 that faculty need to have the discussion on what constitutes no cost text for student.  
163

164 Bailey Hoffman presented a summary of AB 705. This legislation is intended to support assessment and  
165 placement strategies proven to increase student completions rates and close the achievement gap. AB 705  
166 calls on our system to engage in statewide reforms that will provide every students with a strong start on  
167 their way to earning a degree, certificate or transferring to a university. (see page 38 in the handout). She  
168 asked the body to send her their concerns about this law; and she plans to take the concerns from the  
169 faculty to the state meeting. She also suggested that Math and English faculty need to have an emergency  
170 meeting about the use of multiple measures for placement in math and English classes. Specific examples  
171 of the faculty with students deciding to self-place into math 115. Bailey- Hoffman informed the body  
172 about the English 100 accelerated course. This course replaces English 21 and 28. There is a workload  
173 issue because all of the changes that are affecting our students. A member stated that we need to focus on  
174 what our students need and provide the appropriate instruction to benefit the student. The state leaders will  
175 come and go but we, as faculty will still be here.  
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177 Shewfelt moved to present a summary and analysis of the Janus V. AFSCME case. The main purpose of  
178 the Janus v. AFSCME case is to weaken unions. On page 31, in the handout, in the article *Supreme Court*  
179 *poised to deal a sharp blow to unions for teachers and public employees* talks about how the Supreme  
180 Court has already agreed to hear the case.  
181

182 Shewfelt stated the difference between being a member and a fee payer. Currently fee payers will pay 1.6  
183 % of their income. If this case is won, faculty will have the option to pay for representation. The downside  
184 is that if faculty, who do not pay fees, will still be entitled to receive the same benefits as members.  
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## 186 **11. Work Environment Committee (M. Robertson)**

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188 Robertson presented a draft of the Office allocation Guidelines for West. He informed the body that  
189 President Limbaugh provided recommended changes on the actual draft. Shewfelt immediately objected  
190 the president's recommendations because he did not provide a written response explaining he rationale for  
191 the changes. The membership reviewed and discussed the proposed changes provided by President  
192 Limbaugh. Shewfelt commented that these proposed changes allow the campus president to have the final

say in the allocation of office space for faculty. This will weaken the authority of the Work Environment Committee. See page 39 – 41 in the handout.

Work Environment Issues/Comments from the floor:

- There was no consultation regarding changes of faculty office location.
- How does VPAS insert herself in the faculty allocation process?
- Dogs should not be allowed at the College. A faculty member shared their experience when a student brought a dog to their class.
- The VPAS made the decision to move 3 faculty offices without consultation. These changes just happened and faculty voices were not heard or simply ignored. Another example that was reported is that the Veteran’s support offices will be moved to what is now the music practice rooms. All of the movements have taken place without proper consultation with faculty. There are not moving the practice rooms they are simply getting rid of them.
- Is the Administration discussing that fact that the good faith consultation should be used instead of bad faith? It appears that the administration is making decisions without consultation.

Shewfelt reminded the body that administration does not have the final say in decisions that affect faculty. They have to follow the contract as well as the shared governance process. She will request a written report from on facilities for the next Guild chapter meeting on November 16, 2017.

## 12.Grievances (T. Russell)

The Guild filed a step 1 grievance for a violation of Article 16. This grievance was filed to see if administration followed this article in offering a second class to a faculty member.

## 13. Announcements

### Announcements:

- Tuesday October 26 –Student Benefit Dinner at Trade Tech (see page 44 in the handout)
- Wednesday November 1 –BoT meeting at Harbor College- AFT Guild Action
- Wednesday November 8- Press Conference at Valley College (see flyer)
- Friday November 10- County Fed’s Veteran Day Breakfast (see see page 45 in the handout)
- Tuesday November 14- Miguel Contreras Award Celebration (see page 46 in the handout)
- Saturday, November 18 HomeWalk- Grand Park (see page 47 in the handout )
- Wednesday & Thursday December 13 & 14 EDD Workshops (see page 48 in the handout )

Meeting adjourned at 3:13

Respectfully submitted by

T. Russell