



**Antelope Valley College Federation of
Teachers Local #4683A
Executive Council Minutes
September 29, 2020 (approved 10/13)**

In attendance:

Dr. Aurora Burd, President
David Adams, Vice President
Dr. Cindy Hendrix, Secretary
Kent Moser, Treasurer
Kathy Osburn, Grievance Officer
Gabrielle Poorman, Adjunct Vice President

Meeting was called to order at: 2:33

Meeting adjourned at 3:42

- Opening Remarks
 - AVCFT president Dr. Aurora Burd will begin meeting with President Knudson for 30 minutes on a monthly basis. The first two issues she plans to address: Where to route questions for various issues? Shared governance notification: AVCT will meet the district halfway since it is a new CBA item, so we will give information in a show of goodwill. However, next semester, should come from deans.
 - Interviews completed with 3 of 4 candidates.
 - Presidents phone –It might be beneficial to use Google Voice instead. It will be easy to transfer to David’s phone and is definitely cheaper.
 - Newsletter sent to non-AVC email addresses; unemployment workshop info sent out to AVCT members non-AVC email addresses.
 - Program discontinuance – There might be a need for someone to serve on the committee, as the union rep can’t be from the same division as the program that is being discontinued. It will depend if the programs are part of CTE or MSE; they have been subsumed into new programs, so it shouldn’t be a contentious issue.
 - Aurora is meeting with Jennifer regularly. The POA issue still needs to be resolved – HR problems vs. contract problems. They also discussed the step and column form; specific issues that came up were if a person missed a deadline or did not seek pre-approval. The process for adjuncts is handled differently (it is implemented at next pay date). This is not addressed in CBA. The suggestion was made that we develop a FAQ to help faculty navigate all of these issue. Aurora, David, and Kathy will set up a time to meet and discuss this situation.
 - Aurora is also planning to ask president Knudson on status of VPAA and dean of SBS hiring processes.
- Minutes
 - September 1, September 8, and September 15 minutes were reviewed and approved.

- Action Items
 - Approved AFT / CFT dues for July and August; we didn't have to pay adjunct dues for those two months. We are paying \$1 / adjunct member instead of the total amount.
 - Total: \$17,143.61 to cover both months.
- Discussion Items
 - AVCFT President phone
 - Interviews with BoT candidates:
 - Friday, 9/25/20, 10 am Dutton, Area 1 - Complete
 - Friday, 9/25/20, 11 am Parris, Area 3- Complete
 - Monday, 9/28/20, 4:30 pm Rives, Area 3 - Complete
 - Monday, 10/5/20, 5 pm Harvey, Area 1
 - Communication with faculty – Newsletter out
 - Special board meeting – We will watch and discuss next week.
 - Aurora signed up for two CFT webinars – Worksite leaders.
 - COC online in the spring, in addition to several other SoCal college systems.
 - Aurora signed MOU regarding class climate online form
 - Aurora suggested easy POA fix that POA sheet should not include sensitive information.
 - A suggestion was made from about helping adjuncts with dues; but, some (many) adjuncts have better-paying first jobs, so it seems like this might not be necessary or beneficial.
 - There have been complaints from faculty about shared governance requirement: The deans supposed to notify faculty, but they did not, and this was not presented in the email sent out to faculty. It seems that problems are arising since there is no VPAA. However, the AFCFT wants to present ourselves as being capable of doing our jobs while off-campus, so we will encourage members to submit this information to their deans.
- Negotiations
 - Waiting to hear from Barbara Ginsburg regarding negotiations about cameras in the classroom and other issues. (grievance)
 - It was suggested that Aurora ask Knudson who we will be dealing with regarding negotiations - Bridget or Barbara?
 - Classified was offered the option to keep contract for another year.
- Legal Report
 - Revisited the issue of faculty who refused to sign resignation letter; he didn't want to sign because of exit interview required in resignation letter.
 - POA – how do we get people off of POA? There are people on who haven't been working at AVC for a significant time. Both POA and faculty list are inaccurate and affecting our percentage of dues-paying members.
 - New faculty struggling with getting placed on pay scale.
 - Level 5 grievance still not addressed by board. Will address board during closed session meeting Oct. 12.

- Another member contacted AVCFT regarding issues with dean.
- Treasurer's Report
 - Kent also mentioned that we have been falling behind \$300-400 / month for the past several years, so the 5% increase helped offset that.
 - AFT / CFT increasing dues, so we will probably increase dues next year
 - Kent noticed that bill was the same for adjunct in July & August, but we have more members so the bill should be more. When were the new membership forms submitted to payroll?
- Membership Report
 - Nate's email report:

Although our phone calls from nearly everyone on the team have slowed down the past three weeks, we still had a handful of forms submitted, including two new members (see list below). I intend on arranging a Phone Bank Team meeting this coming month, where I will suggest we come up with a new list of union members we can try to enlist to be on our team.

We received a list of all the current faculty employed at AVC from the administration, but I had thought we were going to receive a list from them of current AVCFT members. I'm not sure if this is still in the works or if I just misunderstood what was going on. In either case, is this something we can request from payroll or HR?

Vicki Remp informed us of three new adjunct hires: I have reached out to all three of them to give them an introduction to the union and am awaiting responses. I have a list of complaints (both of the administration and the union) and questions from my phone calls with members, but I think those would be better addressed in a meeting via Zoom.

Two new full-time members since my last report:

One new COPE contributor:

Here is a link to a summary of all the e-forms turned in this far, and I am also attaching the document to this email.

https://drive.google.com/file/d/1FFoedLOqXZLRTEtMgyrqxPxJ-z_Qzpzv/view?usp=sharing

- Governance Report
 - Calendar committee meeting October 16 at 9:30 am.
- Political Report – Next week Scott will report on AVC BoT candidate interviews
- New Business
 - Phone bank meeting Thursday.

Wed	Oct 7	4–6 pm	Worksite Leaders - Part 3
Sat	Oct 10	10am–2:30pm	Collective Bargaining Basics – Parts 1 & 2
Mon	Oct 12	4–6 pm	Collective Bargaining Basics – Part 1
Wed	Oct 14	4–6:30 pm	Worksite Leaders - Part 4
Sat	Oct 17	10am–12pm	Worksite Leaders - Part 3
Sat	Oct 17	12:30–3pm	Worksite Leaders - Part 4
Mon	Oct 26	4–6 pm	Collective Bargaining Basics – Part 2