

Approved Minutes of Executive Board Meeting November 17, 2020

The meeting was called to order at 2:05 p.m.

M/S/P (McDowell): John asked to move the COPE report to be first committee report of agenda.

Approval of Agenda (Waddell): approved as amended

Member Education (Chen): Mindy reviewed the Community Agreement document that helps guide discussion for online meetings.

Action Items

1.M/S/P (Chen): approve proposed minutes from October 17, 2020

2.M/S/P (Cofer): approve the resolution AFT Supports Sustainable Peace for Armenia and Artsakh.

Armine stated that as an Armenian American, spreading the word on what's happening is important. Gabe stated that as a decedent of holocaust survivor, he wishes for peace for all. Leon asked why we are taking sides on this matter, to which Chris addressed—the situation is complicated, and that rationale for the resolution is not to take sides in the conflict but to educate on the matter and promote peace. James added that when there is atrocity in the world, we do need to take a side for peace, especially given the history of Armenian genocide.

Officer Reports

Treasurer (Hendricks): No report.

Secretary (Chen): No report.

Executive VP/JLMBC (Elarton-Selig): See combined JLMBC/EVP/Negotiations report on pp.11-13. Phyllis asked about retro checks for loads that were reduced. Bill answered that there are some details to be finished up in our ongoing conversation with District HR. Phyllis and Fay asked follow up questions.

President (Waddell): See pp.14-18. Joanne noted that a lot of time spent was on the election.

Committee and Professional Staff Reports

A. COPE (Monteiro): See COPE report p.46. Natalina stated that we should all be thinking about ongoing work needed in Georgia. Natalina thanked the student interns, Juan Carlos for leading the interns, Seo Yun for social media, Leonardo Gonzales and other students who helped with social media, Sonny for assisting with GOTV, Ruby, John, Chase, and Jonathon for always being there for phonebanking. Natalina also thanked the COPE committee and Deborah for writing the letters. Natalina restated the importance of the election in electing LACCD BOT who

understand the students, faculty, and staff. Through this election, Guild COPE achieved the goals of 1) defeating Scott Svonkin for LACCD BOT, 2) defeating Trump at the presidential election 3) electing an African American woman to the BOT and 4) increasing women representation on the BOT. Please see complete COPE report for results.

Grace commanded Natalina and stated that this is a collective sigh of relief that coincided with the finality of WLAC chapter president election results and asked that AAA letter to be sent to all Eboard members. James applauded the result of the campaign, shared that he feels disappointed about Prop 15 and 16 failing, and reflected that perhaps next time, we can do better in community education even before things get on the ballot. Marty mentioned that he saw one of our endorsed candidates appear on an anti-Prop 15 flyer and suggested that we ask our candidates to be careful; Marty proposed that we continue to work on educating the community on talking about taxes as a common good. Kathleen supported Marty's statement in doing better on Prop 15 and James' point on that we should have educated the public on 16. Brian stated that while we have room for evaluation, he noted that this time is bad timing for tax increases, and we can also keep a celebratory tone and attribute great work to Natalina and everyone involved. Ruby stated that as Joanne said, we spent about 50 cents per voter, so given how much we spent in comparison with other unions that spent more, we are highly trusted by voters and showed a lot of influence--we tried some different ways that we can work and can build and grow from this point. John echoed the sentiment of doing work in the year ahead of election years as we see increased voter engagement; John acknowledged Joanne's support whenever he and Natalina need something. Marty stated that this is a terrific victory and feels hopeful that we can continue to run campaigns and that we don't become not discouraged on talking about taxes. Kathleen mentioned that the energy and momentum brought by the Organizing Department and CAT team during contract campaign created new level of engagement and participation around election season and commended that committed to become an organizing union. James stated that as soon as we finish celebrating, it's also time to talk about future propositions. Joanne thanked the Eboard for having the foresight to have a plan ahead and move the necessary funding. Natalina asked that we focus on 2022, and Georgia.

B. DHLI (Chen & Galvez): See pp.19-20. Jenny highlighted DHLI's work on the Social and Economic Justice Fellowship and the work done around Undocumented Action Week. DHLI welcomes collaboration with all faculty to integrate labor education in continuing to disseminate findings from the Worker and Learners Report and would be happy to serve as resources and provide workshop and guest speakers for classes in the spring semester.

C. EDD (Amey): See p.21 for EDD report.

D. Foundation (Knorr): No report.

E. Gov't Relations (McDowell): No report.

F. Grievance (Eckersley): See pp.22-23 for report. Darrell highlighted some challenges, issues regarding taping, and new grievances around teaching-at-home WEC issues.

G. JLMBC (Elarton): See EVP/JLMBC/Negotiations report earlier.

H. Negotiations (Elarton-Selig and Chen): See EVP/JLMBC/Negotiations report earlier.

I. Organizing (Golding): See pp.24-25 for report. Chase stated that organizing is a practice that has many overlaps with the work of the other departments—in recruitment of faculty and students for voluntarism and participation, the campaigns have the direct outcome of winning election but also important secondary outcome of increasing faculty member engagement and the Guild’s capability to mobilize faculty. In training students and faculty to be GOTV captains, we were not only able to deliver several phone banking shifts, but also develop leadership in those involved. In moving forward, Chase laid out a plan to increase membership to 80% per campus in such a way that also build leadership in those involved. The organizing department would like to increase membership by highlighting Guild’s work and member engagement on workplace issues that are 1) widely felt, 2) deeply felt, 3) achievable, and 4) strategic. Chase mentions that one such issues is WEC work-at-home issue and shared a draft form that tracks members’ usage of reimbursement form.

John thanked Chase and Seo Yun for the work they did. John mentioned that many of the non-members are adjuncts and that if getting AFIC representation through AFIC department adjunct reps is a way to further understand the landscape of of adjuncts. John asked if he has asked chapter presidents and grievance reps to collect home and email addresses and wonders if there are privacy concerns. Chase stated that he has discussed this with Jessica regarding AFIC department adjunct reps, and mentioned that we are supposed to have received such a list from the district. Jessica stated in support that we will have to work on collecting this list and getting to know who the adjuncts are.

Darrell stated that there is a grievance regarding WEC work-at-home and asked that we don’t do anything that could interfere with the WEC grievance. Ruby stated that she anticipates that the chairs would not be happy about additional responsibility of sending out the forms and asked that there should be more feedback before finalizing the forms. Brian spoke in support of Chase’s work and clarified that he and Curt Duffy, Grievance Rep at Pierce, were the ones who asked Chase to create the tracking form to assist with organizing around WEC grievance. Brian asked that we don’t shut down the organizer’s work simply because we are trying something new such as organizing around grievances. Brian reminded that our members need to see that we are actively doing something around this. Jonathon stated that during a LAHC chapter meeting, an excel form was presented to track reimbursements; Jonathon asked if the form Chase presented is a simpler form to track. Chase stated that the form is to help track with which members have filled out the reimbursement form to understand who is involved.

James stated that this is a great conversation and stated that we need to be trying different and new things and hope that we are not trying to shut this down. Marty spoke in support of Brian's idea of ushering in an organizing union culture, whereas Darrell works as a service union, but we need to consider the questions if we are an organizing union that work beyond dealing behind close doors or if we should just continue to only service people.

Sandra spoke that we have many approaches to this and that faculty are not getting what they need.

Joanne asked if Chase can email out the form so folks can familiarize, and then we can convene again to continue the discussion. Jeff mentioned that he doesn't believe that the District will actually reimburse the faculty up to \$2000 per person; however, Jeff states that he can see the point is that if enough people show District in large numbers that people are spending large sums out of pocket, then it sends a message to the district on the need and urgency to respond to members

J. Retirement (Hendricks): See pp. 26-28 CalSTRS report. Sharon acknowledged Jonathon for his work in phonebaking and showing up to observe CalSTRS.

K. Social Justice Committee (McKeever): See p.29 for report. James noted that the union should be happy for being on the right side of supporting social and racial justice alongside students.

L. Student Interns (Monteiro): See pp.30-36 for report. The students worked really hard on the election campaigns.

M. WEC/Bond (TBA): No report.

N. AFIC (Saint-Paul): See pp.37-42. Jessica clarified the importance of collaboration with Organizing Department in pushing to ID adjuncts and assisting AFIC reps in collecting adjunct names. Nancy asked if she could join, and Jessica mentioned that anyone can attend AFIC meetings and please send AFIC1521@gmail.com. Brian asked Jessica for advise in increasing robust participation of adjuncts.

O. Budget (McDowell): See pp.43-44 for budget report and also refer to McCallum Group report earlier.

P. Communications (Kaye): See p.45. Loud and Clear has been sent out. Please send Deborah profiles of faculty to highlight. Deborah gave a shout out to Lou Siegel and mentioned that they had developed a good relationship with a LA Times writer.

Q. Community Support and Engagement (Labertew): No report.

Announcements

Thursday November 19—UCLA Labor Center Celebration (RSVP to Robert)

Thursday December 3—Move LA on Climate Justice (see flyer)

Next E Board meeting: Tuesday December 8, 2020-- 2 pm

VIII. Adjourn

The meeting was adjourned at 4:17 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary