

Approved Minutes of Executive Board Meeting August 21, 2019

The meeting was called to order at 11:30 a.m.

Approval of Agenda (Waddell)

Action Items

M/S/P (Chen): Approve the minutes of July 16, 2019.

Phyllis asked for additional details for minutes so delegates who are not at the meeting can follow. Joanne says we will take the suggestion under advisement and continue to explore fine line between abundance of discussion details in addition to submitted written report and key discussions pertaining to action items.

M/S/P (Labertew): Approve Community Support and Engagement Committee Budget of \$46,500.

Denise directed everyone to see that approved total budget has been and is still \$46,500. Phyllis asked how to add organizations to the approved contribution list—to which Denise directed everyone to submit contribution recommendations and requests to the Community Support and Engagement Committee. Denise also clarified Mattie’s question about how to reactivate requests for organizations that we have donated to in the past. Natalina asked how to send request, and Denise asked that requests be sent to her in email so that she can bring it to the committee.

M/S/P (Monteiro): Approve COPE report.

Natalina reminded everyone that we are preparing for BOT and general election in 2020 and directed everyone to see the COPE’s 2019-2020 program. We have hired new student intern coordinators and are still in process of hiring interns to support the Guild’s political program.

Olga stated that she is opposed the language of “Expectation for the COPE Committee members” as written—Olga would like to strike out “must” from “must volunteer.”

Olga amended the motion to

1) delete “must.” **Motion failed.**

2) change language to “union endorsed candidates will receive financial contribution and gather union volunteer support for their campaigns.” **Motion carried.**

Genevieve asked that we refrain from amending reports and that motions be addressed back to the COPE Committee. Joanne stated that this is amendment to the report and that we are considering the amendment. Henry cautioned all on micromanagement. Mattie reminded everyone that the language on Expectations for COPE Committee has already been approved in the past. John McD stated support for Olga on getting financial support for candidates we

support. Kenadi asked for clarification of language. Leon asked if supporting a candidate means we automatically give money, or if we choose to volunteer or give money. Olga stated that if COPE decided on supporting a candidate, then we should expect financial support.

John McD amended the motion to change “expectation for COPE Committee members” to “Expectations to implement the COPE program.” **Motion carried.**

Officer Reports

Treasurer (Hendricks): Sharon directed everyone to see the revised 2019-2020 approved budget. Sharon stated that there is one correction that she has already communicated with John Pooley (April 19 Eboard minutes has approved interns program budget to be increased from \$150,000 to \$180,000 for 2019-2020).

Brian asked if we should consider a line item strike fund as we head into negotiations. Joanne stated that our strike fund is symbolically our COPE fund. Brian suggested that we still consider having it as a line item to communicate internally on our capabilities. Joanne stated that the budget has been approved and it would mean amendment to budget. Julio stated that we should have a conversation about moving toward having a strike fund.

Sharon suggested that Contract Action Team (CAT) and the Guild Chief Negotiators lead a conversation with Eboard about strike fund. Mattie asked that we survey members if they would strike, to which Joanne answered that the Bargaining Survey developed by CAT has a question that gauges faculty’s willingness to strike.

Secretary (Chen): No report.

Information item (Shewfelt): Olga brought to our attention that she held an Adjunct Orientation Meeting at West, and another faculty member took pictures of the sign-in sheet that includes personal contact information. Olga wanted the Guild to consider ways we can protect privacy of our members. Olga asked that we also consider having language to protect our members.

Grace stated that Olga is referring to her and that Olga should have directly spoken to her and that she was there acting as an elected Eboard member and Academic Senator tasked with collecting emails. Grace asked that Chapter Presidents meet with elected Eboard members and that a small misunderstanding has been blown out of proportions.

Joanne suggested that officers would consider the matter before further discussions.

Phyllis stated that given the upcoming Guild internal elections, incumbents have unfair advantages of already having access to member contact information through their official duties and that we address this. Phyllis contested that officers have a vested interest in reelection, hence she disagreed with Joanne’s suggestion for officers to offer recommendations.

Joanne clarified that it's not for officers to make decisions but to consider and bring it back to the Eboard. Olga clarified that she brought this up as general concern and not as politically motivated issue against an individual. Joanne restated that she asks for officers to make recommendations before coming back to Eboard.

Executive VP/JLMBC (Elarton-Selig): See p.14 for report. Bill referred to a resolution of the Guild's position to not pay premiums, have plan choice, and life time benefits for eligible retirees; however, this has only been memorialized in the "background" section of CalPERS—but we have been ok for 10 years. However, since last year, given the increase in healthcare premium rates (by 26%), two HMO plans have become more expensive than the "cap" PPO. The district's interpretation is that this resolution trumps our CBA so we should expect the district to send out a letter informing you that if you select a plan whose monthly premiums exceed the premium rate caps indicated in Bill's report, the difference will be deducted from your CalPERS or CalSTRS retirement check (for retirees) or deducted from pay warrant (for active employees). We will be fighting to fix this and definitely deal with it during negotiations, but the earliest we can fix is 2021.

Michele asked if we would communicate this information to members in the upcoming Guild Benefits Conference, to which Bill confirmed. Ruby asked for clarification if this would happen in 2020, and stated that paying into healthcare is essentially a salary reduction. Ruby asked that the Guild has a letter to communicate with our members. Bill clarified Sandra's question. Gloria seconded Ruby's suggestion that the Guild must send out a letter of clarification to Guild members, which Genevieve also supported.

Phyllis asked if the CBA trumps resolutions, to which Bill answered no, but that resolutions can be changed at will by us after we have CBA language.

Bill clarified that this is for people to have information to make decision for Open Enrollment. The district wants to use this as chip for negotiations.

Vilma suggested that this is a good issue to galvanize and mobilize members for upcoming negotiations, to which multiple Eboard delegates supported with applause.

Julio thinks that we should have communication to members that we are going to the District on this every step of the way—it's not so much about whether we are in "active negotiations" or not, but that we let our members know that we are on it. Vilma seconded that we actively communicate this to our members and not shy away from it.

Kenadi suggested that we should have workshops for our members.

Bill says we will work with the Contract Action Team to draft language for letter to members.

President (Waddell): See President's report on p.15 and Joanne emphasized that organizing turns challenges we face into opportunities to engage members. Joanne drew attention to P.17

that former LA Fed President Rusty Hicks has assumed new position as Chair of CA Democratic Party. In the meantime, Thom Davis (IATSE) is interim President, and Joanne is filling in as Chair of the House of Labor meetings until a new President is elected.

Committee and Professional Staff Reports

A. Budget (McDowell): John echoed support for organizing around negotiations, politics, and budget. John emphasized that we should pressure BOT and CA Senate to push our chancellor on issues relating on how the new funding formula affects our work.

John McD also drew attention to that district is hoarding 20% of the budget that is funding that should be allocated to the colleges and students. John reminded that we must hold the BOT accountable, otherwise this will happen year after year.

John drew attention to LACCD's slip in AB540 student enrollment and the District's lack of funding in the Dream Resource Centers (DRCs). Brian remarked that the DRCs are an essentially unfunded district mandate and asked if there are standards for funding, such as funding of non-classroom staff. Jenny Galvez added that that DHLI has been working with and advising a volunteer working group of DRC practitioners, are told by District that the colleges allocate funding for campus DRCs.

Sandra wondered if E Board can make recommendation to DBC to recommend that reserve money to be used to fund DRCs on campuses by taking recommendation of the DRC working group. Ruby reminded everyone that advocacy by faculty and student at LAVC had facilitated prioritization of hiring of DRC support faculty, so that advocacy does work.

B. Communications (Kaye): See report on p.22.

C. Communication Support and Engagement (Labertew): Denise encouraged all to join Communication Support and Engagement Committee and email her for meeting dates.

D. COPE (Monteiro): see action items.

E. DHLI (Chen & Galvez): Joanne thanked Jenny for spearheading DHLI's effort in advising and supporting DRCs.

F. EDD (Amey): See p. 27. Joanne welcomed Anthony Amey as new EDD Ombudsperson.

G. Foundation (Knorr): No report.

H. Gov't Relations (McDowell): See Budget report.

I. Grievance (Eckersley): See written report on p.29.

J. JLMBC (Elarton): See Bill's EVP report given earlier.

K. Negotiations (Elarton-Selig & Chen): See p.31 for list of bargaining team members.

L. Organizing (Menon): See Mo's report on p.32 and please be ready to collect 15 bargaining survey on Opening Day so we can reach 50%+1 Guild membership participation on our first action of negotiations season.

M. Retirement (Hendricks): Sharon highlighted table on pp.37-38 on CalSTRS investment return. Also, Sharon reminded all to RSVP for the Health and Financial Awareness Conference on 9/27/19 and look out for email with registration link.

N. Student Interns (Monteiro): See "student interns" section in COPE report. Joanne asked everyone to help recruit student interns on campuses.

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

P. AFIC (Holland & Taira): Kathy acknowledged Ken Taira for his work. Please see p. 41 written report.

Announcements—see agenda

The meeting was adjourned at 3:04 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary