

## Approved Minutes of Executive Board Meeting September 17, 2019

The meeting was called to order at 2:07 p.m.

### Approval of Agenda (Waddell)

### Action Items

#### Old Business

Jeff Freitas, President of CFT, announced Strategic Plan of CFT and explained CFT's focus on 1) funding for K-14 (e.g. Split Role), 2) prioritization for education, 3) equity in higher education regarding student access and stopping de-professionalization of faculty, and 4) closing the opportunity for Black males. Jeff explained the lens of social justice is union work informed the drafting of CFT Strategic Plan.

Jeff made several additional announcements: CFT is planning a part-time faculty conference in spring 2020. In addition, CFT plans to file a lawsuit to ensure that the State Chancellor's Online College does not harm existing community college programs. Lastly, CFT's newsletter is now online instead of in print in effort to be more green and financially prudent. Jeff then addressed questions from Eboard members.

#### New Business

**M/S/P (Chen): Approve the minutes of August 21, 2019.**

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

#### Motions to Endorse

- a) **M/S/P: Endorse Assemblymember Miguel Santiago.**
- b) **M/S/P: Endorse Assemblymember Laura Friedman.**
- c) **M/S/P: Endorse LACCD Board of Trustee Andra Hoffman.**

#### Motion to Contribute

- a) **M/S/P: \$1500 to Assembly Santiago for re-election campaign**
- b) **M/S/P: \$1500 for Laura Friedman for re-election campaign**
- c) **M/S/P: \$2500 for Andra Hoffman for re-election campaign**

**M/S/P (Monteiro): Adopt the "One Woman One Vote" resolution as amended. See p.15 for language of resolution.**

**M/S/P (Chee & Robb) Friendly amendment to be inserted before the paragraph starting with “East Los Angeles College”: Whereas, African American, Indigenous, Latina, and Asian American women have historically been excluded from legislative achievements, were unable to freely exercise their right to vote up until the 1960s.**

Mattie spoke against the amendment given historical reasons affecting Indigenous and Latina groups’ voting rights.

**M/S/P (Waddell): Form an Ethics and Privacy Committee.** Please see Resolution brought by the AFIC. Ken explained the motivation for the formation of the committee to adopt policy to address privacy concerns. Olga stated that AFT and CFT websites both have privacy statements, so we should support policy to protect member privacy. Grace stated that in the past, the Guild used to publish all member information. Olga suggested that Chapter Presidents nominate members from the campuses to be on the committee.

Whereas keeping accurate member data is vital to the operation of this Guild;

Whereas keeping the trust and privacy of our members should be of utmost importance; and

Whereas breeches of security and privacy of our members will impact member confidence and willingness to provide private data

Be it resolved that an Ethics and Privacy Committee be formed to address the creation of Guild data privacy policies, access policies, and ethics policies related to privacy.

**M/S/P (Lee & Shewfelt): Approve Article 16 MOU.** See p.17.

Sandra and Olga explained rationale behind drafting the MOU. James cautioned on the interpretation of “true adjuncts” and so that people don’t give up classes for adjuncts who hold full-time positions somewhere outside of LACCD, to which Joanne explained that during the last round of negotiations, Guild defined “true adjuncts” as someone without a FT assignment in LACCD. Deborah asked for clarification on retirees teaching as adjuncts. Chris stated his and Velma’s support on this MOU and the necessity to begin address problems of dual enrollment. Larry explained the spirit of the MOU. Leon asked if full-timers voluntarily gives up classes, will they know who the class goes to—to which the body responded that no one will know. Ken states that AFIC is supportive of this MOU. Grace stated her support of the MOU and responded to James’ concern. Sandra stated that Chancellor seems to be supportive of PD for faculty teaching dual enrollment classes. Brian stated his support but cautions against the temporary nature of this MOU, the unintended consequences of further dividing faculty, and additional responsibilities placed on chairs. Olga stated that with dual-enrollment, administrators at the colleges are eager to pursue getting FTEs without consideration of academic and work conditions. Christine reminded everyone that the spirit of the MOU is to prevent faculty who voluntarily gives up a dual enrollment

class to get a second “W.” James restated his concern for adjuncts who are piecing together a paycheck.

### **Officer Reports**

**Treasurer (Hendricks):** please see Treasurer’s report. Email questions to Sharon.

**Secretary (Chen):** No report.

**Executive VP/JLMBC (Elarton-Selig):** See p.18 for report where Bill breaks down contribution difference due to increases in healthcare premiums. Bill emphasized the District’s unwillingness to take on the new costs, and the Guild’s commitment to maintain benefits.

Bill pointed to the two outliers, Blue Shield Access Plus and Anthem Traditional/Anthem Traditional HMO, as ones that will see biggest increases.

The Chancellor mentioned during consultation that the district will cover the increase this year but mentioned that hopefully no one sign up on those plans; Bill stated that it would depend on individuals whether we should advise others to choose plans. Larry stated that one of our “stools” was choice for members, to which Bill responded that when in the past, there were 5 plans; now there are 12. John pointed out that we have time to make choices during Open Enrollment. Ken asked for clarification on CalPERS’ role. Faye asked for clarification on Bill’s breakdown. Bill answered Sandra’s question that Region 3 refers to where we are located; Sandra stated concern for members to place confidence in what the Guild was told by the District. Joanne drew attention to a draft follow up letter to be sent out to Guild members stating “the District will absorb increased premium costs beyond the cost of PERSCchoice for the 2020 plan year” and reemphasized that members should make their own choice.

James asked if we are doing something next year, to which Bill stated that we cannot do anything about the lateness of rate change announcement as the rates come out late July. Ruby mentioned that she held a chapter meeting explaining to members, and that members would like to see rates so they can make informed decisions; Bill directed all to the link CalPERS direct on 2020 plan rate sheet so individuals can see the rate. Joanne directed all with individual questions to continue email Bill. Ken asked for clarifications. Gloria stated importance of empowering our members with information, and use this as opportunity to engage our members by suggesting that we add a link on the Guild website and direct members to stay informed. John and Clyde provided additional feedback. Jeff asked additional questions. Sandra thanked Joanne, Bill, John, and Trustee Hoffman for their work pertaining this matter.

Bill updated the Eboard that the link will be placed on the Guild website.

**President (Waddell):** See President’s report on p.20. Kathleen asked Joanne to state to Eboard the possible impact of LA County Federation of Labor (LA Fed) Presidential transition on our negotiations. The LA Fed met last night—Yvonne Wheeler, whom the Guild endorsed, pulled

out of the race and Ron Herrera from the Teamsters was elected President of the LA Fed; Herrera will be sworn in next month. John stated that we have no confidence in Ron Herrera, but we will have to figure out how to get on his agenda.

### **Committee and Professional Staff Reports**

**A. Communications (Kaye):** Deborah mentioned that we are still in process of working on updating the Guild website.

**B. Communication Support and Engagement (Labertew):** See written report on p.24.

**C. COPE (Monteiro):** See pp.13-14 for talking points on Prop 13.

**D. DHLI (Chen & Galvez):** See written report on p.27.

**E. EDD (Amey):** See written report on p.29.

**F. Foundation (Knorr):** No report.

**G. Gov't Relations (McDowell):** John mentioned the speed that a problem was resolved due to Andra Hoffman being the BOT President.

**H. Grievance (Eckersley):** See written report on p.32. Darrell directed all to read on issues pertaining to AB705, and Brian supported the strategy of filing multiple grievances as “attacking castle from 9 sides” to force the District to address issues arising from AB705.

**I. JLMBC (Elarton):** See Bill’s report earlier. Bill updated the Eboard with rate sheets and explained how to read the document.

**J. Negotiations (Elarton-Selig & Chen):** Bill mentioned that the team will convene after we completed bargaining survey collection after the Benefits Conference.

**K. Organizing (Menon):** This is Mo’s last month at the Guild as he will be moving on to organizing for another union. Mo directed all to the Lead Organizer’s Meeting this Friday 9/20/19. Mo also asked all Chapter Presidents to obtain bargaining unit information directly from the individual campuses’ VP of Academic Affairs, as the District provided information is poor.

The Guild continue to move the paper bargaining surveys through the Contract Action Team (CAT)—as member to member in person engagement is important, although the online link to the bargaining surveys will be available at the Benefits Conference. Mo reported that during Opening Day, we had over 100 volunteers across the 9 campuses and collected over 1000 surveys in one day.

Bill commented that being on the 4 negotiation teams, this is the most survey responses we have gotten through using member-to-member, face to face paper survey contact over using online

links. Christine asked for clarification on goals, to which Mo mentioned goals of having participation goals of 50% membership engagement.

Joanne directed all to see p.37 of CFT Get Organized report that highlights Julio Tsuha and his leadership in the Guild's Contract Action Team.

**L. Retirement (Hendricks):** See report on p.38. please email Sharon if you have questions.

**M. Social Justice Committee (McKeever):** SJC will be holding meetings using ConferZoom on Fridays at 10am. The plan is to have one overarching issues for all campuses to focus on, while individual campuses can focus on additional campus-specific issues.

**N. Student Interns (Monteiro):** Natalina asked for help to recruit student interns at West, City, and Harbor so we have a full program ready to go. The interns need help from the Chapter Presidents to reserve meeting spaces. Similar to COPE's upcoming BOT interviews, Natalina urged all campuses to send representatives in order to participate.

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

**P. AFIC (Holland & Taira):** Please see written report on p.40. Ask Ken if you have questions.

**Q. Budget (McDowell):** see written report on p.41. John highlighted several aspects of his report pertaining to budget and funding formula—especially that the new funding formula is a mere diversion from our under-funded system.

### **Announcements**

The meeting was adjourned at 4:10 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary