

## **Approved Minutes of Executive Board Meeting December 11, 2018**

The meeting was called to order at 1:35 p.m.

### **Approval of Agenda (Waddell)**

**Member Education (Menon):** Organizing Director Mo discussed tactics that some public employers are using against unions post-Janus and illustrated with the University of Illinois at Chicago as a case study. First, UIC is more aggressive at bargaining table as it seeks to prevent unions from engaging in concerted activity—e.g. adding language that prohibit collective actions and protests so that the unions would exhaust resources through drawn-out grievances and arbitration. Second, UIC is unilaterally processing quits without informing the union. Third, UIC is not providing the union on updated membership list, which prevents the union from effective representation and organizing. Fourth, UIC has deliberately deducted fees from non-members for 3 months to create potential legal problems for the unions.

With regards to the LACCD, Mo stated that we still don't have an accurate membership list even though dues deduction is still conducted by the employer. See P.24. of Mo's report for specific numbers. In 2019, we would shift our internal organizing priority from recommitting members to assessing the unassessed.

Mo asked Guild members to turn out our members to attend and support 12/15 UTLA rally. We have a goal of 25, and Joanne asked all chapters for volunteers to attend.

Sharon suggested "life without a union" flyer or infographic to have as talking piece on membership organizing conversation. Deborah offered to have comparison / "what has the union done lately" flyer. Joanne asked that everyone email Deborah with suggestions at debk@aft1521.org.

### **Action Items**

#### **M/S/P (Chen): Approve the minutes of November 20, 2018**

Bruce clarified that while he thought that the Treasurer's report Q&A in the October minutes was not sufficient but did not ask for additional details in the rest of the minutes, but perhaps others did. Darrell stated that he gave an oral, not written report, so minutes should be corrected accordingly. Joanne clarified that we are considering recording in higher levels of details as an advisement. John proposed that we delete names from the minutes. The motion failed.

### **Officer Reports**

**Treasurer (Hendricks):** Sharon agreed with the sentiment that when there is no written report, we should have higher level of details to contextualize discussion.

Henry asked for formatting change to Sharon's report.

**Secretary (Chen):** Mindy emphasized the importance of showing solidarity to UTLA march on Saturday to show our union strength in post-Janus word.

**Executive VP/JLMBC (Elarton-Selig):** Transition from WageWorks (which handles our FSA/HRA account) will take place in March 2019. Bill addressed a number of questions regarding wellness administrators and HRA.

Grace asked why the District's Day of Mourning did not extend to adjuncts. Joanne answered that it is difficult for faculty to just take a day off when there are preschedule classes. Joanne and Darrell had a phone conference with Albert Roman about getting a floating holiday and developing policy—we should expect something in writing before end of this week and signed document before end of semester.

**President (Waddell):** See President's report on p.16. Joanne elaborated that we are shifting to an organizing culture and cautioned that if we don't reach our organizing target, our union will gradually cease to be powerful. Joanne reminded that Mo's job is to help Guild members set up organizing infrastructure, but it's our own jobs to engage our coworkers. In January we will be working on engaging non-members.

Organizing intersects with politics. John reminded that we made major contribution to LA FED to help turn OC blue.

Joanne pointed out to p.18—that in Mo's case study, processes such as speaking out at BOT public comment can be bargained away.

Joanne also highlighted Santiago's AB2: 2 years of free college.

Joanne addressed questions about AB705.

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

**A. DHLI (Chen & Galvez):** No report.

**B. EDD (Holland & Taira):** See p.19 EDD report. Kathy pointed out that Joanne's name should also be included in the last bullet of the written report, as she is participating in the conversation regarding adjuncts being requested by LACCD to pay back money from unemployment. The issue stemmed from discrepancies between what the adjuncts and the District report in unemployment.

**C. Foundation (Knorr):** No Report.

**D. Gov't Relations (McDowell):** No Report.

**E. Good and Welfare (Labertew):** Bruce asked everyone to see P. 20 for written report.

**F. Grievance (Eckersley):** See written report on P. 22. Darrell elaborated that there is still a large outstanding number of faculty missing pay. Darrell expressed his disbelief in UIC's union-busting tactics as shared by Mo. Darrell also reminded that we should respect our own OPEIU staff also as union members.

**G. JLMBC (Elarton):** See Bill's report earlier.

**H. Negotiations (Waddell):** No report.

**I. Organizing (Menon):** See organizing report from Member Education.

**J. Retirement (Hendricks):** See Sharon's report earlier.

**K. Student Interns (Conte):** No report.

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

**M. AFIC (Holland & Taira):** No report.

**N. Budget (McDowell):** John explained performance-based funding and highlighted two key points: 1) in the immediate future years, majority of our budget will still be from FTEs, so outreach and recruitment of students remains important; 2) our administrators claim that new funding formula will be good, but it's bait-and-switch that actually underfunds our colleges, as large amount of money will be set aside to "hold harmless" low performing colleges and that after year 3, "hold harmless" will disappear. Please see P. 27 written report for details.

Bill supported John's first point by sharing that there is now data that shows that LATTC gained new 400 FTEs in Spring 2019 enrollment after LATTC did extensive social media and bus ads outreach.

**O. Communications (Kaye):** Deborah pointed out that click rate of Real News appears lower probably due to duplicate emails. See p.28 of report.

**P. COPE (Monteiro):** See p.29 for a summary of COPE accomplishments for 2018. Natalina reminded everyone to come support at BOT meeting at West tomorrow to continue advocacy efforts of dream resource centers and LASC Nursing program.

Joanne reminded everyone that on the LA FED will have resiliency training on 12/15 at 8:30am. The Guild office will close on Friday and reopen on January 2<sup>nd</sup>, 2019.

The meeting was adjourned at 2:45 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary