

## **Approved Minutes of Executive Board Meeting October 19, 2021**

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

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

### **Member Education**

Mindy discussed recent wins in the labor movement through highlighting how the IATSE strike was averted: IATSE had 89% of its membership turn out for strike authorization, and out of the 59478 eligible members who turned out, 53411 or 98.7% voted yes, signaling to management a high level of rank-and-file member engagement and willingness to strike over living wage, safer work conditions, expansion of rest periods, and improved diversity and inclusion initiatives. In the context of post-pandemic “Great Resignation” in the U.S. where workers are reprioritizing work-life balance and dignity at work, there has been increased worker activism and collective actions throughout this year, especially during the recent “Striketober”—and this data is reflected on Cornell University’s Labor Action Tracker project (<https://striketracker.ilr.cornell.edu>). Instead of adopting the media framing of labor shortage, it’s actually workers challenging a shortage of good jobs with good wages and safe and healthy conditions. On a hopeful note, this is great opportunity for worker movements, organized labor, and union revitalization through rank-and-file member empowerment and collective action.

### **Action Items**

A. Old Business

B. New Business

#### **1. M/S/P (Chen): approve proposed minutes from September 21, 2021**

Chris Cofer noted that Chris Williams was not in attendance for the September Eboard meeting. Robert will correct the attendance record.

#### **2. M/S/P (Labertew): approve \$500 contribution to Strategic Actions for a Just Economy (SAJE)**

See pp.11-13 for details about SAJE. Denice noted that the contribution amount is in the budget that Eboard has already approved. Jenny spoke about SAJE’s great work in housing advocacy. For transparency, Jenny noted that she is a SAJE Board member and is the one making the request to CSE.

### **Officer Reports**

**Treasurer (Hendricks):** No report

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

**Executive VP/JLMBC (Elarton-Selig):** See pp.14-25 for report. Bill gave details about return-to-work and CLEARED4WORK portal deadlines. With regards to JLMBC, Bill noted that open enrollment was a mess because of staff shortage in LACCD resulting from folks retiring and positions not filled. Bill recommended that if someone complains, they send an email downtown.

Joanne noted that LACCD HR would be sending letters to faculty who have not accessed the portal yet. Joanne noted that it is imperative for folks to go to the portal and work to upload documents.

Xiao asked about access to the portal. Chris thanked Bill for the update and asked how we can hold the district accountable. Sandra noted that there are several remote faculty members who have uploaded documents, asked for confirmation, and yet have to hear back from the district; Sandra mentioned that there are faculty who work remotely, who have not had not taken the Biocept COVID tests, and were concerned about hearing from HR over noncompliance. Bill stated that the Guild had negotiated with the district to accept COVID testing results from remote faculty who live more than 100 miles away from a campus and could not access on-campus Biocept testing; Bill noted that faculty who are in similar circumstances should send emails to HR as record of effort to communicate. Sandra commented that she had filed several grievances over the Biocept COVID testing.

Grace asked about progressive discipline. Bill clarified that discipline is based on evaluation process and defined in the CBA. Grace asked about side MOU, and Bill noted that this process has stalled. Sandra asked that instead of chapter presidents sending out information out to members, the Guild should be sending it out. Kathleen agreed that there ought to be a letter coming to directly from the Guild to members with regards to return-to-work matters. Bill noted the challenges that much of the information coming from the District has not been in writing.

**President (Waddell):** See pp.26-28. Joanne highlighted the Faculty Power Fridays as opportunity for ordinary members to engage fellow members on the importance of participating in our Guild. Separately, Joanne noted that if anyone is interested in joining Bond Steering Committee, please send her an email.

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

**A. Student Interns (Monteiro):** Natalina noted that the student interns have been trying to schedule legislative visits but it's been challenging due to COVID. The students want to work on housing and homelessness issues. Students are also interested in educating themselves about student loan and advocating for affordable housing.

Natalina transitioned to COPE report on p.32 and asked that campus chapters participate in election endorsement so that there would be no complaints later about not having representation in the COPE.

Brian noted that he and James have been working on affordable housing for Pierce students and asked if Natalina can put the interns in touch with them.

**B. WEC (Lee):** WEC report was emailed this afternoon as a separate document from the Eboard packet. Allen Coson from ELAC WEC is reporting this month: Allen noted that District WEC would like to find a formal mechanism to make recommendations to the district. District WEC is also interested in additional release time to meet their work obligations. Joanne noted that since the WEC report just came this afternoon, we should take this as a notice motion so Eboard can have some time to read the report and then give input next month.

**C. AFIC (Saint-Paul):** See pp.29-31 for report. Jessica was one of the 8 litigants chosen for the Student Loan lawsuit. Chris noted that Jessica is doing work for Public Service Loan Forgiveness and can elaborate on the AFIC report later.

**D. Black Caucus (Lee):** No report.

**E. Budget (McDowell):** See p.34 for combined report on Budget and Gov't Relations. John noted that Karen Bass was at LATTC on Saturday to announce her mayoral campaign, and although COPE yet has to take a position, John commented that Karen Bass would make a great mayor. John noted that he had omitted the word "vetoed" in his report and wanted to make that correction.

**F. Communications (Kaye):** See p.31 for report. Deborah noted many of the Guild's communications efforts this month centered around the recent Health & Financial Awareness Town Halls and the public service loan forgiveness program. Guild organizers also contributed information to CFT for an article in an upcoming issue of the Part-Timer on the Guild has been providing support for adjunct faculty affected by the continuing COVID crisis.

**G. Community Support and Engagement (Labertew):** See pp.11-13 for report. Denice noted that she had omitted a recommendation about LAANE in her report.

**H. COPE (Monteiro):** See earlier report.

**I. DHLI (Chen & Galvez):** Jenny spoke about DHLI's work around Undocumented Students Action Week.

**J. EDD (Amey):** See p.33 for report.

**K. Foundation (Knorr):** No report. If folks would like to donate to the scholarship fund, it is a payroll deduction and form can be found on the AFT1521 website and click under AFT1521 Foundation.

**L. Gov't Relations (McDowell):** See earlier report.

**M. Grievance (Eckersley):** See pp.35-36 for report. Darrell shared about his observations in the Sheriff's Oversight Committee. Darrell elaborated on details about counselor's grievances. Darrell also noted that the Guild also filed a grievance in Joanne's name concerning the safety and cleanliness issues currently on campuses and that it's a grievance that states various violations of AFT College Faculty Guild Return to Work MOU.

James noted that the Guild voted on resolution to defund the Sheriffs several months ago. James noted that while not all members supported this, the Guild must stand on the right side of history as the Sheriffs has a horrible human rights record, have taken a large share of LACCD budget, and refused to enforce mask mandates—James then gave an anecdote of an unmasked sheriff refusing to support a faculty member who is asking a student to put on a mask in class. James noted that he was a former probation officer and knows about public safety. Marcel echoed James' point and reminded all that Sheriffs asked \$400 million raise without data backing during the same BOT meeting that denied \$300 million supporting custodians who clean our campuses.

Eric asked about counselor's grievance. Grace noted that 13 adjunct assignments have been filled by limited term FT hires.

Xiao elaborated on Sheriffs and noted experiences of their problematic presence on campus.

Eric asked Darrell if he thinks there is a growing anti-union sentiment from the district, to which Darrell responded and commented that he would like to move on with his report. Sandra noted that there is increasing lack of collegiality from management and that there is a decrease in respect for our union.

**N. JLMBC (Elarton-Selig):** See earlier report.

**O. Negotiations (Elarton-Selig):** See earlier report.

**P. Organizing (Sun):** See pp.37-38 for report. Seo Yun referred to Mindy's report earlier about increase labor activism and highlighted that many more workers are leaving their job in search of better wages and safer work conditions. Seo Yun transitioned to highlight our "union difference" and uplift the work of Guild activists during Faculty Power Fridays—CAT team volunteers meet virtually and make calls to persuade their non-union colleagues to sign up to be members. Seo Yun reminded all that while the numbers of new members gained don't seem big, CAT members are meeting virtually and cold-calling non-members, as all the easier in-person sign-ups have been completed in earlier seasons before the pandemic. Seo Yun commended the work and dedication of CAT volunteers and asked for Eboard members to come at least one Faculty Power Friday—they are every Friday 10am-12pm: <https://bit.ly/facultypowerfridays>.

Joanne noted that she has attended Faculty Power Fridays and that these are empowering spaces very conducive to member-to-member relationship-building and hence Guild-building. John interrogated Seo Yun about her job description and why she has not personally gone to sign up members; Sandra also questioned Seo Yun on the matter. Seo Yun reminded all that the work of good organizers is to grow leadership capacity of ordinary members so members can organize among themselves; furthermore, leadership development and robust organization building requires member-to-member engagement and conversations. James commented that he supports the notion of member-to-member organizing.

**Q. Retirement (Hendricks):** No report.

**R. Social Justice Committee (McKeever):** See p.39 for report.

Sandra commented that Eboard does not engage in the most important discussions and recommends that during the next Eboard meeting, we prioritize emergent issues so Eboard can weigh in on critical issues affecting members. Joanne responded that priorities are different for different members and that the current Eboard format facilitates reporting out from all committees and their respective work. Ruby noted that chapter presidents work harder than everyone else so they would know the priorities of members better than others.

Kathleen noted that she would like to know about campaigns that Guild is engaged in; in addition to reports, she would like to hear what members should do, as she noted that we members are the union, and we need our organizer to help us learn how to act like a union where ordinary members participate and do things. Zack echoed that it would be nice to leave Eboard meetings with understanding of direction that members should take. James noted that we might be focusing on COVID effects and forget that we have been losing classes due to demographic changes since before COVID.

Jonathon mentions that we need to come together and have a plan of action to create leverage—but we need to first have a plan. Michele noted that she has planned a meeting and has invited all chapter presidents and some Eboard members; Michele would like to get a list of all member emails so she can blast such info out and extend the invitation to others. Jonathon commented that we have a CAT structure to do this in grassroots member-to-member manner. Michele retorted that people are pushing back against CAT and that people would have more buy-in if they hear from chapter presidents.

John commented that this is the best conversation of the Eboard meeting so far and noted that he would be sure to discuss how to increase funding our base next month as one of our major issues.

## **VII. Announcements**

Saturdays October 23 and 30—"How to Survive When the Paycheck Stops" (Yasuda)

## **VIII. Adjourn**

Next E Board meeting: Tuesday November 16, 2021 at 2 pm

The meeting was adjourned by 4:19 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary