

Approved Minutes of Executive Board Meeting November 16, 2021

The meeting was called to order at 2:04 p.m.

Approval of Agenda (Waddell)

Xiao noted that during the October Eboard, there was a WEC motion submitted late and considered as a notice motion. Joanne noted that we will include that this month as Motion #11.

Member Education

Mindy reviewed the community agreement. Joanne highlighted ongoing current labor struggles—IATSE and Kaiser nurses avoided their strike; UC-AFT lecturers will be striking this Wednesday.

Action Items

A. Old Business

B. New Business

1. **M/S/P (Chen): approve proposed minutes from October 19, 2021—see attached**
2. **M/S/P (McDowell): The Faculty Guild, AFT Local 1521 will join a statewide CCC caucus operating in Sacramento to promote our priorities in the State 2022-23 budget. The Guild will allocate \$750/month for 10 months, our share of funds for input on the strategic approach. After 10 months payments will end and the Executive Board will evaluate the outcome, and then decide how to go on forward. See p.11 for John's report.**

John explained rationale behind the motion. Sharon asked what budget line this will come from, and John clarified that it would not come from COPE. Jeff asked that if we represent 10% of the caucus and contribute 10% to its budget, would we have 10% of the say. Sandra asked if this group has been formed already, and John addressed that it's still in the formation process. Sandra asked for clarification on what the spending is going to, and John stated that it would pay for experts who know how spending should be done in Sacramento. Brian asked if we have any other resources for advocacy in Sacramento on our payroll; John answered that we have folks in CFT who represent us, but since CFT also represents K-12, it doesn't push enough for what we need; John noted that we also have FACCC and Mark McDonald, but this would be taking another step. Chris Cofer noted his support for the motion.

Motion passed with 79% support.

3. **M/S/P (Monteiro): Endorse President of the LACCD BOT Steve Veres.** Natalina explained that while this might seem early, folks are getting started with fundraising.

Natalina read a list of what Steve has done for the Guild: Steven supported and brought back HRA, helped develop and automate state COLA, has been consistently available and within reach, passed FON compliance, helped push for the development for DRC and state funding for UMOJA, has been strong advocate for state funding for LACCD, worked closely with us on important hiring decisions, working on eliminating corruption in the board, used his contact to help LACCD be voting center and COVID testing centers, .

Zack mentions that COPE has adopted an effective strategy of targeting and removing folks who are against Guild interests, and that we should focus on targeting Moreno for the BOT election while supporting our allies on the BOT. Zack commented that we had made gains in our new contract, and that besides the works or Guild bargaining team and organizing, it helped that we have allies on the board—thus we should support folks who support us on the BOT.

John commented that Steve Veres helped us achieve our contract and get Svonkin out. We make decisions about our incumbents based on what they've done. John commented that many people are already calling him and asking who the Guild would be endorsing, so we shouldn't put it off.

Brian commented that if we oppose endorsing Steve, it's not because we are not smart. Brian noted that as a chapter president negotiating the MOU through a difficult process, he wondered where the Guild's leverage was, and worries making early endorsements could give away our leverage. Natalina accused Brian of making an illegal comment by using the word "leverage," Joanne asked Brian to continue.

Bill spoke in support and noted that he is generally in favor, that he had a 10-minute conversation with Steve yesterday and noted that Steve is amenable and helpful in getting us what we want. While he is tough to deal with us, he has voted in support for the things we are fighting for.

Jeff spoke in opposition and commented that one of the saddest things he had seen was to hear the faculty and students speak about their bad experiences with the Sheriffs and then see that BOT unanimously vote in support of the Sheriffs.

Marty spoke in favor and that if there are candidates that have supported you, we should endorse them early.

Sandra spoke in opposition and noted that the BOT has not upheld the 2015 arbitration nor made the Chancellor accountable; in addition, the effects bargaining process has been challenging. Sandra asked Eboard members to consider how BOT incumbents can earn our respect.

Michele spoke in opposition. Michele noted that there is an ongoing petition asking for lower class sizes for Spring 2022, and that she did not see the BOT members' support.

Natalina spoke in favor and stated that folks suffer from amnesia. Natalina noted that many doubted that we could remove Svonkin and we did; it would be more expensive to find and endorse other candidates and a challenging task to take on 3 candidates.

The motion passed with 67% votes.

4. M/S/P (Monteiro): Endorse First VP of the LACCD BOT Dr. Gabriel Buelna

James mentioned that if we are focusing on getting Moreno out, it would indeed be challenging to be taking on three candidates at once and noted that we supported Svonkin at one point, but eventually got him out—showcasing that Guild will hold the BOT accountable.

Joe spoke in support that the BOT members who are supporting has been generally responsive to us and that we should be pragmatic.

Ruby commented that we should be focused on the long game and so we have to be careful about what we do. Three years ago, Gabriel Buelna and Steve Veres were the key supporters to make DRC and Black Scholars happen at LAVC.

Marcel asked that Eboard consider that COPE committee has extensively debated the issue and that Eboard trusts COPE endorsements. Buelna has had a stellar record overall that warrants our endorsement.

Brian noted that many speakers spoke on anti-Moreno sentiments, and it is helpful to hear more about why we are endorsing the candidates we want to endorse.

John noted that he had worked closely with most of the trustees since 1975, and looking back, there were only two perfect trustees. He has been looking for perfect candidates for 30 years, and no one is perfect—it's more important for us to consider overall accountability.

Wendy spoke in opposition—with regards to technology that's here to stay, Buelna has not been supporting updating LACCD technology.

Motion passed with 67% in favor.

5. M/S/P (Monteiro): contribute \$5K to Steve Veres campaign

COPE has supported the monetary contribution. John noted that candidates would like to have the money early to help determine how to spend campaign funding. Jeff questioned if \$5000 is enough if the urgency to endorse is so great. John addressed the question.

Motion passed with 80% vote.

6. M/S/P (Monteiro): contribute \$5K to Dr. Gabriel Buelna campaign

Sharon noted that to partially address Jeff's earlier comment, we give \$5k to all candidates as a practice for consistency.

Motion passed with 74% vote.

7. Motion (Eckersley): accept the 2022 Guild Election Timeline and Declaration of Candidacy form on pp.13-14 of packet

Grace asked if this timeline denotes that we support the timeline that asks for election processes to begin before Spring semester begins. Grace noted that she had proposed a separate set of dates in the Executive Committee.

Sharon clarified that Eboard is ultimately the second highest decision-making body second only to the membership.

Motion passed with 80% vote.

Wesley asked if we can get a list of election committee members. Joanne responded that we will include with next months' Eboard minutes. Darrell commented that the election committee is currently in the process of formation, and that the election committee will be reviewing the election codes. Sharon noted that chapter presidents are to send in election committee names.

Grace commented that old election codes didn't require quorum and thinks that it is rather undemocratic. Darrell recommends that Grace talks to the election committee about it.

8. M/S/P: approve Special Election for West Los Angeles College Executive Board Delegate (Eckersley)

Grace mentions that the West chapter has 2 vacancies for Eboard delegates due to death and resignation. Grace noted that Guild bylaws are thin regarding vacancies.

Brian asked for reasons. Bill addressed potential issues with bylaws.

Eric Wang named that the chapter is bringing this up because they recognize that there is 6 months left in term, so it is meaningful for WLAC chapter to have this election. Eric noted that WLAC is underrepresented in Eboard, and it would be important to have representation.

Zack thinks that in the name of democracy, this election should happen. If people take issues with the bylaws, he wants to remind all that the Guild bylaws give authority to

the chapters to do things that are not covered by the bylaws. So, WLAC chapter could hold its own election for Eboard alternates and have those be present for Eboard.

Sharon noted that it is important to have a full bench for Eboard for better overall member engagement and participation.

Julio commented that he is in support for having full representation for all chapters. Julio named that he is worried about the timeline—where a filing period happens quickly, not a lot of people know about the special election, and then we could be setting up a precedent of having special elections quickly.

Motion passed with 77% votes.

- 9. If Motion #8 passes: Motion (Eckersley): to accept Special Election timeline**
a. Filing period: November 22-30, 2021
b. Candidate Forum: December 2, 2021
c. Electronic Voting period: December 2-15, 2021

Grace stated that this discussion has been discussed in the WLAC chapter meetings. With this voting period, it warrants electronic election. Grace named examples of other institutions and unions that utilize electronic election modality. Considering that we are still in a pandemic, this might be good time to experiment with electronic election. Joanne reminded Grace that this motion was just to accept the timeline. Grace mentioned that when she submitted the motion, the wording was to accept the timeline with electronic voting. Joanne stated that the motion before us is strictly about the timeline and not modality. Grace insisted that the intent behind the motion was both timeline and modality and that “electronic” was omitted from the motion.

Wesley asked if we could amend this motion to include modality, especially because of the timeline and potential costliness of this election.

M/S/P (Chee): to amend motion on the table to say “accept Special Election Timeline...c. “Electronic Voting period”

Chris Cofer cautioned that chapters should not be changing election processes, and that it should be Guild process.

Eric stated that many groups and campus shared governance institutions have utilized Election Buddy and Election Runner. Eric shared a list of other AFT locals and several large unions using electronic voting.

Darrell asked if we can move on to vote.

Wesley spoke that electronic voting is faster, cheaper, and there has not been much issues of fraud.

Bill supported Grace's motion that this would be a good time to try electronic voting.

25 voted in support, 1 voted in opposition of amendment.

Joanne commented that she is comfortable moving this to the Election Committee.

90% voted yes.

10. M/S/P (Tsuha): Endorse December 7, 2021 "Single Payer Presentation" event

Julio spoke about a SJC educational Zoom event "Health Care is a Human Right" planned for Dec 7. Julio and James recommend that all faculty send their students to the event, and clarified that community members are welcome as well.

11. M/S/P (Behlendorf): AFT to engage in discussions in the District, through Dr. Reuben Smith, to move toward formally recognized the District Work Environment Committee (DWECC) as the court-mandated District Health and Safety Committee, and to determine a fair release time to compensate the work of the DWECC members. AFT to continue the 0.1 FTE compensation for DWECC members until June 30, 2022.

Sharon asked that for future releases, it would be important for them to know if this 0.1 release time should be done by the Guild just for the year, or if it would be ongoing. It would be for limited time if we are anticipating the District to cover release time. Xiao noted that the friendly amendment is accepted by the author.

Officer Reports

Treasurer (Hendricks): See report on pp.16-18. Sharon highlighted aspects of the budget spending. Sharon noted that the officers are in the middle of conversations with separating from the Staff Guild on joint office costs. Starting in spring, we will begin drafting the 2022-2023 budget.

Secretary (Chen): No report.

Executive VP/JLMBC (Elarton-Selig): Bill briefly spoke about Return to Work MOU and that there will be a townhall on Thursday, and folks can ask him questions then.

President (Waddell): See pp.19-22. Joanne highlighted BOT meeting.

Committee and Professional Staff Reports

A. WEC (Behlendorf): See report earlier.

B. AFIC (Saint-Paul): See pp.23-38. Jessica highlighted AFIC's collaboration with CFT's part time faculty campaign and several noteworthy events.

C. Black Caucus (Lee): No report.

D. Budget (McDowell): See p.11.

E. Communications (Kaye): See p.39 for report.

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

G. COPE (Monteiro): See earlier report.

H. DHLI (Chen & Galvez): No report.

I. EDD (Amey): No report.

J. Foundation (Knorr): No report. Scholarship applications will be done soon, so once they are out, please help distribute.

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

L. Grievance (Eckersley): See pp.40-41 for report.

M. JLMBC (Elarton-Selig): See earlier report.

Bill commented about changes and updates with health care plans.

N. Negotiations (Elarton-Selig): Bill noted that the Return-to-Work negotiations were lengthy and should be signed today—there will be townhall Thursday. Sharon commented that all the chapter presidents worked really hard on the MOU.

O. Organizing (Sun): See pp. 42-44 for report. Iris Zelaya reported that the Faculty Power Fridays are 10am-noon and have been great spaces for members to meet and speak to faculty about their experiences. The members then volunteer to speak with non-members, and then give the chapter presidents updates on the membership sign ups.

Iris noted that during the BOT, Seo Yun was able to prep the 19 speakers—which showcases the CAT's ability to support Guild priorities.

Sharon noted that the updated membership list is finally done and wants to acknowledge the moment as it took us a long time to get a complete, accurate membership list.

P. Retirement (Hendricks): Report was emailed separately. Sharon noted that she has been approached by many around the divestment conversation, but most are with climate activists who are not CalSTRS members that contribute to their own retirement. Sharon noted that she believes

divestment in fossil fuels, but in her role on the CalSTRS board, she must serve as a fiduciary for the Guild instead of climate activist.

Zack commented the CalSTRS board should consider changing markets, where alternative fuels are becoming cheaper and more available. Zack noted that many students who live in communities most impacted have important voices. James noted that student voices are just as important as ours in our retirement. Chris commented that this is a challenging conversation. Sharon agreed that we should de-carbonize the portfolio, and there are board members who don't shy away from divesting from companies that are problematic on workers' rights. Sharon noted that she will continue to have conversations with James offline.

Q. Social Justice Committee (McKeever): See report. SJC had a meeting where Kenyatta from BLMLA spoke about defunding the police. James mentions that there are also some union conversations about. James clarifies that as a chair of SJC, he sends out what SJC members send out, and tries to not dictate meeting conversations. James commented that during the divestment conversations, folks were sympathetic for Sharon's position on the CalSTRS board.

R. Student Interns (Monteiro): No report.

VII. Announcements

- Wednesday November 17 and Thursday November 18: UC-AFT on strike! (see flyer)
- Thursday November 18, 2021: MOU W/S 2022 Town Hall 3-4 pm. Watch your email for link

VIII. Adjourn

The meeting was adjourned by 5:21 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary