

## Approved Minutes of Executive Board Meeting December 8, 2020

The meeting was called to order at 2:10 p.m.

### Approval of Agenda (Waddell)

**Member Education (Chen):** Mindy reviewed the Community Agreement document.

### Action Items

**1. M/S/P (Chen):** approve proposed minutes from November 17, 2020 as amended.

Chris noted that the vote was 30 to 0 to 2 on Armenian resolution.

**\*\*Note:** for information about the organizations identified in Motions 2-5, please see the Community Support and Engagement (CSE) report to E Board in this packet\*\*

Denice reminded all that the process of CSE contribution had been previously approved by Eboard: CSE comes to Eboard for approval when it seeks to add organizations focusing on orgs for racial, gender, and queer rights to its existing contribution list.

**2. M/S/P (Labertew):** approve contribution of \$500 to El Centro Del Pueblo

**3. M/S/P (Labertew):** approve contribution of \$500 to CASA.

Grace asked if we should examine our principles on giving to progressive organizations vs. giving to emergency funds for adjuncts. Denice addressed Grace by noting that all new CSE contributions are voted on by Eboard; CSE contribute list is submitted when the CSE budget gets approved by Eboard once a year. Denice reminded Grace that CSE has already agreed to carve out a portion of its funds for adjuncts, but that CSE must focus on its mission statement of supporting community based organizations as previously approved by Eboard.

**4. M/S/P (Labertew):** approve contribution of \$500 to LA Community Action Network “Freedom Now” Program.

**5. M/S/P (Labertew):** approve contribution of \$500 to Invest In U Organization

Jeff noted that there is little information on the internet on this organization. Denice noted that this organization was brought to CSE’s attention by Kristine Wright and that it is an organization run by women of color and adjuncts and it supports LACCD students.

**6. M/S/P (Waddell):** approve \$105 to support three faculty members from Social Justice Committee to attend “Medicare for All” strategy conference.

Joanne mentions that we normally don’t bring \$105 contribution to Eboard, but we wanted to use this as opportunity to bring Medicare for All issue to the forefront.

## **Officer Reports**

**Treasurer (Hendricks):** No report.

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

**Executive VP/JLMBC (Elarton-Selig):** See combined JLMBC/EVP/ report on pp.15-27. Bill highlighted that there have been recent questions on problems on using FSA funds due to COVID and directed all to read attached notes. There is nothing that the Guild nor LACCD can do unless IRS rules change.

**President (Waddell):** See pp.28-30. Joanne highlighted p.30 that Randi Weingarten hosted a Townhall regarding COVID vaccination and related this to consultation with Chancellor about plans for return to work in the future. Joanne asked all to begin voicing their concerns.

## **Committee and Professional Staff Reports**

**A. EDD (Amey):** See p.31 for EDD report.

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

**C. Gov't Relations (McDowell):** No report.

**D. Grievance (Eckersley):** See pp.32-33 for report. Darrell stated that there are some administrative evaluations for instructors who are having problems with online teaching. Darrell directed all to read the rest of grievance report.

Tracy Harkins asked how instructor were deemed to be “not doing well”—Darrell mentions that aside from cases of fraud, a couple of such cases were based on student complaints.

**E. JLMBC (Elarton):** See EVP/JLMBC/Negotiations report earlier.

**F. Negotiations (Elarton-Selig & Chen):** The contract is in its last review phase before we make it public and post it online. We have to run it by ADA to make sure it's accessible but it's almost there. We are beginning to work through some implementation issues such as as moving toward 12-month pay options. We could make a tentative complete version available, but we want to make sure that the formatting is clean and accessible.

**G. Organizing (Golding & Sun):** See pp.34-40 for report summarizing the Organizing Department's results for the year. Chase noted that he and Seo Yun were brought onboard a year ago and they hope that they can continue the good work. Chase highlighted CAT accomplishments, development of issue-based communication, and noted that principle of organizing is building leadership structure across diverse membership. Chase drew attention to not just the numbers of members mobilized and turned out to events, but the 129 CAT members who are developed leaders who can mobilize their coworkers. The ultimate goal of organizing is to build a leadership

structure that embodies culture of diversity, activism, and ownership by members and we will continue to draw on this structure as we forward with a plan for membership drive.

Seo Yun highlighted the work of member mobilization during the political season, and that the Guild hosted 52 total phone bank sessions, filled 671 volunteer shifts, and supported faculty and students work on political campaigns. Seo Yun mentioned that the organizers also worked with Natalina to build social media campaign and toolkits that were then reshared by many other organizations. Organizers also worked with John on legislative organizing. Seo Yun highlighted that our online presence has also increased tremendously.

John McDowell noted that as usual, most of the political phone banking were done by student interns instead of Guild faculty and thanked Natalina for her work.

Ruby stated that as we evolve as a union, she wonders about the role of staff as it's not mentioned in the Organizing report and thinks that it's important to mention it because we should treat our staff well. Chase asked if Ruby is referring to OPEIU staff and not organizing staff. Joanne redirected the conversation and stated that we should bring personnel question to Exec Committee.

Natalina wanted to make correction that 40 out of 68 faculty were recruited from FACCC. Grace noted that CAT celebration party was inspirational. Brian noted that the organizers have invigorated the Pierce chapter. Michael commended Seo Yun for engaging and including faculty to participate. Tracy mentions that she appreciates the organizers' work, but wants to see that they focus more on labor issues and not so much on politics.

Chase addressed Natalina's assertion and noted that 113 faculty who contributed to phone banking were indeed from the Guild. Julio wanted to lift up central CAT that brought us to become an organizing union and knowledge the organizers for helping us get to where we are.

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

**I. Social Justice Committee (McKeever):** social justice and labor rights have gone hand in hand. SJC decided that communication is something to be worked on. James also encouraged campuses to develop campus ADTs. Julio recognized the important work of SJC. Marty also recognized that union work is social justice work.

**J. Student Interns (Monteiro):** No report.

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

**L. AFIC (Saint-Paul):** See pp.11. Jessica is working on Article 17B.3 enforcement to fill Adjunct Department representation.

**M. Budget (McDowell):** See report on p.42.

**N. Communications (Kaye):** See report on p.43.

**O. Community Support and Engagement (Labertew):** See report earlier.

**P. COPE (Monteiro):** See COPE report p.44. Natalina noted the importance of removing Mitch McConnell as Senate Majority Leader through helping with GOTVing Georgia Senate races.

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

### **Announcements**

The Faculty Guild office will be closed for the Winter Break beginning Monday December 14, 2020 and will reopen on Monday January 4, 2021.

Saturday January 9, 2021—LA Fed MLK, Jr. Celebration (interested? See Joanne)

Next E Board meeting: Tuesday January 19, 2021-- 2 pm

### **VIII. Adjourn**

The meeting was adjourned at 3:31 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary