

## Approved Minutes of Executive Board Meeting February 16, 2021

The meeting was called to order at 2:05 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 January 19, 2021**

**2. M/S/P (Montiero): accept COPE report**

Last Thursday, COPE interviewed candidates for SD30. COPE recommended dual endorsement for Sydney Kamlager-Dove and Daniel Lee.

**3. M/S/P (Lee): accept Executive Council recommendation for the Faculty Guild to support the recognition of a Faculty Guild Black Caucus.**

Sandra proposed establishment the caucus to give voice to issues pertaining Black and African American faculty across LACCD. The Faculty Guild Black Caucus would establish chapters at each campus and make standing reporting to Eboard.

Marty asked if there are other caucuses in the local; Sandra responded that that there are no other caucuses that she is aware of but noted that when the union is truly representative of all its members, there would be no need for caucuses. James noted that the establishment of the caucus is appropriate especially in the era of Janus as a way to engage members. Ken about the difference between a caucus and standing committee, to which Sandra answered that there is not much difference and that this caucus would be similar to the Guild Social Justice Committee. Grace commented that AFT National has a caucus system for members to bring a variety of issues forward and recommend that we develop a have similar set of caucuses parallel to those of AFT National. Michele voiced support for the Faculty Guild Black Caucus and also Grace's proposal of having multiple caucuses. Joe mentioned that he is supportive of diversity of voices; Brian stated he is thrilled that we are talking about this, and this caucus will make us stronger by ensuring that more member voices are heard. Kathleen voiced support and asked if the caucus will collaborate with the LACCD Black Faculty and Staff Association, and Sandra stated that the caucus welcomes collaboration. Mario, Ruby, Jessica stated support, and Christine stated that she shared with City Eboard and everyone is thrilled and supportive. Motion was unanimously approved.

**4. M/S/P (Klyng): accept Executive Committee recommendation to approve following language to be the Guild's Vision Statement (amended language):**

*“AFT1521 is a member driven union of ~~educators~~ faculty who collectively bargain and work to improve the well-being of our members, our students, and our communities by:*

- Improving our students' learning conditions and our working conditions*

- *Creating inclusive space and opportunities for member engagement, mobilization, and leadership*
- *Organizing members to build power*
- *Advancing social justice and standing in solidarity with our students*

Julio noted that the Guild did not have a vision statement; having one would help us ground our work; the proposed vision statement was crafted by an entire team and was approved by the Executive Council. Jonathon explained the process of developing a vision statement from the work of the SCALE summit over the past several months.

Grace proposed an amendment to add “faculty” to the vision statement. Julio noted that the vision statement was the work of whole group, so he and Jonathon cannot speak for the entire group; Julio asks if this can be considered a friendly amendment and have it put as an up or down vote. Jonathon stated that he anticipates that “faculty” can be added to a mission statement which will be worked on after the current vision statement is approved.

**M/S/P (Chee): Grace moved to change “educator” to “faculty” in vision statement.**

Bill spoke against the amendment by stating that it is clear that we are the Faculty Guild. A team had worked on this vision statement after an arduous process, and amending it makes the statement clunky and un-does the work of a group that took place over several months.

Anthony spoke in favor of amendment, but suggested adding “faculty” to the first bullet point.

Jeff spoke against amendment and noted that adding “faculty” to “member” is redundant.

Dimetros spoke in favor of the amendment and thinks that all can add and amend.

Ken spoke against amendment and stated that it is clear that we bargain for our members—who may one day include others besides faculty.

Bill commented that “faculty” is clearly shown in our AFT logo; a lot of work was done by many people, and unless there is a substantive reason for amendment, it should be left as is.

Marty provided point of information that “educator” might be seen by some as inclusive of classified staff, and adding “faculty” could help clarify who we are.

Grace stated that “faculty” can be added anywhere in the statement and is willing to amend her amendment to *“AFT1521 is a member driven union of faculty who...”*

John stated that he thinks the third bullet point should say “organizing faculty” in lieu of organizing members, to which Joanne redirected that we are currently considering Grace’s amendment.

Brian spoke against the amendment, noted that the purpose of the vision statement is to provide broad guidance our work, and supported Jonathon's proposal to add faculty down the road as we craft a mission statement.

Natalina stated that she supports the amendment so we can distinguish ourselves from other educator unions because we do not represent everyone in education, only faculty.

Zack spoke against the amendment and noted that this is a very well written vision statement as is. Zack noted that "faculty" can be read as a job category, but "educator" connotes a calling, a part of our identity, and something more powerful than a job.

Julio noted he is surprised for the rationale to amend the vision and that it is troubling from a process perspective; given the amount of time debating details in Eboard, many can keep coming with edits to the work of committees.

Sandra moved to call the question. Bill seconded to close the debate. 98% voted to close debate.

**Motion to amend and change "educator" to "faculty" passed (21Y vs. 18N).**

James supported vision statement in how it encompasses concept of community.

**Vision statement was accepted as amended (37Y vs. 1N).**

### **Officer Reports**

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

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

**Executive VP/JLMBC (Elarton-Selig):** P.17 for JLMBC and Negotiations report. Bill thinks we should have printed contract available by middle of March.

**President (Waddell):** See p.24 for President's report.

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

**A. Gov't Relations (McDowell):** See p.28 for report. John discussed lobbying and budget priorities. Marty asked what John thinks of the Governor's recall efforts and if we should do anything. Kathleen asked about holding harmless. Phyllis commented that with stimulus money coming in and new courses that may need to be developed for our colleges, we should lean in more on part-time faculty; Phyllis asked if there is money to pay adjuncts for creations of new career pathways. John stated that he and Natalina will keep pushing for adjuncts. Chris stated that he has a copy of CFT resolution to support adjuncts.

**B. Grievance (Eckersley):** See p.29 for report. Darrell spoke about duty of fair representation in context of Black History Month and that equality is embodied in our collective bargaining agreement under which all other activities of the Guild are subsumed. Darrell then updated about AB705 grievance.

**C. JLMBC (Elarton):** See report earlier.

**D. Negotiations (Elarton-Selig & Chen):** See report earlier.

**E. Organizing (Golding & Sun):** See p.31 for report.

Chase and Seo Yun updated all on the membership drive plan for faculty conduct a union-wide effort to increase membership among their colleagues in their department, college, and across LACCD. In doing so, we would not only increase Guild membership district-wide, but also strengthen member organizing and faculty participation at each of the campus chapters. Brian commended the work of organizers in assisting the chapters on tackling member issues.

**F. Retirement (Hendricks):** See p.33 for report.

**G. Social Justice Committee (McKeever):** See p.37 for report. James noted that Julio presented at Healthcare Now Conference. James noted that much SJC discussion has been on the future of Sheriff's presence on LACCD campuses, and there we should have more presence at BOT meetings. Jeff asked if it would be the job of SJC to take this on, noted that the tone and proceedings of the BOT was vile demonstrating coordination on the Sheriff's behalf, and asked how the Guild can support so this issue is not just shouldered by SJC. James thanked Jeff and stated that it should be union work, especially since our Guild had adopted a resolution regarding this issue. Darrell noted that the Guild has a presence on the Sheriff's oversight committee. Natalina noted that we can do better to turn out members to BOT meetings. Kathleen spoke in support of organizing members so we can be present. Tracy commented that at LAMC, union members have strongly supported LACCD Sheriff. James noted that sometimes majority opinion is sometimes not necessary; SJC takes on position that are correct, as examples from the Civil Rights era taught us. Denice cautioned on whose voices are heard and reminded that we need to be careful when saying "majority says this." Ruby stated that she was at the BOT meeting and asks that we hold our BOT accountable so we can make informed decision. Jonathon commented that it's not that we don't organize, but that we often have little time before finding about an information. Additional discussion and deliberation ensued.

**H. Student Interns (Monteiro):** See report on p. 10.

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

**J. AFIC (Saint-Paul):** See P.37 for report.

**K. Budget (McDowell):** See p.39 for report.

**L. Communications (Kaye):** See p.40 for report. Deborah noted that Guild work on to address issues of working on updating Guild website.

**M. Community Support and Engagement (Labertew):** No report.

**N. COPE (Monteiro):** See COPE report p.9.

**O. DHLI (Chen & Galvez):** See p.41 for DHLI/UCLA Workers and Learners COVID full report.

**P. EDD (Amey):** No report.

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

### **Announcements**

### **VIII. Adjourn**

The meeting was adjourned by 5p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary