

Approved Minutes of Executive Board Meeting April 20, 2021

The meeting was called to order at 2:08 p.m.

Approval of Agenda (Waddell)

Member Education (Chen): Mindy Chen reviewed the Community Agreement document and AFT Guild Vision Statement.

Phyllis Eckler noted that she would like to have a directory of Eboard members so Eboard can interact with one another outside of official meeting. David Adelson recommended that we create a Slack group so Eboard members can interact.

Action Items

1.M/S/P (Chen): approve proposed minutes from March 16, 2021 as amended.

Grace Chee amended language under Treasurer's Report.

2. M/S/P (Montiero): approve endorsement of Issac Bryan for AD 54

COPE interviewed two out of four candidates as two didn't show up. Of the two interviewed, Bryan was very knowledgeable about community colleges and as unanimously endorsed by COPE. Motion passed 30 to 4.

3. M/S/P (Chee, Bakeer, Harris): Recognizing that healthcare is a human right, the AFT1521 LA College Faculty Guild will re-affirm 2016 Eboard Motion and advocate for adjunct faculty on seniority to receive 100% of health insurance as a paid benefit (based on the cost of the most popular CalPERS health insurance plan).

Grace Chee stated that this motion was passed at WLAC chapter meeting and brought up at SJC, and that adjuncts are the majority of the Guild but are the only LACCD employees who don't receive 100% health insurance. Grace noted that many adjunct faculty face hardship due to insurance issues.

Bill Elarton spoke in favor of the motion; he added that there are other LACCD employees that face similar hardship due to insurance issues but adjuncts are the majority affected.

Ken Taira stated that he prefers to stay with current insurance plan for stability.

Kathy Koupai spoke in favor of the motion and shared her experience of paying off medical expenses for his son in the NICU.

David Adelson noted that the LACCD economic system depends on adjuncts having diminished pay in comparison with full timers and spoke in favor of the motion.

James McKeever spoke on behalf of the SJC: while LACCD does ok in adjunct compensation, it is diminished by healthcare and that adjuncts deserve better healthcare.

Kenyatta Bakeer noted Grace's hard work and spoke from the perspective of child development instructor on the importance of healthcare rights and advocating for adjuncts.

Michael Harris thanked Grace for her leadership and presentation of motion.

Chris Cofer noted concerns that arose during AFIC and stated that he wants to make sure that language details do not put restraints on JLMBC, as maintaining access is important.

M/S/P (Rose): Mark Rose motioned to amend by adding "reaffirm 2016 Eboard resolution" to the 3rd line of motion.

Grace spoke in opposition to amendment because getting into the weeds of language could distract from the goal of her motion. Motion passed.

Bill spoke in support of amendment to clarify what we are supporting; amendment clarifies Guild's long-term position to support adjuncts and improve adjunct healthcare.

Phyllis spoke in support of amendment and mentioned that she brought this up in 2016.

Natalina clarified that Santa Monica only gives Kaiser as healthcare option.

Amy spoke in support of motion and spoke on her 18 year experience as adjunct and the importance of health insurance.

Ken spoke in favor of resolution but cautioned that all know that Santa Monica College uses merit instead of seniority, so be wary when comparing compensation and healthcare options with SMC.

Grace spoke stating that we need stand by our social justice mission to support our adjuncts, especially in time of COVID and recession.

Motion as amended passes 35Y, 2 abstained.

4. M/S/P (Hendricks): accept Audit letter for 2020

See p.10 of packet for Audit letter. cautioned that we are clear in where COPE money is going.

Sandra noted that she would like to know that all checks for reimbursements must be accompanied by receipts. Sharon responded that she and Joanne have made a commitment to make sure that no checks are signed without accompanying receipts.

Motion passed 29 Y, 6 abstained.

Officer Reports

Treasurer (Hendricks): Sharon shared budget starting p.13. Sharon directed attention to p.17-18 for second reading of 2021-2022 draft budget and p.19 for 2022 draft staffing plan.

Phyllis asked if there are positions that are not listed on staffing plan and asked if CSE chair was paid, and Joanne clarified that Eboard had voted to approve to do so. Phyllis asked if there are any chapter presidents that are also grievance reps for their campuses as that was her concern for a long time.

Marty asked about line item 523 (CSE meeting). In response, Sharon noted that we are trying to separate expenditure for food during meetings from expenditure of committee activities such as contributing to other organizations. Marty stated that had issues with several more line items and Sharon noted that she would address offline.

Fay asked about PBG “pay by Guild” and release time. Sharon answered that we have a set number of release time as negotiated with LACCD. However, Guild staffing needs exceeds negotiated release time. Fay asked if release time equates with time release from work duty and asked about retirees receiving PBG. Fay stated that she it’s great the retirees are contributing but wishes that more current faculty can take those positions.

Grace mentioned that she does not recall voting on CSE compensation, and wonders why some Guild committee chairs are compensated and others are not. Grace also asks why some chapter presidents might be unfairly critiqued if they also hold grievance rep positions when some officers hold multiple positions within the Guild.

Phyllis requested that we pull up the minutes when CSE committee chair was approved by Eboard to become a PBG. Phyllis also asked about PBG rate, to which Joanne answered that it is based on D basis.

David Adelson spoke that he wishes the union prioritizes organizing and allocate funding toward activating and organizing adjuncts. Sharon noted that we now fund organizers. David stated that he wishes to see adjunct members serve as organizers.

Secretary (Chen): No report.

Executive VP/JLMBC (Elarton-Selig): P.22 for JLMBC and Negotiations report.

John asked questions about COBRA. Grace stated that those numbers are really complicated and supported idea for chapter presidents to get together once we come back. Phyllis thanked Bill and negotiation team for their work on reengagement and mentioned appreciation for \$1000 stipend that faculty would receive.

President (Waddell): See p.26 for President’s report. Joanne highlighted that we are focusing on cleanliness, safety, and respect as our framework of reengagement.

Marty stated that he had been speaking to Jim from CFT and asked if we are opening in the fall- to which Joanne answered that LACCD would reopen partially in person, partially online. Marty also asked about LACCD's plan for enrollment—Joanne stated that she would let John McDowell answer. John noted that enrollment remains critical and we need to work on bringing back as many students as we can.

Wendy asked that we have a discussion about reengagement, as she hears a lot from her constituents. As Eboard member, she would like to have more substantial discussion about coming back to campus and talk about not only what's best for faculty, but also what's best for student success-- especially because robust distance education is related to student success and enrollment. Brian supported Wendy's sentiment and noted that while negotiation about reengagement is confidential, he asks that Eboard members be barometers to the faculty.

James noted that we are in unprecedented times and need to work together. He noted that he is also concerned that students are not coming back—we serve predominately black and brown students and need to be concerned about declining enrollment; we need to find a balance between faculty safety and ensuring that we have face to face capability so we don't permanently lose students.

David noted that adjuncts are also dealing with great uncertainty and would like to hear more from the union. David also asked if there are concerted organizing efforts that he could join in.

Wendy stated that we should be careful about saying “we won't come back.”

Jonathon mentioned that he is glad that we are having a conversation about our students and balancing that conversation with having a safe environment.

James stated that this could be a time for us to push LACCD to have cleanliness standards beyond being at minimal “level 3 dingy” cleanliness.

Marty asked about scheduling and Joanne addressed the specifics.

David asked about cleanliness and wants to know what the folks who do the cleaning know. David asks if our union is integrated with them in our asks.

Grace echoed Brian's sentiment that there are a group of chapter presidents and officers who are engaged with WEC, Senate, and other committees where faculty are on the ground at campuses as we seek to incorporate different positions on the reengagement discussion.

Bill reminded all that we are the Guild—this Guild is only successful when all members are working together toward a goal, so all inputs are valuable.

Jenny Galvez added that parallel to the K-12 system where the students who are supposed to be coming are not, we need to deal with this for another 5-10 years.

Edith Garnica noted that she is worried that the CTE students might not be ready for the workforce; for example, culinary students who were learning from home are not as prepared as working in the kitchen. Edith worries that this could negatively impact the quality of our students and we could lose our students to other institutions.

Natalina noted that we should work in coalitions with other unions such as AFT1521A.

James mentioned that he had spoken with the custodian and agreed with Natalina that we should build coalitions with other unions as our outcomes are tied together—and so we don't want to lose our students to other districts.

David asked if we could have a formal statement of support to other unions and reach out to them.

Committee and Professional Staff Reports

A. JLMBC (Elarton): See report earlier.

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

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

Guild launched membership drive on March 19. Today we got 40 new members-averaging 10 new members per week, surpassing the other local UCAFT which is growing at 6 members per week. The core strategy is intense data analysis to target key departments that have most potential for growth—so we could craft messaging and focus Guild resources and time to results in membership growth. One of these departments is Counseling at LAHC.

Jonathon Klyng noted that by focusing conversations with LAHC counselors, CAT counseling lead Marcela and himself are able to build relationships with folks and signing them up. Jonathon highlighted that there are member networks and members are willing to sign up when you are willing to talk to them.

Julio added that we had a great launch, but that membership drive is never-ending. There are a couple steps to move forward—1) being more campus specific in terms of mapping places of potential growth/best to allocate time and resources so we can create structure for member involvement 2) to do the work, chapter presidents will be hearing from organizers and CAT leads on how to move forward, so please respond to folks who need your help 3) all Eboard members can help in signing members up.

Julio emphasized that we should move away from the narrative of “union does things for you” toward “we are all the union and we advocate for ourselves.” The health of our union is not based on number of members, but how many members are active—so we are building a structure that facilitates active membership.

D. Retirement (Hendricks): No report.

E. Social Justice Committee (McKeever): See p.36 for report. James noted that part of SJC is involved in defunding the Sheriff. James also mentions that Chris has been working on Unified Policy Health Benefits for PT faculty and healthcare resolution. There are updates on UBI and single payer healthcare.

F. Student Interns (Monteiro): See report on p. 37. Natalina noted that one of our interns, Cora Martinez, is running for LACCD Student Trustee and could use our support.

G. WEC/Bond (TBA): No report.

H. AFIC (Saint-Paul): See P.38 for report. We have adjunct priority survey out. Jessica also expressed appreciation for increased compensation for AFIC reps that represents folks' recognition of expanded role of AFIC representatives. Sandra mentions that Chapter Presidents also represents adjuncts so asked for clarification for how AFIC reps represent adjuncts, to which Jessica addressed. David spoke on the diversity of adjuncts and the necessity of increasing support to organize and advocate for adjuncts in addition to chapter presidents. Jessica responded and noted the necessity for adjunct representatives for each department, each college to increase member engagement and communication. Felipe recognized that adjuncts have been more involved, vocal, and supported Jessica's efforts in recognizing different roles and cultures of each campus while involving more adjuncts.

I. Black Caucus (Lee): No report.

J. Budget (McDowell): See p.43 for report. John noted federal, state, and local efforts on rebuilding.

K. Communications (Kaye): See p.44 for report. Deborah noted that Guild work on to address issues of working on updating Guild website.

L. Community Support and Engagement (Labertew): See p.45 for report

M. COPE (Monteiro): See COPE report p.47.

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

O. EDD (Amey): No report.

P. Foundation (Knorr): No report.

Q. Gov't Relations (McDowell): See p.43 for report.

R. Grievance (Eckersley): See p.50 for report.

VII. Announcements

Save the date: May 14 is 2021 Membership Meeting

VIII. Adjourn

The meeting was adjourned by 5:20p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary