

Approved Minutes of Executive Board Meeting April 21, 2020

The meeting was called to order at 2:02 p.m.

Approval of Agenda (Waddell)

Joanne noted that some key dates are listed on the back of the agenda and reminded all that negotiation with the District will take place Friday, April 24—please see Chase for directions to attend and observe. At this point, future dates are TBD, and all meetings will be via Zoom. In addition, on Thursday, April 30 will be Guild election ballot count. Please look out for email information on how to observe the ballot counting.

Member Education

Sharon gave a quick run down on Zoom etiquette and ground rules so we can simulate face to face interactions but while having efficient and productive Zoom Eboard meetings.

Action Items

M/S/P (Chen): Approve the minutes of March 21, 2020 as edited.

Grace asked to add to the WLAC update “Grace asked if we could be paid an additional week as we have to do so much work to transition/restart classes.”

M/S/P (Walsh): “Be it Resolved that the Faculty Guild will provide hard copies to those in the general membership that request one through a coordinated solicitation from the Faculty Guild leadership during the month of June 2020 and...Be it further resolved that the Faculty Guild will order to be printed at a minimum one hard copy for each Executive Officer (15), Grievance Representatives (9) and Executive Board Members in addition to those members that request one.” (See p. 5 in packet for full motion).

Brian explained that we should print hard copies of contracts for officers and board members. Otherwise, we should send out postcards for members to request hard copies. Brian shared his experience as chapter president that many members who come to see him prefer electronic versions of the contract; thus we should opt to be responsive to members preferences, be environmentally friendly, and save money by printing contracts only for those who request hard copies. James supported the motion and added a friendly amendment to not send out postcard but email, as sending out large paper documents is socially irresponsible for members and postal workers in the COVID-19 era. Kathleen added that this is an organizing opportunity—chapter presidents, grievance reps, and CAT members and other activists can now encourage members to come see them to receive hard copies of contract. Ruby supported the motion, adding that not only do most members consider paper copies of contracts to be bulky, they also consider flash drives of contracts to be cumbersome and prefer PDF links online; Ruby stated that we can ask

chapter chairs how many hard copies of the contracts are left in offices so we can estimate how many hard copies to print.

Henry asked for the cost for printing contracts, to which Bill and Sharon answered that it costs about \$40,000, not including mailing. Henry voiced his opposition to the motion and stated that members should receive hard copies of the contract— that this motion biases against members who are not technologically savvy. Julio added his support to the motion and James’ friendly amendment to not send out postcards. Olga supported the motion and added a friendly amendment to add chairs to the list of recipients of hard copies!; Olga also stated that we should improve layout and search options for the online version of our contract. John supported the motion as a cost saving measure and organizing opportunity. Darrell stated that we should ask printer for the cost. Bruce asked everyone to consider the difference between cost of printing vs. money we spend on politics.

M/S/P (Christian-Brougham): To conduct electronic chair elections.

Given the current “Safer at Home” order for Los Angeles County, it would be impossible for us to hold face-to-face Department Chair Elections in the Spring of 2020. A task force consisting of Ruby Christian-Brougham, Sandra Lee, Christine Park, Michelle Benjamin and Sharon Hendricks (resource person) have investigated an inexpensive electronic solution that will maintain the integrity of the chair election as prescribed in Article 17.B. 1-9. The changes would be as follows: 1) the Chair Election would take place during a zoom meeting 2) Election Runner would be used as the software to count the votes (Election Runner would allow us to protect the confidentiality of the voters), 3) the ballot would be sent to the voters LACCD email via a link that would go directly to Election Runner.

The final vote count will be available for everyone to review. The cost will be approximately \$60.00 for approximately 600 voters from all nine campuses. The district will split the cost.

Officer Reports

Treasurer (Hendricks): Sharon shared draft version of Guild budget.

Sandra asked about increase of staff overtime. Sharon shared concerns about security over sending out Guild internal budget documents. Sharon stated that the Treasurer, in consultation with accountant John Pooley, will report out accumulated balance for the year every July.

Grace mentioned that in past, Eboard would receive breakdown of staffing plan and salaries. Phyllis stated that we should plan for reduction of revenue stream and plan accordingly. Denise asked for correction in a budget line, as the body had voted to change “Good and Welfare” to “Community Support and Engagement Committee.” Henry asked where the existing reserve is articulated on the draft budget, to which Sharon addressed that she had communicated it in past Eboard meetings and that the Guild will report out accumulated balance each July. Bill supported Sharon and stated that budgets typically do not contain ending balances, and that it make sense to

report out every July. Grace asked that while following Eboard's recommendation for Guild to be discreet, members have a right to know and that Henry's question should be answered if he asks.

Secretary (Chen): See discussions under Negotiations Report.

Executive VP/JLMBC (Elarton-Selig): We will be resuming bargaining via Zoom Webinar format this Friday. Mindy added that we will simulate live bargaining conditions where members can RSVP, receive briefing on observer ground rules, and then support the bargaining team through their presence. See discussions under Negotiations Report.

President (Waddell): See p.16 for written report.

Committee and Professional Staff Reports

A. **Grievance (Eckersley):** See written report on p.20. Darrell expressed that in general, LACCD has been slow to meet. Darrell added that going back to contract, it is the heart of the Guild and that the team has been working hard, working well together.

B. **JLMBC (Elarton):** See VP/JLMBC written report p.10.

C. **Negotiations (Elarton-Selig and Chen):** Bill and Mindy updated that the Guild bargaining team will be meeting Friday, 4/24 via Zoom. Please contact CAT team to RSVP; the link is bit.ly/FacultyGuildBargaining.

Bill and Mindy stated that although economic salary issues are potentially challenging, we will continue to push for improvement work conditions. Joanne asked for everyone to have confidence in the Chief Negotiators and Guild negotiation team—during times like this, we are reminded that our union and contract protect our jobs and that we continue to bargain over work conditions despite challenging circumstances and management attempts to divide faculty.

James applauded the bargaining team and the coordination it had done with the CAT team—which has put in much work despite challenging circumstances during COVID-19; James encouraged everyone to attend and observe bargaining. Grace applauded the bargaining team for providing transparency for membership.

D. **Organizing (Golding):** Chase shared his experience with LAVC Chapter Meeting and that Guild members expressed the urgency and desire to stay engaged. Chase explained that Contract Action Team (CAT) had 130 member attend its webinar meeting last Friday. He anticipated a high turnout at bargaining this Friday, but reminded all that we will continue to build CAT leadership and capacity as CAT leaders talk to members.

Chase stated that CAT and most members expressed concern in in staying visible to management even though we are not on campuses. Chase reminded all that presence at BOT meetings remain important, as he reminded everyone the impressive level of turnout with members advocating for

class size—and reminded the enduring importance of job security and staffing as bargaining issues during COVID-19. Chase shared that as of right now, our current state of membership list is still inaccurate; but now is a good time and it is ever more important to grow membership and generate dues revenue.

Ruby recommended for all to invite Chase and CAT activists to attend campus chapter meetings, as now is a time where members are looking for directions; in the midst of many not-so-great news, challenging members to redirect their frustrations to productive outlets through organizing can help build community across campus even when we are operating remotely. Members are getting a taste of where the Guild's strength comes from, and that we have some control over the situation.

Michele asked for clarification whether we want all members to attend bargaining, and added that during COVID-19, more people want to observe. Chase stated that anytime members want to attend, they should be more than encouraged to do so. Chase clarified that CAT leaders the immediate upcoming bargaining session is probably not the most critical for members to attend, but clarified that if members wish to participate, we want to pace our efforts and build momentum for future sessions. Finally, Chase addressed questions that CAT should be liaison between members and bargaining team.

E. Retirement (Hendricks): No report. Sharon stated that she is trying to put together CalSTRS webinar to address members questions during COVID-19.

F. Social Justice Committee (McKeever): See p. 23 for written report. Given the COVID-19 disruptions, there was no regular meeting last week; instead there was a discussion of social justice in time of COVID-19 that was recorded and the SJC will share as resource. There will be meeting at 9am when the SJC will discuss virtual May Day and a conference in 2021.

G. Student Interns (Monteiro): Student interns had been assigned to read about unionizing for collective bargaining and a variety of organizing resources. A couple of our student interns were invited to speak at a CSUDH webinar to on how to organize.

L. WEC/Bond (TBA): No report. The building continues campus shut-down.

M. AFIC (Holland & Taira): No report.

N. Budget (McDowell): See p.25 for the written budget report. On the state level, legislature have been told that they can use half of "raining day fund" this year, and half next year. John emphasized that Schools and Communities is more important than ever. John cautioned about the "self fulfilling prophecy.

Several Eboard members added to a discussion over concern on lack of oversight on budget and process of LACCD Chromebook give-out to students.

O. Communications (Kaye): There has been bulletin communications sent out each week. *Loud and Clear* reporting on bargaining were also happening regularly. Real News has been suspended, but a future issue will be coming out.

P. Community Support and Engagement (Labertew): See written report on p.28. Denise highlighted that it's important for scholarship is still going out to students and that the deadline is extended to May 1st.

Q. COPE (Monteiro): See discussion earlier and written COPE report on p.23. The COPE committee has continued to meet with candidates.

R. DHLI (Chen & Galvez): See report on p.32. Mindy gave an update on a COVID-19 research project addition to the DHLI/UCLA Earners and Learners research project. Faculty who are interested in having their students participate should email Mindy. In addition, DHLI and the LACCD campus DRCs are partnering to provide free legal consultation to undocumented students in the midst of the COVID-19 crisis.

A. EDD (Amey): See p. 34 for written report. Anthony has been very active and assisting faculty with regards to growing concerns for assistance. Please email Anthony directly if you have questions.

B. Foundation (Knorr): No report.

C. Gov't Relations (McDowell): See discussions in Budget Report.

Announcements

Next bargaining sessions is 4/24 via Zoom. 4/30 is ballot counting for Guild elections.

The meeting was adjourned at 4:44 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary