

Approved Minutes of Executive Board Meeting May 18, 2021

The meeting was called to order at 2:06 p.m.

Approval of Agenda (Waddell)

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

Action Items

1.M/S/P (Chen): approve proposed minutes from April 20, 2021 as amended.

Grace emailed the following to be included in minutes for April 20, 2021 Action Items:

Action Item 1- “Grace Chee stated her voice was left out entirely under the March 16, report and amended language under Treasurer’s Report, which read, Sharon recognized and gave a shout out to Grace Chee as Treasurer, as 3-4 years ago, Grace advocated for moving our finances from Merrill Lynch to Fidelity after interviewing a number of financial institutions. Grace also stated that the Guild could make \$50,000 in safe US Treasury funds, like FDIC and it would be insured by the federal government.

Action Item 30- Grace Chee stated that this motion was passed unanimously at the SJC Committee and at the WLAC adjunct faculty chapter meeting and brought up at SJC, and that adjunct faculty are the majority of the Guild, but are the largest members of the bargaining unit, and only LACCD employees who don’t receive 100% health insurance. Grace noted that many adjunct faculty face hardship due to insurance issues. Corporate America provides health insurance to their part-time workers, like Starbucks and REI but some community colleges, higher education does not.”

Phyllis Eckler asked for a follow up on her question from previous Eboard meeting about Community Support and Engagement.

Natalina Monteiro noted that her last name was spelled incorrectly.

2. M/S/P (Monteiro): Accept the COPE report and COPE recommendations

a. M/S/P (McKeever) Letter of support for the City College of San Francisco Faculty—AFT 2121 (see attached letter).

James McKeever spoke about problems with ACCJC and how supporting CCSF is supporting ourselves. Tracy Harkins suggested modifying language of the letter so it emphasizes student education and not so much on saving faculty jobs. Natalina added that administration at CCSF has not taken pay cuts. Joanne suggested that aforementioned comments be added as technical fixes. John McDowell stated that ACCJC tried to revoke CCSF accreditation in the past and it had harmed the college. Marty Hittelman asked all to read his website for additional information

at <https://accreditationwatch.org/index.html>. James clarified that the focus on faculty job in the letter is written to express worker-to-worker solidarity.

b. M/S/P (Monteiro): Isaac Bryan running for AD 54. COPE recommendation: contribute \$1500.

Eboard approved endorsement of Issac Bryan in April 2021.

c. M/S/P (Monteiro): Tony Thurmond for re-election for Superintendent of Public Instruction. COPE recommendation: contribution: \$1500.

John McDowell commented that Thurmond's opponents are supporters of charter schools. Jeff Hicks asked whether it's too early for the donation, to which Natalina clarified that the contribution is to help with primary election.

d. M/S/P (Monteiro): to contribute \$1500 to LA County Federation of Labor to help with the following election items in Compton:

- To help elected labor friendly candidates for the City of Compton against candidates who are funded by the Charter School Association and Amazon).
- To support LAFed endorsed candidates
- To support Emma Sharif for Compton Mayor
- To support Tana McCoy (i) Compton, Council District 3.

3. (McKeever): disregard and reject the results of the Hillar and Heintze survey

“Whereas there is no mechanism in this survey to assures that the survey taker is a faculty, staff, or student.

Whereas there is no mechanism in this survey to keep an individual from taking the survey multiple times.

Resolved: all results of the current survey will be disregarded and

Be it further resolved: a new survey will be created with the necessary mechanisms to ensure that only LACCD faculty, staff, or students can respond and individuals can only fill out the survey once.

Be it finally resolved: all questions about keeping the Sherriff be removed since this can be prejudicial and irrelevant to the current process of reimagining campus safety and circumnavigates the process of an open bid for services.”

James McKeever spoke on behalf of the SJC that there are many problems with the survey. Jonathon Klyng noted that the survey contains many leading questions about the Sheriffs. Nate Lorentz commented noted similar sentiments about the questions about Sheriffs. Tracy Harkins agreed that the survey does not safeguard against non-LACCD faculty or students taking surveys; Tracy commented that at LAMC, there are overwhelming support of the Sheriffs and thinks that the survey items can assist in improving the Sheriff's services and wonders if there are ways to accommodate diverse campuses' preferences. Sandra Lee spoke in support of the motion and noted that the survey lacks validity as there is no accountability as to who can and how many times people can take the survey. The poll questions are leading, and the reporting of

results are not shared from a supposedly neutral agency. Marcel spoke in favor of the motion, noted that it is problematic that multiple people can take the survey more than once, and commented that the Guild should also practice what we preach and ensure that we have security measures in place about who and how many times people can take internal surveys—take the reengagement survey as example.

James mentioned that naming the Sheriffs in the survey taints the open-bid process. Bill Elarton commented that the survey language is biased and that the agency conducting the survey appears to be biased in favor of police. Sandra asked for point of information on what would be next step after motion passes. James suggested that we communicate with Chancellor immediately by sending a letter after this meeting. Sandra suggested that we also send the BOT a copy of the letter. Darrell added that we also send it to Melinda Nish. Chase Golding offered Organizing Department's support in mobilizing members around this issue.

4. M/S/P (Saint-Paul): Accept AFIC request to extend the COVID-19 MOU that preserves Adjunct Health Insurance and seniority rights through December 31, 2022.

Jessica spoke about how adjunct faculty are still under threat of losing jobs as COVID-19 crisis persists. Ruby Christian-Brougham commented that there are many adjunct faculty who have lost their jobs and that this is important, and that we need to support our adjunct faculty as we are one union. James stated that we should support this beyond emergency situations and that ideally, this MOU should be extended indefinitely. Sandra asked for point of information, to which Joanne addressed that if this motion were to pass, it would go back to HR for signature. Grace asked how we can advertise to adjuncts about steps to take in timely way if they were to lose their assignments.

5. M/S/P (Saint-Paul): Accept AFIC request to increase the stipend for each AFIC representative to \$2,000 per semester.

Jessica spoke about expanded role, responsibilities, and work of AFIC members and asked for increase from \$1500 to \$2000 per semester. Sharon stated her support for the motion and commented on increased responsibilities for AFIC. Joe Guerrerri stated that this was long overdue and stated his support for the hard work of AFIC members. Phyllis Eckler supported the motion, commented that AFIC has been doing great work and member engagement, and added that lobbying and member education could be added to the AFIC responsibilities. Tracy asked about the process of AFIC appointment and if there are adequate numbers. Jessica responded that there are currently 18 AFIC members—2 appointed by each chapter presidents. Eric Wang voiced his support and that this helps adjuncts voice in the shared governance process. Mario Valadez voiced his support. Michele Benjamin commented that there should be an increase in the number of adjunct members on AFIC and voice her support for Felipe and Daniel Lambert- ELAC AFIC members. Gabriel Kovnator mentioned that AFIC members are also serving in Eboard. Sharon addressed AFIC responsibilities that were raised in chat.

6. M/S/P (Hendricks): approve 2021-2022 Guild Budget

Sharon spoke that she has spoken on this budget in past Eboard meetings.

Sandra asked for a breakdown on all staffing costs including overtime. Sandra asked if Sharon could email to her. Sandra asked if we are voting for the entire budget and if we could ask questions about individual line items. Sharon addressed that she understood it as the will of the body that we leave the Executive Director line item is left on budget.

Grace commented that Don Sparks had served as Executive Director in the past. Joanne responded that we have not had one for decades. Zack Knorr commented that the initial motion was approved by Eboard to hire Organizing Director. Sandra asked if we could produce Eboard minutes from 2018 for approval of the Organizer hire. Mindy noted that she would look through past Eboard minutes for when the budget was approved. Marty Hittleman commented that he was once Executive Secretary, but the position was eliminated as it could have been perceived a threat to power.

7. M/S/P (Waddell): approve the 2021 – 2022 Executive Board meeting dates as amended (Waddell)

Phyllis amended that we delete “if needed” for June 15th and amend it to list June 15th Eboard meeting as regular meeting.

Officer Reports

Treasurer (Hendricks): Sharon shared story of personal loss and asked all to take care of their physical and mental health.

Secretary (Chen): No report.

Executive VP/JLMBC (Elarton-Selig): P.18 for JLMBC and Negotiations report.

Bill recognized John McDowell for his assistance in MOU negotiations. Bill drew attention to several items in his report packet.

President (Waddell): See p.24 for President’s report. Joanne commented that there is veracity to Zoom fatigue as we have been engaged in the current reengagement campaign since March last year. Our message has been consistent:

Committee and Professional Staff Reports

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

B. Organizing (Golding & Sun): See p.28 for report.

Chase commented that organizers recognize the importance of members to take responsibilities for their unions; he and Seo Yun heard many different priorities today and noted Marty’s comment that the role of Eboard is to set policy. Chase noted new CAT members: Iris Zelaya,

Trade Tech, Marcela Hernandez (Harbor) and Adriana Martinez (West) – Counseling. Chase commented that the organizers report to Joanne to realize policies set by Eboard.

Jonathon noted that the core of CAT is to realize voluntarism. Jonathon noted the agility of CAT to turn on a dime and its ability to create leverage to support Guild actions such as bargaining.

Chase noted that organizing and CAT are working on defunding CalBright. Seo Yun spoke about Guild legislative priorities and actions. John McDowell noted that indeed personal letters to the Governor make effective actions.

C. Retirement (Hendricks): See report on p.29.

D. Social Justice Committee (McKeever): See report.

E. Student Interns (Monteiro): See report on p. 42. Natalina noted that several student interns have been coming to BOT to speak about safety on campus. Interns have been meeting with legislators on a variety of issues.

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

G. AFIC (Saint-Paul): See P.41 for report. Jessica asked when we can expect the extension of MOU to take place.

F. Black Caucus (Lee): See p.44 for report. Sandra listed mission statement, vision statement, and goals for caucus.

I. Budget (McDowell): See p.45 for report. John noted that the Biden administration has been working to increase assistance for middle class families.

John commented that the MOU was well-written. John commented about his conversation with trustees, noted Guild members' concerns around safety, and urged members to speak to the trustees and focus on personal stories on challenges of transitioning to teaching online.

Jonathon noted that the concerns surrounding online teaching isn't wholly focused on faculty challenges, as many are already good online instructors, but that many students struggle with conversion to online learning. Grace noted that there are many good instructors who are great at online teaching and made the transition happen; John suggested that the story is told to the BOT.

J. Communications (Kaye): See p.46 for report. Deborah noted several key stories on Loud and Clear Bulletin and asked for all the email stories for Real News.

Deborah noted that Joanne and Bill were interviewed about negotiations on returning to campus by Adolfo Guzman Lopez for KPCC Radio's website, LAist: <https://laist.com/>

K. Community Support and Engagement (Labertew): See p.49 for report.

Denice addressed Phyllis' question from last month and noted that the approved motion for CSE restructure was passed in June 2019. Denice drew attention to student scholarship applications and adjunct emergency grants—CSE committee will have provided \$300 mini grants to almost 100 adjunct faculty totaling approximately \$30,000, \$20,000 of it from the 2020/2021 fiscal year.

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

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

N. EDD (Amey): No report.

O. Foundation (Knorr): Zack noted that the AFT1521 Foundation has selected students to receive 3 scholarships. Zack noted that the scholarship have been completed based on faculty donations and the forms to donate to the AFT1521 Foundation, a 501c3, is on Guild website.

P. Gov't Relations (McDowell): See p.55 for report.

Q. Grievance (Eckersley): See p.56 for report. Darrell commented on the history of the work environment grievance dating back to 2015.

R. JLMBC (Elarton): See report earlier.

VII. Announcements

Lavender Graduation: Monday May 17—4 pm

Black/AA Graduation: Tuesday May 25—3 pm

Dreamer Graduation: TBA

All college Graduations: Tuesday June 8 (times TBA)

CSE Scholarship Award Ceremony: Tuesday June 15—2 pm

Next E Board meeting: Tuesday July 20, 2021-- 2 pm

VIII. Adjourn

The meeting was adjourned by 5:03p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary