

Approved Minutes of Executive Board Meeting May 19, 2020

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

Approval of Agenda (Waddell)

Sharon asked to dedicate our intention to Loretta, retired teacher and CalSTRS member and all retired educators. Brian asked to add information item to inform members about an item in bylaw change for the upcoming membership meeting.

Member Education

Joanne gave Coronavirus update throughout LACCD.

Action Items

M/S/P (Chen): Approve the minutes of April 21, 2020

M/S/P (Hendricks): Approve 2020-2021 Faculty Guild budget

M/S/P (Waddell): Approve 2020-21 Executive Committee and Executive Board Calendar

Joanne noted that there are three changes: 1) there will be a June 16 leadership summit in lieu of Eboard retreat, 2) there will not be a Eboard retreat in August, but we will still meet as Eboard then, and 3) the name of Executive Committee should be changed to Executive Council.

Grace asked why retreat is no longer taking place in August, to which Sharon addressed that this reflects preference of members who have voiced in the past that August is too close to the beginning of semester. Sharon noted that the summit will encompass leadership training for many Guild leaders, and more details about the June summit will be coming out in the next couple days.

Officer Reports

Treasurer (Hendricks): Sharon discussed 2020-2021 Faculty Guild Budget.

Sharon took time to address the term “accumulated balances” on the Treasurer’s end to talk about the total bank balances of the Guild (not including worth of building) since the term has actually been in use by the Guild for 30 years. Currently, the Guild’s accumulated balance is \$4.6 million after we had transferred the \$1 million to the Svonkin removal campaign. Sharon advocated for using this term instead of “reserves” which has different connotations.

Bruce asked if there is benefit in not calling it “reserve” to which Sharon and Bill addressed that this is standard accounting language. Henry asked how can we ensure that we can see the flow of money in future discussions. Grace suggested that savings might be a better term. Sharon noted

that she intended to bring clarity to the term that Guild Treasurer and bookkeepers have used for the past 30 years and that we can always change moving forward. John added that this term has indeed been used for 30 years and applauded Sharon for doing a good job. Joanne stated her appreciation for the robust discussion.

Secretary (Chen): See discussions under Negotiations Report.

Executive VP/JLMBC (Elarton-Selig): See VP/JLMBC written report p.12.

Bruce asked about status of retiree healthcare. Phyllis asked about status adjunct healthcare—to which Bill answered that we are still asking for 100% of the Kaiser rate; he reminded all that healthcare is bargained in conjunction with the rest of the LACCD unions and not just faculty union where the faculty union is the only one with adjunct employees. As of now with the COVID-19 budget uncertainties, we are not sure what we will get. Phyllis is concerned that some adjuncts may end up with only one assignment and hence lose healthcare. Bill says that this affects approximately 300 adjuncts, and that LACCD yet has to respond to our proposal. We generally don't find out about rate proposal until end of June.

Julio asked when we might find out what LACCD budget looks like— Bill addressed that there is still money to cover what the district needs for next year. Between the May Revise, Federal, we won't know. John McDowell will give a budget report.

Grace noted that we are likely to see adjuncts go to one class, and ask for strategy to ensure health insurance for adjuncts in the age of COVID. Grace said that during bargaining, some faculty were concerned to hear that large DE stipends might be taken away and wants assurance from the bargaining team about no takeaways from the large DE stipends.

Denise asked that we contextualize 1100 adjuncts, and only 300 are paying for healthcare—it's not because adjuncts don't want to access healthcare, but that it is difficult. Bill reminded all that we are on the same page about healthcare—the challenge is convincing the Board of Trustees and not sure if it's a winnable issue if people are not organizing around it and show up en mass to convince the board to put money in it.

President (Waddell): See p.17 for written report. Joanne commented that Zoom has enabled her to attend many more chapter meetings, that the May revise is no surprise, and that this will be her 7th recession.

Joanne also asked for Iris Zelaya, the chair of Guild Election Committee, to speak to the Eboard and explain a recent incident. Iris explained that for the ongoing WLAC Chapter President runoff election, the American Arbitration Association (AAA) had sent out wrong ballots to 12 faculty members. Iris explained the course of action taken by the AAA to remedy the situation. Due to COVID-19, there is one-day delay, so the committee has decided to extend 1-day for the 12

members who received replacement ballots; however, the deadline remains the same for other members. There will be the ballot count next Wednesday May 27 at 10am via Zoom.

Grace answered that one of the 12 members who lives out of state contacted her directly and that she asked the person to contact Iris directly. Grace asked why there will be a one week wait for the vote count, to which Iris addressed that this is based on the AAA's scheduled availability. Iris also answered that that particular member has not emailed her. Bill voiced his concern about the candidate of contested election being the only person raising issues about the missing ballots and extension of deadline—and that none of the members affected have directly voiced their concerns. Tina (Guild staff) added that Guild members have been instructed to contact staff for issues. Iris emphasized that the Election Committee was tasked with enforcing the Election Code set and approved by Eboard. Bill stated that issues need to come from the affected voters, which Tina (staff) again answered that none of the staff have been contacted by voters.

Committee and Professional Staff Reports

A. **JLMBC (Elarton):** See VP/JLMBC written report p.12.

B. **Negotiations (Elarton-Selig and Chen):** Bill and Mindy updated that the Guild bargaining. We have been back to the table twice. We had over 500 faculty watching last Friday's negotiation. We TA'd on 17, and continue to fight over class size. District has really taken on a doom and gloom tone and presented Article 19 with intrusion of peer review process.

Bill answered that we are not touching the large DE class stipends in Article 40. But we are not going to allow them to bring it into Article 12. Bill and Mindy mentioned again that although economic salary issues are potentially challenging, we will continue to push for improvement work conditions. Mindy shared a document with updated articles status to date.

Phyllis asked about her concern with Article 40 4500 for 3-unit class. There is no incentive for LACCD to add students. Phyllis mentioned that during observation, adjuncts are eager to get additional online classes. Phyllis asked of BT can bargain for raises in Article 40.

Bill answered that we have to bargain within the constraints and reminded all the principles we set out from the get go on taking on issues that are winnable. Bill clarified issues surrounding large class stipend. Next bargaining day is May 29.

C. **Organizing (Golding):** See p.22 for written report. Chase shared numbers of member mobilization for the contract campaign. There has been 1502 members turned out over the last 4 events; there were 514 attendees (10% of bargaining unit) that observed the last bargaining session, and that the growing activism and increased engagement of members is healthy for the Guild as metric of mobilization during contract campaign but also for ongoing contract enforcement in the future. There are now 10 CAT leads, and 129 CAT members who are

members that have taken responsibilities to communicate between the table and members at campuses.

CAT is communicating class size and healthcare as primary issues, and that CAT is addressing counseling faculty issues. Chase noted that we will also be reaching out to the non-members who observed bargaining on the importance of being members.

Organizing Department is also partnering with the political program to develop plan for legislative advocacy to bring funds back from Sacramento to LACCD to defund CalBright (state online college).

Brian noted his irritation with non-members who are looking to reap the benefits of contract and union representation while not paying dues. Chase asked all to give them one chance and asked for faculty to help make the calls to the non-members.

D. Retirement (Hendricks): See p. 24 for written report.

Sharon noted that we are likely to have online Retirement and Benefits conference and not have it at our usual location at the Sheraton.

E. Social Justice Committee (McKeever): The SJC is supporting the Student Interns at this Thursday's town hall meeting.

F. 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.

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

H. AFIC (Holland & Taira): See written report on p.30. Ken noted that adjuncts have come up with several recommendations for LACCD telecommuting and for the Election Committee. Ken also wants to extend recognition for retiring WLAC Chapter President Olga Shewfelt who was an adjunct for over 20 years.

I. Budget (McDowell): See p.32 for the written budget report. John noted that experts believe the recession will extend to 2023-2024 and that we will face a bigger deficit next year than this year. John gave recommendations on how to restore deep cuts— through advocacy work to terminate CalBright, to bring \$39 million to LACCD through Schools and Communities First, and the HEROS Act for State/Local governments.

J. Communications (Kaye): See p.33 for Communications report. Deborah mentioned that between Loud and Clear and Real News, we want to be judicious about keeping members informed but not bombarding them with too much information.

K. Community Support and Engagement (Labertew): See written report on p.33. Denise mentioned that there is a decrease in events due to COVID-19. However, there are close to 100 student scholarships applications and we look forward to distributing them. The CSE has been discussing about the role it can play in supporting students and adjunct faculty who are experiencing food and economic insecurity. CSE is hoping to send out info re: small emergency grants.

L. COPE (Monteiro): Stephanie Fialloss (from WLAC) announced the program that COPE and student interns is putting together. Stephanie mentioned that there s a town hall meeting this Thursday to get some concerns addressed by the Board of Trustees and Chancellor. Stephanie asked all the faculty to offer students extra credit to attend the townhall.

M. DHLI (Chen & Galvez): Please stay tuned for Workers and Learners/COVID-19 survey project press release in June 23.

N. EDD (Amey): See p. 36 for written report. Anthony expressed appreciation for many in assisting with his work.

O. Foundation (Knorr): No report.

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

Q. Grievance (Eckersley): See written report on p.38.

Announcements

Membership meeting is 5/29 9am-noon. We ask people to RSVP a week ahead so we can send snail mail you raffle tickets.

Brian brought up a motion to be brought up to membership meeting to change elected officer terms to 3 years so they don't coincide with bargaining.

The meeting was adjourned at 4:58 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary