

Approved Minutes of Executive Board Meeting June 16, 2020

The meeting was called to order at 2:04 p.m.

Mindy led a discussion on establishing Eboard ground rules to foster a safe, interactive environment that facilitate effective communication and collaborative problem solving—especially in an online meeting space using Zoom. When asked, Mindy clarified that ground rules are a set of norms to govern interactions among Eboard delegates; Joanne further clarified that there is a separate set of guidelines that governs Eboard procedural process. After the discussion, Eboard delegates shared their names, disciplines, and hobbies in self-introductions.

Approval of Agenda (Waddell)

Joanne noted two edits in the agenda: 1) Member Education would be removed as an item from the agenda, 2) some packets are missing item J. Grievance Report.

Joanne again noted that there is a set of guidelines (approved by Eboard in 2017) that governs how motions should be brought forward to Eboard; to make it onto the agenda, items should be emailed to the chair (Joanne) by Sunday night immediately before the Tuesday Eboard meeting.

M/S/P (Chee): Grace asked to move the 2020 Election Committee Report to be before the COPE Report, as there are many guests who are in attendance for the Election Committee Report. Phyllis spoke to support the motion. A roll call vote of Eboard delegates based on the official delegates sign-in sheet was conducted, and the motion passed.

Chris asked if there would be record of attendance. Joanne answered that there would be a record based on Zoom log-in.

Grace asked for correction in the May 19, 2020 minutes on “Grace suggested saving or ‘emergency’ funds.” Grace clarified that we can insert large class stipend instead of large DE stipend. Grace contested Tina’s comment, that she was “copied on member complaints to Guild staff.”

Marty asked why the May 2020 minutes contain records of lengthy discussions, to which Mindy explained that in the last two years, a couple Eboard delegates have vocalized that they prefer extensive record of discussions. Sandra commented that we used to do minutes by topic and not record personal comments. Mindy stated that for clarity and brevity, her own preference is to record only the most relevant discussions and decisions around action items.

Member Education

Coronavirus update.

Action Items

M/S/P (Chen): Approve the minutes of May 19, 2020

M/S/P (Zelaya): Approve 2020 Election Committee Report

Iris Zelaya, chair of the Guild Election Committee, explained that a complaint about the West LA College Chapter President run-off election was brought forward to the Election Committee. One candidate repeatedly violated Guild Election Code Item 10: unfair campaigning using individual faculty email and all faculty email. The Election Committee conducted an investigation and concluded that there were warnings sent to the candidate about that person's continuous violations of the Election Code to which the candidate ignored; thus, the Election Committee is making a recommendation to Eboard to not accept the outcome of the WLAC Chapter President run-off election as valid. Iris clarified that the Election Committee only has the power to warn the candidates on their violations and that the committee relies on Eboard to take action.

Election Committee members from several campuses spoke. Mike Kalustian, Election Committee member from LACC, stated that this decision was made by the entire committee. Chris Strikland (Pierce) commented that he supports the Election Committee's extensive work. Buck Stapelton (WLAC) added that this decision was not hastily made nor motivated to target individual candidates; the committee's unanimous decision was made after lengthy debates.

Iris noted that Election Code Item 10's restriction on candidates not using personal nor district emails for campaign was written based on the principle of equal access— because not all candidates have the same access to individual and district emails.

James McKeever spoke in support of the motion. James stated that he trusts the recommendation of the Election Committee in upholding the Election Code. James stated that the rule makes sense in mitigating the problem of unequal access to emails; James noted that since there were multiple violations, the outcome should be invalid because the candidate in question blatantly disrespected the Election Code.

Wesley Oliphant spoke in opposition of the motion. Wesley stated that nullifying an election result warrants burden of proof from the challenger, and that he would like to see more evidence.

Iris responded that there is ample evidence; however, many faculty who brought the complaints forward asked to not share their names. Iris added that in arriving to decision, the Election Committee had brought in the expertise of Guild and AFT attorneys for advice. Larry Rosenzweig, Guild Attorney, spoke and asked that all give deference to the work of the Election Committee. Larry gave a background to the National Labor Relations Act (NLRA) and clarified that the job of the Eboard is to consider whether the Election Committee's work is appropriate.

Leon asked for point of information: in the event that the election outcome is nullified, would there be another runoff election—to which Joanne answered yes. Leon asked if the same candidate continues to violate the Election Code in a future election, could that person be barred from candidacy. Larry Rosenzweig addressed the question by stating that there should be an amendment made to Guild Bylaw to have clear language that bars persons who continuously interfere with process of the union from participation.

M/S/P to extend discussion by 20 minutes. Motion passed by simple majority.

Eric Wang from West LA College spoke in opposition of motion. Eric stated that there were several emails that he and Grace drafted together. Eric contended that he was not contacted by the Election Committee. Eric thinks that Election Committee has overstepped its authority by overturning the wishes of the WLAC faculty.

Sarah Crachiolo-Garcia spoke in support of motion. Sarah stated that the Election Committee performed what it was set out to do, and the integrity of the Election Committee and Election Code would be challenged if the committee's recommendations were not accepted by Eboard.

Phyllis Eckler spoke in opposition of the motion. Phyllis stated that since we are in the middle of COVID-19, the Election Code would have to be amended if we were to have another run-off election, since mailing is no longer an option. Phyllis stated that Grace has been a helpful colleague who emails others as collegial gestures, and reaching out should not be considered a campaign ploy. Phyllis stated that the other candidates could have also called, emailed, and outreached to others.

Darrell Eckersley spoke in support of the motion. Darrell emphasized that the Election Code has been carefully revised, and it should be upheld.

Holly Bailey-Hofmann spoke in opposition of the motion. Holly stated that she objects having her words weaponized to overturn the election outcome. Holly stated that WLAC faculty voted for Grace twice, and that this should showcase that Grace has faculty support.

Wooi-Chin Ong asked for point of information on dates and timelines of warning given to Grace, to which Iris responded and was unable to provide the dates at the time.

Ruby Christian-Brougham noted that it seems peculiar that there is little division between Guild and Senate functions at WLAC and directed question at Holly. Holly answered that Grace is Adjunct Representative of Academic Senate at WLAC. Ruby made the point that the line between Senate and Guild should not be crossed.

Grace Chee compared the Election Committee to Czarist Russia, noted that she is offended of this violation against democracy, and suggested that there were only protests against her, and not protests against her opponents. Grace gave her account of WLAC election timeline, and contended that the emails she sent checking on how people are doing during the pandemic

should not be considered electioneering. Grace stated that the burden of proof is on the Election Committee, that Eboard had no right to overturn an election result, and that people shouldn't overturn the results just because she is not liked, and stated that she thought many people liked her but apparently she has enemies.

Sandra Lee moved to close debate. Motion to close did not meet 2/3 vote requirement.

M/S/P to extend debate by 30 minutes. Motion passed by simple majority (35 to 22).

Charles Daniel spoke in opposition of motion and stated that WLAC faculty supports Grace. Charles stated that he did not vote for Grace but he is speaking against the motion because overturning the West election is wrong. He stated that he received calls from 50-60 faculty, who want to speak, and those voices are being suppressed.

Larry Rosenzweig stated that ultimately it is up to Eboard to decide whether or not to accept Election Committee's recommendations.

Bill stated that as there was no more speaker in support, we will hear more from speakers in opposition to the motion.

Wooi-chin Ong spoke in opposition and stated that there appear to be discrepancy in evidence on violation of policy.

Hei Luo spoke in opposition and stated that she was upset that the Election Committee Chair could not produce a single piece of evidence of warning, or evidence of campaigning.

Henry Ealy spoke that he has been in the Guild for a long time, have disagreed with many in the past, and supports the Constitution and Bylaws. Henry noted that this issue has a lot to do with the integrity of the union and process, and that many of our processes are not mature. Henry thinks that ultimately WLAC faculty should decide and asked everyone to evaluate the matter based on these considerations.

Gabe Kovnator asked if any member of the Election Committee was from WLAC and that this person disqualifies from discussion. Joanne answered that there was a committee member from West and that person did speak.

Anthony Battle attempted to speak but the internet connection was significantly delayed, and his comments were inaudible.

Ken Taira spoke in support of the motion. Ken stated that this is the first incident in the decades of the Guild's existence. Ken spoke to clarify that he is not part of the protest and must clear the air about himself.

James McKeever spoke in support of the motion. James noted that while the some have portrayed this as an attack on democracy, upholding democratic procedures in investigating

problems and respecting the recommendations of the Election Committee is upholding democracy.

Grace Chee commented that the guidelines for runoffs were vague. Grace stated that the election rules were not applied evenly. Protests/complaints against Ken Taira and Tim Russell's west all faculty emails were considered OK, while Grace Chee was considered guilty as charged, without investigation nor evidence, and enough to overturn an election. Grace commented that Ken was unethical in his own campaigning and that his practices were not investigated. Grace characterized that there are cliques in the Guild, and that other chapter presidents were interfering with WLAC faculty's preferences and that WLAC faculty would not tolerate this. Grace asked Ken and Tim to stop blocking her and told Iris "this is not how democracy works."

Larry emphasized that the Eboard's vote on this motion is "should you accept the Election Committee's report and recommendation" and clarified that this is not a vote about an individual candidate and personality. Iris restated that the Election Committee's recommendation is "to not confirm outcome of the runoff election."

A vote on the motion was conducted. The final count was 27 yes, 15 no, and 9 abstentions. **The motion to accept recommendations of Election Committee passed.**

Grace noted that she will be protesting the motion and stated that simple majority shouldn't be able to overturn an election. Joanne and Marty clarified that a simple majority is the Guild's Constitution and Bylaws's requirement to pass a motion.

M/S/P (Monteiro): Approve COPE report

M/S/P (Monteiro) to endorse Nichelle Henderson for seat #5 of the LA Community College District Board. Motion passed with unanimous vote (47).

Joanne thanked everyone from adhering to the process. Please see attached written reports.

Officer Reports

Treasurer (Hendricks): No report.

Secretary (Chen): No report.

Executive VP/JLMBC (Elarton-Selig): No report.

President (Waddell): See President's report.

Committee and Professional Staff Reports

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

B. Budget (McDowell): See attached report.

- C. Communications (Kaye):** See attached report.
- D. Community Support and Engagement (Labertew):** See attached report.
- E. COPE (Monteiro):** See COPE report.
- F. DHLI (Chen & Galvez):** No report.
- G. EDD (Amey):** No report.
- H. Foundation (Knorr):** No report.
- I. Gov't Relations (McDowell):** No report.
- J. Grievance (Eckersley):** See attached report.
- K. JLMBC (Elarton):** No report.
- L. Negotiations (Elarton-Selig and Chen):** No report.
- M. Organizing (Golding):** See Organizing Report.
- N. Retirement (Hendricks):** No report.
- O. Social Justice Committee (McKeever):** See attached report.
- P. Student Interns (Monteiro):** No report.
- Q. WEC/Bond (TBA):** No report.

Announcements

The meeting was adjourned at 5:46 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary