

## Approved Minutes of Executive Board Meeting September 21, 2021

The meeting was called to order at 2:05 p.m.

### Approval of Agenda (Waddell)

### Member Education

Community Agreement (Chen): Mindy reviewed the community agreement.

- A. Health and Financial Wellness Conference (Ramlall): Tina discussed the upcoming 2021 Health and Financial Wellness virtual conference and ask all to register. The Zoom link will be sent out after Wednesday. Grace asked why we host a separate conference from the LACCD health conference; Sharon addressed Grace and noted that LACCD has always hosted a separate conference from the Guild. Bill elaborated that all LACCD employees can attend the LACCD conference, but the AFT Guild health conference is only open to AFT Guild faculty members and will address retirement in addition to health benefits.
- B. Faculty Association of the California Community Colleges (Li): Herlim asked Natalina to speak, as she is the FACCC Governor of Region B. Natalina noted that FACCC had lost members due to retirement and pandemic, so FACCC is currently having a membership drive. Natalina emphasized that the FACCC advocates on behalf of faculty at the state level and that membership dues are tax deductible. Herlim spoke more about FACCC and noted that he would be outreaching to chapter presidents to recruit for FACCC at campus chapter meetings. Ruby noted that she is Governor at Large for FACCC, noted the organization's advocacy work in moving legislative agenda, and commented that the money is well spent. Marty asked how FACCC might be duplicating and taking credit for CFT's work. John noted that FACCC is not a union, but a professional organization, so it can do what the union can't do and is an additional voice for faculty.

### Action Items

- A. Old Business
- B. New Business

#### **1. M/S/P (Chen): approve proposed minutes from August 17, 2021 as amended.**

Phyllis noted that the notes of \$100 under Bill's report was confusing and it should be "\$100 a month." Bill updated that open enrollment is delayed as of now and gave some specific details about changes in the plan. Phyllis expressed her dismay over adjuncts benefit changes, to Bill addressed that this is an unfair characterization of the Guild's effort to advocate for adjuncts as there are lots of other moving pieces.

**2. M/S/P (Labertew): approve \$1,000 contribution to Koreatown Immigrant Worker Alliance (KIWA)**

Denice noted that CSE presented on KIWA last month and much has been shared about KIWA's good work in immigrant advocacy and worker organizing. She also reminded all that the \$1000 contribution would come from CSE budget that was already been approved in the May 2021 Eboard meeting. Denice noted that this motion is coming to the Eboard for approval only because KIWA was not on the CSE organization list during the May 2021 Eboard meeting. Chris asked about CSE procedure, and Denice elaborated on the process.

**Officer Reports**

**Treasurer (Hendricks):** Sharon noted that many people have questions about changes in benefits and asked all to be patient as LACCD is slow in providing information. Sharon also asked all to come to the Health and Benefit Conference. Sharon also shared point of personal privilege and communicate that this would be her last year as Guild Treasurer.

**Secretary (Chen):** No report.

**Executive VP/JLMBC (Elarton-Selig):** See p.15

Bill updated all about benefits information. Bill also noted that Return to Work negotiation continues.

Ruby asked Bill to provide details on disability insurance. Ruby stated that as a chapter president she would like to have things written up, as people ask her questions and she needs answers. Phyllis and Jessica asked additional questions. Sharon noted that Bill is driving so she would take down questions and have Bill address later.

Joanne noted that Board Policy 2800 and 2900 affect the Return to Work negotiation process. Sandra asked Joanne to inform Eboard how these board policies affect bargaining. Joanne shared that LACCD BOT sets policies, then hands it off to the administration to operationalize board policies. Those policies covering wages and hours fall into effects bargaining.

Michele asked about the status of LACCD Return to Work townhall meeting, to which Joanne answered that the district has yet to reply to the requests. Jeff expressed that even if LACCD is not responsive, it would still be really helpful to have our union directly message and update members about what's going on.

James commented that in the midst of COVID there should be disability options for faculty.

**President (Waddell):** See pp.16-21 for August and September draft reports. Joanne noted that report was not included last month due to computer problems.

## **Committee and Professional Staff Reports**

**A. Social Justice Committee (McKeever):** See p.23 for report. James highlighted the SJC's discussion have surrounded COVID and return to work issues.

**B. Student Interns (Monteiro):** See pp.24-25 for report. Natalina noted that students have been working on some legislative issues. The program is continuing to recruit students, so please send students to Natalina if they are interested in joining.

Brian asked if the internship program would outreach to chapter presidents, and noted that some chapter presidents had issues with Guild staff organizer not outreaching to them. Brian commented that internship program used to work closer with chapter presidents, and he would like to resume that level of communication and coordination. Natalina replied that due to COVID, the interns have not had the same level of presence on campuses, but will make sure that Juan Carlos, the intern coordinator, reaches out to Brian.

**C. WEC (Lee):** Sandra noted that WEC rotates presenters, so this month Xiao would be reporting on behalf of the group. Xiao commented that WEC met last week, and ongoing issues were cleanliness, testing, and vaccination, which would be discussed in future meetings. The group is also in process of drafting a mission.

**D. AFIC (Saint-Paul):** See pp.26-27 for report. Jessica noted that AFIC just had first meeting of the fall. Jessica noted that Anthony Amey would be present at all AFIC meetings to address EDD issues. Jessica noted that Adjunct Survival Guild will be published on Oct 24. Henry commented that we should not lose sight of the long-term goal of working towards achieving pay parity for adjuncts.

**E. Black Caucus (Lee):** No report.

**F. Budget (McDowell):** See p.28 for combined report on Budget and Govt Relations. John noted that WEC moved the needle on pushing LACCD to mandate vaccines.

**G. Communications (Kaye):** See p.29 to see title page for Real News, which came out on September 3. Deborah noted that it would be helpful to have weekly check-ins for the Guild communication team. Deborah noted that she wasn't involved with communication regarding the vote no recall campaign but applauded the organizers for their communication piece.

**H. Community Support and Engagement (Labertew):** See pp.12-14 report. Denice gave updates about the report and noted that CSE has been intentional on diversity.

**I. COPE (Monteiro):** See pp.30-31 for COPE report. Natalina highlighted the anti-recall success. Natalina acknowledge the number of dials and door knocks by volunteers that contributed to the success.

**J. DHLI (Chen & Galvez):** See pp.32-33 for report. Mindy noted that the Workers and Learners Project continues to have lots of mileage. Jenny spoke about ongoing DRC support.

**K. EDD (Amey):** No report.

**L. Foundation (Knorr):** No report. If folks would like to make a donation to the scholarship fund, it is a payroll deduction and form can be found on the AFT1521 website and click under AFT1521 Foundation.

**M. Gov't Relations (McDowell):** See earlier report.

**N. Grievance (Eckersley):** See pp.34-35 for report. Darrell elaborated on several points and highlighted issues from the month. Darrell noted a case in defending a faculty who refused to get vaccinated, but our attorney noted that we had filed a grievance and won't have a DFR.

Darrell noted that college presidents from Trade, Southwest, and West are particularly problematic.

Brian commented that we passed an Eboard resolution on supporting vaccine mandate, but we were unprepared and thus had no leverage regarding LACCD making vaccine mandate as a condition of employment.

Jeff mentioned that with regards to difficult college presidents, CAT member and organizers are here to help.

Marty noted that the Guild supported a vaccine mandate, but once the mandate passed, its becoming a condition of employment should have been subject to effects bargaining. Sandra noted that indeed it should have been subject to bargaining. Henry noted that we didn't see the downstream effect, but we should continue to fight for faculty. Brian commented that we should be cognizant of our resolutions opening the door to management interpretation; now we must make sure that implementation is fair. Zack noted that we had brought the resolution forward and supported it at BOT, it was understood that the district would consult with the union in implementation. James noted that we don't disagree with resolution, but we disagree that we were left out of process on district making this a condition of employment, creating some issues for adjuncts who are teaching from distance to come to campus for testing.

Sandra asked Bill if he or Joanne were consulted about the mandate's "condition of employment" language, to which both Bill and Joanne answered that they were not.

**O. JLMBC (Elarton):** See report earlier. Bill noted acknowledgement of Ruby's request to have things in writing, but noted that the Guild is not a financial advisor and must do due diligence to show options, but not steer choices. Ruby noted her frustration about providing information for faculty who have questions.

**P. Negotiations (Elarton-Selig):** See earlier report.

**Q. Organizing (Golding & Sun):** See pp.36-37 for report. Joanne opened by stating that for the last 2 years, organizers have moved organizing department to the next level. Joanne noted that while Seo Yun would stay with us, Chase Golding would be moving up to organizing with CFT.

Chase highlighted the number of goals against the Recall.

Jonathon noted that we increased membership since August Eboard meeting and spoke about Faculty Power Friday sessions that train attendees to have member-to-member conversations about joining the union.

Chase announced that he would be leaving the Guild and taking on an organizing position with CFT. Chase noted preserving energy of up-and-coming faculty participants and treat one another well.

Jeff praised Chase and Seo Yun for the transformational work they have done, the new participants they activated and brought on for actions and negotiation support, and thanked them for all the behind-the-scenes planning and preparations that were not always visible. Jeff congratulated Chase on moving on and noted that as a union, we had not treated Chase well. Jeff thanked Chase and noted that we are an organizing union and organizing will continue.

Seo Yun thanked Chase for his mentorship. Brian thanked Chase for showing the Guild what's possible and pushing folks out of their comfort zone and transforming our union.

Julio communicated that Chase brought energy, communication, and sincere desire to improve our union. Julio echoed Brian that Chase's presence showed us what's possible. Julio noted that Chase sincerely cared about his work, and wanted our union to become as powerful as it can be and worked many hours behind the scenes.

Bill noted that our work and partnership continues as we will work statewide to improve adjunct conditions.

**R. Retirement (Hendricks):** See report on pp.38-45. Sharon commented that there is currently a class action lawsuit against CalPERS. Sharon noted CalSTRS transition to low-carbon portfolio.

Leon asked if the Health and Financial Wellness Conference would be recorded, and Sharon answered as it's intentional to preserve member privacy.

## **VII. Announcements**

09.24.2021—Health and Financial Wellness Conference—REGISTER!

09.25.2021—CFT Committees and State Council—all are welcome to attend—see flyer

**VIII. Adjourn**

Next E Board meeting: Tuesday October 19, 2021 at 2 pm

The meeting was adjourned by 4:35 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary