

## **AFT 1521 Executive Board Minutes March 16, 2021**

Joanne called the meeting to order at 2:08 pm.

After the agenda was approved, Executive Board Community Guidelines were read. Former Guild Secretary Deborah Kaye will be taking minutes today.

### **Action Items:**

**MSP (McDowell): Approve the proposed minutes from February 16, 2021, as amended on page 6 to add “John responded yes, we should oppose the recall.”**

**MSP (Waddell): Support and endorse the UCLA Labor Center’s request for a \$15 million State Legislature allocation to support the purchase and renovation of a permanent home for the UCLA Labor Center that will be named the UCLA Lawson Worker Justice Center; and that the Guild pledge to work with the UCLA Labor Center and the UCLA Lawson Worker Justice Center to advance racial and economic justice to benefit the people of the State of California**

**MSP (Gonzalez, Son, Hendricks): Accept the recommendations from the Membership List Task Force to establish an updated data process in order to compile an accurate membership database to better engage with our members**

**MSP (Hendricks): That the Guild shall open a Fidelity Investment Brokerage account with the goal of earning better investment returns; also, that the Guild close the Merrill-Lynch brokerage account and transfer all proceeds into the new Fidelity account**

**MSP ( ): Contribute \$500 to Labor Against Racism and the War**

**Treasurer’s report (Hendricks):** Sharon answered questions about how our funds are allocated and about stipends for AFIC members – the two reps appointed per campus get \$1000 a semester. She shared the draft 2021-2022 budget; we will vote in May to approve the final budget. The staffing list has been edited and will be shared next month. A budget line item for the Social Justice Committee has been added. Responding to a question about deciding how to make socially responsible investments, she said that Fidelity invests in socially responsible funds, which are low-risk and earn decent interest. To be good stewards of our members’ money, she recommended opening a Fidelity Investment Brokerage account. The \$180,000 allocated for student interns has been reduced to \$120,000; salary for the intern coordinators is not part of that allocation. She also noted that we are scouring our account for ways to save money. Sharon recognized and gave a shout out to Grace Chee as Treasurer, as 3-4 years ago, Grace as Treasurer 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.

**Executive Vice President’s report (Elarton-Selig):** Bill noted that HRAs are usually used first, then the FSA, but we will negotiate with the District and to allow faculty to vote to allow us to have an FSA we can use in retirement. He hopes to explain the HRA/FSA situation in April. He is in the process of getting

Health Equity (the new name for WageWorks) to administer it. An HRA is also in process to get money back from last year. Phyllis Eckler expressed concern that even though faculty teach a 16-week semester, it is calculated at 20 times the hourly rate. She suggested that it would be helpful to have it on the salary schedule since paychecks are hard to read. Within two weeks, we should have printed contracts. Every elected and appointed member will get one. It will also be posted on the Guild website.

Stipends will be sent to faculty soon; they may also apply for \$250 in campus reimbursements. Our new Vision Statement is an opportunity to share and connect to our recent stipend win. In response to a question about working on campus and online, Joanne said faculty won't be working more; there will be only synchronous models. Bill explained that students who can't make it to synchronous classes can be there for the other class. The Guild will discuss whether this creates more work for faculty.

Answering a question about money from the federal government's rescue package, Bill said \$113 million will go to the District and the campuses will decide how to allocate it. He said 20% will go to students, \$23 to students, \$90 to campuses. The District will not be holding any of the money back. Discussions will be held at the colleges, and he urged us to talk to our chapter presidents and budget committees.

**President's report (Waddell):** Joanne's report covers accommodations, safety criteria for reopening (including our mantra for returning to campus), on AB 705 court cases, faculty stipends, and the SRP. She also mentioned the FACCC awards. Some have expressed concern that administrators are in a hurry to get faculty back on campus and there has been an emphasis at other schools to open soon. Joanne replied that this is a classic labor-management struggle -- while we have lost about 20% of our enrollment, there is nothing more important than safety and we need to be sure administration hears our voices. Several issues were expressed: Complaints about campus conditions at Southwest, schedules of other schools and those of faculty members' spouses and children, high school dual enrollment, and campus cleanliness. Joanne will talk to Vice Chancellor Ryan Cornner about these concerns.

**Grievance (Eckersley):** Darrell reported on the work environment case. On March 1<sup>st</sup> data collection began, interviews and surveys will be conducted on March 15<sup>th</sup>, a written report will be issued on June 7<sup>th</sup> and a final report on June 14<sup>th</sup>. An app will be available for safety alerts. In our AB 705 case, Superior Court denied our motion to compel arbitration. Our options are to appeal the decision and file a lawsuit. Our attorney found errors in the letter from the District and noted that there was a tremendous drop rate in English classes at Southwest. HR offered \$500 to full-time faculty and \$250 to adjuncts; the District offered \$750 to both groups, then raised it to \$1,000 to both groups teaching in spring 2020, fall 2020, and/or spring 2021. We worked hard to get parity. We need to clarify this since misinformation is spreading. In addition, faculty can apply at their colleges for \$250 for supplies and equipment.

**Organizing (Golding):** Chase noted that due to our focus on organizing for the trustee election, the Guild's membership drive has stagnated. We saw a net gain of 7 members since January 2020. Their next efforts will focus on a membership sign-up campaign. Jonathan Klyng said Friday's membership drive kick-off will be a good time to share our vision statement. Tina shared flyers for our membership drive ([bit.ly/2021membershipdrivelaunch](https://bit.ly/2021membershipdrivelaunch)). Guild leaders and OPEIU staff will continue working to increase the completeness and accuracy of membership data.

**Retirement (Elarton-Selig):** The District Retirement Incentive (SRP) has been extended to June – faculty can choose to retire in June or December.

**Social Justice (McKeever)** James gave an update on campus safety. The District has chosen the consultant group Hillard Heintze to conduct a campus security assessment. The committee needs to share its resolution with them and combat myths about campus safety. AFIC is doing a district wide adjunct faculty survey - in 48 hours they had over 50 responses. He suggested people contact their local AFIC rep to make sure they are using the same survey, as some campuses may have surveys specific to their campuses. He mentioned the Guild's Social Justice Scholarships available to students. Trustee Steve Veres attended their meeting to discuss the extension of the Sheriff's contract.

**Student Internship Program (Monteiro):** Natalina said students are not aware that they can be leaders. She introduced Coraima Martinez, East's lead student intern, who is running for LACCD Board student trustee and asked us to support her campaign, which begins April 6<sup>th</sup>. Natalina explained the Local Legislative Visit Project. Three groups sent requests to meet with their local legislators. One group has a visit on March 18<sup>th</sup> with a legislative aide who staffs higher education in State Assembly member Wendy Carrillo's office. A second group is meeting with a field representative from Lena Gonzalez' Office. A third group has taken the training and also received training at the FACCC Conference.

Pierce College Chapter President Brian Welsh asked for assistance with the college's Health Center Campaign. Students will help collect petition signatures. Juan Carlos met with Julio and Brian to help students understand their roles in the campaign. One student has completed the assignment for the BOT presentation. Future issues to bring to the Board of Trustees include the lack of funding for student services even before the pandemic. Interns attended the FACCC A & P conference on March 12-13.

**AFIC (St. Paul):** The committee met on February 19<sup>th</sup>. Workgroups are updating the Adjunct Survival Guide and the Dual Enrollment Guide. Chris Cofer shared a resolution that will be presented at the CFT Convention to offset the premiums for adjunct faculty health insurance.

**Budget – State and District (McDowell):** John shared his budget report and said that we are in real trouble because we have lost so many students. We need to recruit more students and help them be successful.

**Communications (Kaye):** The Guild issued a bulletin two weeks ago regarding the eligibility of faculty for vaccinations. The informational flyer is on the Guild website. The March issue of Real News is expected to go out this week. In it is a link to the CalSTRS article mentioned in Sharon's report. If anyone has suggestions for articles, such as programs at your college or faculty engaged in interesting projects, contact Deborah at [dk@debkaye.net](mailto:dk@debkaye.net)

**Community Support and Engagement (Labertew):** The committee has updated its scholarship application forms, which are being distributed to campus ambassadors and posted on our website. Please help us inform students about this opportunity to receive funding for their education.

**COPE (Monteiro):** The Civic Leadership Academy is looking for people who want to run for office. She said we should think twice about recalling Governor Newsom since Republicans are behind the effort,

which needs 1.5 million signatures. She mentioned UC/AFT lecturers, the Student Internship Program, and the Local Legislative Visit Project. She shared topics for COPE Advocacy for March to June, including eliminating the COLA contingency, a 3.84%COLA match to K-12, defunding Calbright, interviewing candidates for AD 54, and meeting with potential candidates for the 2022 Board of Trustees election.

An events flyer for Women's History Month was shared. Zach Knorr noted that Last Chance U featured the athletics program at East L.A. College.

Reminder: May 14<sup>th</sup> from 10 am to 12 pm the Guild will hold its Annual Membership Meeting.

*Respectfully submitted by Deborah Kaye, filling in for Mindy Chen, Guild Secretary*