

Approved Minutes of Executive Board Meeting February 18, 2020

The meeting was called to order at 2:07 p.m.

Approval of Agenda (Waddell)

Member Education

Jessica Ulstad, CFT Political Director, gave an update on Schools and Communities First signature petitions progress. Veronica Carrizales, Policy Director of California Calls, gave more specific details about how Schools and Communities First would raise \$12 billion in permanent revenue for K-12, community colleges, and basic services through closing commercial property tax loopholes while not affecting residential property tax. Veronica explained that as there is quite a bit of opposition, we would need everyone to help spread the word and educate our peers.

Joanne noted that on April 7, we will be marching to LA Supervisors to ask them to endorse Schools and Communities First.

Action Items

M/S/P (Chen): Approve the minutes of January 21, 2020 as edited.

It was noted that there was a typo of Scott Svokin's name and it would be corrected in the minutes.

Phyllis asked for update on the Election Committee names and negotiation locations to be posted on Guild website. Bruce asked that discussion around COPE be included in the January Eboard minutes. Joanne clarified that minutes are not records of discussions play by play, but that of pertinent discussions attached to motions. Olga voiced her disagreement and stated that more discussions should be recorded in length since members rely on minutes to know what's going. Joanne asked Bruce to draft the wording he would like included in the January minutes, and stated that we will continue to work to balance between minutes serving as an essential record of actions taken vs. recording of all discussions.

M/S/P: (Monteiro): to contribute \$1500 to Faculty Association of CA Community Colleges for Lorena Gonzales.

Officer Reports

Treasurer (Hendricks): Sharon passed out a draft version of Guild budget that has been shared with the Executive Committee.

Sharon noted that there are no major changes to our budget with the exception of moving funding to oust Svokin as Eboard voted on in November 2019, along with salary of supporting

two organizers. Sharon then drew attentions to several line items, and noted under Advocacy the “anti-Svonkin Campaign.” Sharon also noted that the Guild organizers’ compensation comes out of “Salaries” and not the “Organizing” account.

Sandra asked about changes in budget from year to year. Sharon answered that budget was advised by Guild accountant John Pooley based on past year spending; Joanne and Bill added that spending can change each year—for example, costs associated with Eboard retreat fluctuate as it only takes place every other year.

Olga asked for detailed report breakdown of staff salary. Henry asked if membership has decreased since income from dues has decreased, to which Joanne, Bill, and Sharon addressed that while our membership has remained the same, revenue from fee payer fees has been eliminated since the Janus decision happened. Henry then expressed concerns about over-budgeting. Several more discussions took place: Grace asked about spending on EDD; Phyllis asked about funding availability to support adjuncts to attend CFT Part-time conference; Faye asked about interests being generated; Jeff expressed concerns with reserves; John expressed urgency in using our money for what we need. Clive asked if we have a plan on efforts to go above and beyond in removing Svonkin. Joanne asked that folks ask COPE and Natalina on details. John added that it’s important to spend when it counts, such as our move toward having two organizers to help continue strengthen membership and challenge attacks on our Guild.

Sharon stated that the purpose of her report is to provide transparency on Guild budget while acknowledging that there are several diverging opinions on budgeting. Faye asked Siu about best practices, and Siu expressed that it would be nice to have summary of balance. Bill noted that during the Recession, the Guild reported out on the balance continually, as we were constantly drawing on reserves in a deficit budget; now we can shift away from focusing on minutia and report our balance annually. As there was a robust discussion regarding how to report out on the Guild’s accumulated ending balances, it was agreed upon that the Treasurer will report out on these accumulated balances every July after the new fiscal year each year. Joanne concluded by asking everyone to take a look at the draft budget as first pass and email concerns to Sharon. The Eboard will vote on the budget in May.

Sharon then noted Ash’s report and recommendations on bank statement and cancelled checks.

Secretary (Chen): No report. See discussions in Negotiations Report.

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

President (Waddell): See p.9 written report.

Committee and Professional Staff Reports

A. Foundation (Knorr): No report.

B. Gov't Relations (McDowell): No report.

C. Grievance (Eckersley): See written report on p.12. Darrell noted that we have problems getting administration to respond to grievances so he asked everyone to be aware at our campuses. Olga proclaimed that when administration does not respond, it diminishes our contract. John noted that this is an issue of power—we shouldn't sit around and wait for administration response; instead we should take ownership and move the issues up to BOT for direct problem solving. Darrell stated concerns with confidentiality on some grievances. Jeff asked if we can get a list of unresolved grievances that are not confidential. Bill expressed support to John's sentiment that in order to take back BOT respect for the Guild, we need to act like a union, put on our blue shirts on and show up to Board meetings to apply public pressures. Bill gave example of the day when 80 Guild members showed up to the Board meeting at LAMC when we sunshined our bargaining proposals, Andra Hoffman and other BOT members took note. Henry asked about the status of some of our grievances that have gone to arbitration. John gave history on arbitration—that it actually took some power away from workers to directly resolve issues at the workplace through collective action. Sharon supported the notion of BOT action and campus direct action.

D. JLMBC (Elarton): No report.

E. Negotiations (Elarton-Selig and Chen): See p.14 for flyer on Negotiations (shared with Organizing/CAT report). Mindy stated that since last Eboard meeting, the bargaining team has been at Trade and Mission where we presented our demands on salary. We had reached tentative agreement on dues deduction, and are close to wrap up the article on workplace collegiality. In the meantime, as we wait for management to respond on work environment and class size proposals, we need to keep our members informed. This Friday, we will be bargaining at Harbor, and we are ready to propose our response on AFT rights and issues concerning chairs. As we continue to work on language, we also consult constituents— for example, we will inviting and hearing from noncredit, nursing, and counseling faculty as we refine our proposals on Assignments and Noncredit teaching.

Mindy expressed that the Guild bargaining team has maintained good team unity and momentum as we are almost done in presenting all our proposals, while we wait to hear from management on several articles. Again, as we wait and anticipate management resistance on meeting our demands for improving work environment, class size, and salary, we will be asking members to show up in strategic moments to support bargaining.

Sandra made a comment to be cautious about pushing for smaller class sizes, as LACCD consultants have recommended larger class sizes for “productivity.” Bill answered that we want to get a hard cap on class size and language stopping arbitrary class cancellation, as according to the member bargaining surveys, having class size cap is ranked as a high priority for Guild members. Phyllis asked about the status of online class large class stipends; Bill answered without getting into the details of proposals, it would be important for Guild members to take ownership on our own argument for student success—that pedagogically speaking, it is prudent to have class size limits for students.

James noted his agreement that the bargaining team has been doing a great job and mentioned that his positive experience from attending a couple open bargaining sessions; James stated that aside for student success, class size cap is important to protect both full time and part time jobs—as it means more money spent per student.

F. Organizing (Golding): See p.14 report, as Negotiation and Organizing are in lockstep in our work to inform, engage, and empower members through the contract action campaign. Chase introduced Seo Yun Son, the Guild’s new Lead Organizer.

Chase further described plan Bargaining Team’s effort to partner with CAT in building campus structures to involve members so we have capacity to turn out members and leverage at the bargaining table. Julio asked about everyone to note upcoming dates of mobilization for concerted action. There are 3 types of mobilization to support bargaining: 1) show up at open bargaining 2) show up at BOT meeting and 3) take worksite actions. Starting at Week 6, our efforts will escalate. Julio presented the following mobilization calendar and ask for members to show up, using the sports metaphor of showing up like we are in the playoffs—and that as leaders we model actions for other members:

Week	Bargaining (w/goal for turnout)	BOT Meeting (w/goal for turnout)
6	Trade 3/20 (50 members)	
7	City 3/27 (50 members)	
8		Pierce 4/1 (100 members)
	Spring Break	
11	Valley 5/1 (125 members)	
12	East 5/8 (200 members)	Valley 5/6 (200 members)
14	TBD	TBD

Sharon clarified that bargaining always takes place on Fridays 10am-4pm. James noted that if members can’t be there all day, we should make concerted effort to show up for blocks of time to

show our strength. Clive asked for all levels of leadership to coordinate. Julio asked that we all have conversations with members and speak with one voice.

G. Retirement (Hendricks): See CalSTRS report on p.15. Sharon noted efforts toward clean energy. Sharon asked Faye to report on her observations, and Faye educated all in the room around complications of retirement.

H. Social Justice Committee (McKeever): There are now 8 members in the SJC. James asked people from different campuses to join so Pierce is not overrepresented. Meetings are last Fridays of the month online via ConferZoom.

I. Student Interns (Monteiro): Juan Carlos Vasquez updated all that there are two upcoming legislative visits in the Valley and Harbor where students will be talking about student housing. Juan Carlos asked for faculty to support.

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

K. AFIC (Holland & Taira): Ken reported that AFIC is working with organizers on engaging and empowering adjuncts.

L. Budget (McDowell): No report.

M. Communications (Kaye): See written report on p.18. Deborah has been working with Tina in redesigning website. February issue of Real News will be coming out. Please email Deborah if you have ideas for March issue.

N. Community Support and Engagement (Labertew): See report on p.19.

O. COPE (Monteiro): See COPE report on p.21. Natalina directed all to CFT voter guide along with LA County Federation of Labor's endorsements.

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

Q. EDD (Amey): See reports on p.17 and p.29. Anthony will be meeting with District HR on resolving members miscalculation of earnings that leads them to be denied unemployment insurance; Anthony will also be working on member education around this issue.

Announcements

Ruby asked all to come by LA County District Attorney candidate forum.

Next bargaining session is at Harbor 2/21

The meeting was adjourned at 4:37 p.m.

Respectfully submitted,

Mindy Chen, Recording Secretary