

UC-AFT Council Meeting
January 16, 2021
Meeting via Zoom
Minutes-Draft

Present: UCB: David Eifler, Kendra Levine, Tiffany Page, Joanna Reed, I-Wei Wang; UCD: Katie Arosteguy, Melinda Livas, Katie Rodger, John Rundin; UCI: Mitchell Brown, Trevor Griffey, Kat Lewin, Andrew Tonkovich; UCLA: Diana Ascher, John Branstetter, Martin Brennan, Courtney Dean, Xaviera Flores, Rachel Fordon, Miki Goral, Rachel Green, Karl Lisovsky, Caroline Luce, Mia Mclver, Daniel School; UCM: Kamal Dulai, John Haner, Derek Sollberger; UCR: Ben Harder, Stephanie Ann-Wilms Simpson; UCSB: Katia McClain; UCSC: Josh Brahinsky, Roxi Power; UCSD: Paula Saravia, Megan Strom; Staff: Tarone Bittner, Bill Quirk, Holly Craig-Wehrle, Nancy Kaczmarek, Jeb Purucker, Emily Rose

Call to order at 10:10am

Introductions

Minutes from 10/17/20 Council meeting approved.

Preparation for Drafting a Strategic Plan

- Discussion. Ideas will be compiled into a document by Mclver for distribution.

Officer and Director Reports

- President. Mclver reported that we have been successful in beating back a curtailment proposal. Working on a collaboration with AFT and AAUP on a New Deal for Higher Education, which will be a nationwide campaign. We will change our procedures for electing delegates to CFT convention.
- VP Organizing. School

UC-AFT MEMBERSHIP REPORT as of November 2020

LOCAL	UN R	Mem-LX	Mem-IX	Mem Total
UCB - 1474	13	79	469	561
UCR - 1966	1	17	125	143
UCLA - 1990	12	89	437	538
UCD - 2023	4	24	234	262
UCSD - 2034	1	37	211	249
UCSB - 2141		25	153	178
UCSC - 2199		14	187	201
UCI - 2226	2	26	178	206
UCM - 6366		7	110	117
Total by unit	33	318	2104	2455

UNR = Unrepresented (Senate and Researcher)

LX - Unit 17

IX - Unit 18

- VP Legislation. Rundin reported that we will need to revise the COPE (Committee on Political Education) Bylaws.
- VP Grievances. See Attachment 1.
- Secretary/Treasurer. Goral presented budget.
- Executive Director. Quirk reported that Hastings College of Law librarian bargaining has been signed. At UCSD, Preuss school unit modification ULP won at PERB. UCSC workload settlement conversations. A number of ULPs filed related to University's actions on New Employee Orientation at UCR, UCLA Lab

School refusal to bargaining. UC failure to provide support for teaching remotely due to COVID. Raquel Ruiz hired temporarily to cover Honora's maternity leave.

Constitutional Revisions

- Proposed draft of new constitution presented and discussed.
- Goral moved to submit revised constitution to locals for discussion and ratification. Voted 28 yes, 2 no.
- Proposed draft will be sent to locals. Ratification should be done as quickly as possible.

Committee Reports

- UC-AFT Committee on Anti-Racism. Strom presented draft report.
- UC-AFT Committee Policing. Levine reported. A survey about campus safety and policing has been developed and will be sent to members. Some data will be collected for the Anti-Racism Committee.
- Housing, Homelessness, Renters' Rights, and Refugees. School reported that we have signed on to various coalitions and legislation in support of housing/homelessness.
 - Twelve grants have been distributed. A new call will go out for Winter and Spring.
 - Contribution to Member Hardship Fund. Saravia moved that UC-AFT make a contribution from the General Fund of \$1000 to the Hardship Fund. m/s/p by acclamation.

CFT Convention (March 26-28, 2021)

- What resolutions might we sponsor? Branstetter moved to develop resolutions on three issues: best practices of payment for unpaid academic work; gigification of work related to Proposition 22; social justice/anti-racism; open access to educational/teaching resources. m/s/p by acclamation.
- Goral moved to elect delegates to the CFT convention by one-person, one-vote online secret ballot by dues-paying members. m/s/p

New Policies

- Branstetter moved to adopt UC-AFT Policy Election of Executive Board Officers. m/s/p by acclamation. (See Attachment 2)

Adjourn to COPE

John R., 10 mins

a. COPE Contributions: should we re-institute regular COPE deductions? (Action Item)

Organizing against Austerity*

Katie, Daniel, John, and Mia, 30 mins

a. Uniting member power, political advocacy, and legal resistance (Discussion Item)

b. Should we oppose tuition hikes? (Action Item)

Adjourn at 3:02pm

Respectfully submitted,

Miki Goral
Secretary-Treasurer

Attachment 1.

VP Grievances work (mid October--1/16/21)

1. Arbitration Panels (decided to arbitrate all)

- U17 @ UCSB Reasonable Accommodations (currently in settlement discussions/picking arbitrators)
- U18 @ UCLA Botched ICA Review (currently picking arbitrators)
- U18 @ UCD New Merit Guidelines restricting access to above minimum merit (file by 1/29)

2. Steward Calls

- 10/27 Step 1 grievances
- --Deciding if issue is grievable, types of grievances, timelines, how to write up the grievance, looked at/discussed some samples
- 11/17 Open/issues brought by stewards/staff
 - --librarian curtailment issues, current cases, wins
- 1/19 Step 2 appeals
 - --timelines, amending the grievance, idea of a peer review process

3. Statewide Representation work

- School of Ed workload concerns
- U17 furlough & reduction in time plans @ Berkeley
- UCSC churning
- UCD layoffs
- Consulting & collecting info. for ULPs/ reading UC responses and making suggestions
- Consulting with stewards and reps at other campuses re: ongoing grievance work as needed
- Step 3 calls with UCOP (UCLA ICA review, UCD merit guidelines)
- Continuing to help with Davis representation issues as able

4. Upcoming work

- Policy on grievance extensions, abeyance (hopefully something to vote on at next council meeting)
- Possible ULP to stop arbitrability challenges
- Kit for filing ULPs for RFI delays
- Steward calls 2/16—RFIs; 3/16—open/ extensions & abeyances

Attachment 2.

UC-AFT Policy on Election of Executive Board Officers

January 16, 2021

Elections for UC-AFT Executive Board officers will be held once every two years, consistent with the terms of office as defined in the UC-AFT Constitution.

To provide adequate time for leadership transitions, elections will take place during the month April and will be concluded at least two months prior to the July 1st start date for terms of office. Voting will remain open for at least seven (7) calendar days.

Elections will be administered by the UC-AFT Nominations and Elections Committee with the support of the Executive Director. Each UC-AFT member will be sent a ballot or instructions for casting a valid ballot. Elections will be conducted electronically on a platform to be determined by the Executive Board.

Names and other identifying information will not be connected to voters' ballots. All ballots will contain a complete list of the candidates for any office, seat, or position to be filled. All ballots will contain or link to the candidates' brief biographical information and statements called for in the UC-AFT Constitution.

Elections will be conducted using ranked choice voting, in which voters rank candidates in order of preference. In ranked-choice voting, if a candidate receives more than half of the first choices among votes cast, they win by an outright majority. If there is no majority winner after counting the first choices, the candidate with the fewest votes is eliminated, and voters who picked the eliminated candidate as their first choice have their votes count for their second choice. This tallying process repeats until there is one candidate who receives more than half the votes.

On the next working day following the closure of the voting period, the Nominations and Elections Committee will obtain the results directly from the voting platform or provider of balloting services. Ballots will be reviewed and results tabulated by the UC-AFT Nominations and Elections Committee with the support of the Executive Director.

The UC-AFT Nominations and Elections Committee will provide written notice of the election results to the candidates and the membership within two working days following the closure of balloting or by May 1st, whichever is earlier.

In the month immediately prior to the election, at least two candidate forums will be held. The forum will be open to all members, who will be able to join remotely. During the forums, candidates for all offices and seats will deliver statements and answer questions. Additional engagement between candidates and members is encouraged, provided that for all UC-AFT sponsored activities, equal opportunity is provided to all candidates for a given office.

UC-AFT members may not use UC-AFT email accounts, databases, or mailing lists for campaign purposes, unless equal access is provided to all candidates for a given office. A first violation of this policy will result in a reminder and warning. A second violation of this policy will result in loss of access to the UC-AFT email account, database, and/or mailing list until the election is concluded.

Special elections will be conducted in accordance with all of the above policies, except for the requirement that voting be concluded at least two months prior to the start of the term of office.

Nothing in this policy is intended to conflict with the UC-AFT Constitution and by-laws, which take precedence.