

**University Council-AFT
Meeting via Zoom
January 21, 2023
Minutes-Draft**

Present: UCBay: Barbara Barnes, David Eifler, Kendra Levine, Margaret Phillips, Joanna Reed, Tim Vollmer; UCD: Bill Mead, Brenda Rinard, Katie Rodger; UCI: Ben Garceau, Mitchell Brown, Keith Danner, Trevor Griffey, Kat Lewin; UCLA: John Branstetter, Virginia Espino, Loretta Gaffney, Miki Goral, Joy Holland, Alison Lipman, Caroline Luce, Mia McIver, Xaviera Flores; UCM: Shannon Garland, Stan Porter, Daniel Rudin; UCR: Carla Arbagey, Ben Harder, Cori Knight; UCSB: Kristen LaBonte, Katia McClain; UCSC: Josh Brahinsky, Tamara Pilko; UCSD: Amanda Roth, Megan Strom, Leila Whitley; Retirees: Sandy Baringer, Susan Griffin, Andrew Tonkovich, Sally Weimer; Staff: Nancy Kaczmarek, Jeb Purucker, Bill Quirk, Honora St. Clair

Call to order at 10:02am

Welcome & Announcements

CFT convention information and timeline. Trevor will be coordinating delegate election.

Approve minutes from November 6, 2022 meeting. Approved.

UC-AFT MEMBERSHIP REPORT as of November 2022

Chapter	UNR	Mem-LX	Mem-IX	Mem Total
UC Bay Area Chapter	11	69	476	556
UC Davis Chapter	2	27	252	281
UC Irvine Chapter	2	20	204	226
UC Los Angeles Chapter	21	80	482	583
UC Merced Chapter	2	6	118	126
UC Riverside Chapter	1	18	135	154
UC San Diego Chapter	15	33	242	290
UC Santa Barbara Chapter	9	19	168	196
UC Santa Cruz Chapter		14	221	235
Total by unit	63	286	2298	2647

UNR = Unrepresented (Senate and Researcher)

LX - Unit 17

IX - Unit 18

Executive Board and Executive Director reports. Attachment A.

Budget report.

UCLA Lab School strike update

Thirty teachers have voted to strike on January 25 and 26 because negotiations have not been going well over a side letter about compensation. All members who can join the picket line are encouraged to do so.

Standing Committees reports

Alison Lipman, Climate and Environmental Action Committee chair. Survey sent out last quarter to see who wants to participate. Climate and environment should be included in next bargaining.
Megan Strom, Anti-Racism Committee. Will begin work again.

UC-AFT Communications plan

Caroline Luce. Discussion about a new logo is underway. Would like to work on website redesign to make it easier to navigate.

Proposal: Communications Officer or Staff position

John Branstetter proposed creating a permanent position for Communications. Discussion of options. John will work with Caroline to write a report presenting options for further discussion and budgeting for communications.

New UC-AFT Conflict of Interest policy.

Griffey moved to adopt the Conflict of Interest Policy. m/s/p unanimously.

Old Business

- UC-AFT dues structure working group - call for participants. Mitchell Brown, Miki Goral. Call will go out for more volunteers.
- PFCB. Kendra reported that Unit 17 has been working on this issue and UCOP has made changes to what had been agreed to over email. U18 has not been addressed yet. Katie and John will work on this issue.
- Conflict Resolution Practice.
- Mass Messaging.

Afternoon Discussions

a. UAW strike discussion

- What did we learn from what UAW did and how it worked and didn't work?
- How did our response and support for our people work, and what could use improvement?
- What specific things can we do now as a result of what we've learned to make us stronger?

b. Becoming an organizing union: Membership and leadership development report/discussion

c. Council meetings and governance structure.

Meeting adjourned at 2:58pm

Respectfully submitted,
Miki Goral
Secretary Treasurer

Attachment 1

UC-AFT President's Report

January 21, 2023

Katie Rodger

Activities since November 2022 Special Election

Narrative: My own goal for the first quarter of my tenure as UC-AFT President was to learn—primarily via outreach to leaders around the state and connection with our union's standing committees and our staff. Yet these goals have been delayed.

Within days of my election in early November, 2022, the UAW strike began. The strike's impact on our bargaining unit members was considerable, and my time became increasingly dedicated to ascertaining what was happening across UC campuses regarding our members. In spite of the problems with our statewide email communications, I am pleased with the support we were able to provide to members. It is true that our messaging may have been too general for some seeking support for their own specific circumstances, but my primary objective was to ensure that our guidance was legally sound. Now, as the strike has concluded, my focus is to support UC-AFT members who are grappling with fall grading issues. As we begin effects bargaining over the additional workload many have encountered, I am working to support our Unit 18 Vice President and bargaining team.

Beyond the UAW strike, I have worked to continue onboarding in as many ways as possible, as I learn how internal communications and administrative structures have worked in our union. I have also recently started looking at our relationship to CFT and AFT and how we might continue to draw support and resources from them.

UC-AFT Governance and Administration

UFRE (staff) bargaining

Executive Board meetings

Monthly Chairs' Calls

Regular communication with members, leaders, and staff UAW strike support for UC-AFT members

Zoom forum

Zoom office hours

Representation

Consulted with UC-AFT attorney regarding UAW strike and UC-AFT members' rights

Coalition Work

Sent letter to Governor supporting UAW strike

Co-authored letter to UCOP with UAW and CUCFA regarding completion of fall term grades Attended HELU training

CFT Participation

Attended CFT Council meeting

Began preparations for UC-AFT participation in CFT Convention

**Report of the Vice President of
Legislation, UC-AFT** Trevor Griffey,
vplegislation@ucaft.org

UC-AFT Statewide Council, 2023-01-22

My Asks for UC-AFT Leaders:

- We need to recruit delegates to the CFT Convention in San Francisco for March 17-19, 2023 (<https://www.cft.org/convention-2023>). Please email me if you're interested in attending. We'll have an election in February, but the challenge is finding people willing to attend. Delegates will vote on the following:
 - Electing CFT leaders, including possibly Katie Rodger as a CFT Vice President, and Mia McIver as President of CFT's Universities Council Division.
 - Whether to increase the amount of money CFT currently collects from its member unions. We currently pay CFT approximately \$1 million per year.
 - Electing delegates to the California Labor Federation (CLF) and American Federation of Teachers (AFT) 2024 Conventions, where our labor federations will endorse candidates and set policies.
 - Vote on resolutions, including ones put forward by UC-AFT to get CFT to endorse and lobby for legislation to 1) restore funding UC Merced and Riverside Expansion; 2) restore funding to the UC Berkeley Clean Energy Project; 3) establish a right for public sector workers (or just higher education public sector workers) to engage in sympathy strikes; and 4) revise the UC charter to compel the UC to comply with state of California labor law

- I would like to organize a campaign to restore funding in the 2023 budget to UC Merced and Riverside campus expansion. Please email me if you'd like to get involved.

- The UC-AFT Legislative Committee lacks representatives from the UCLA, UCI, UCSB, and UCR campuses. In addition, representatives from UCSD and UCSC have stopped attending meetings and responding to polls to set meeting times. If someone from your chapter would be interested in serving on the committee, please. email Katie.

Activity Report Since 2022/11/06 UC-AFT Council Meeting

- Developing a Legislative Agenda for 2023 following Jan. 10 release of Gov's budget
 - Facilitated Legislative Committee on January 12 to report on the Governor's budget and solicit feedback on developing an agenda for 2023
 - Served as UC-AFT representative to the California Labor Federation (CLF) Labor Advocates meetings, which meet weekly now the legislature is in session
 - Brought issue of sympathy strikes to the UCUC, encouraged Teamsters to develop legislation, and encouraged CFT to support legislation being developed
 - Encouraged CFT to support AFSCME 3299's legislation to extend state labor law to UC when it rolls out
 - Have begun outreach to Merced and Riverside campus leadership to try to organize to restore funding for UC campus expansion

- Met with CUCFA leadership on Jan. 16 to discuss its advocacy plans and the potential for partnership with UC-AFT to lobby to increase funding for UC
- Will attend January 17 UC Green New Deal Coalition meeting to discuss whether it plans to campaign to restore funding for the UC Berkeley Clean Energy Project in the 2023 and discuss opportunities for partnership
- Communication on behalf of UC-AFT
 - In response to a request from UAW leadership, sent a letter to Gov. Newsom on Dec. 9 asking him to intervene in the UAW strike and tell UCOP to provide NRST tuition remission for ASEs and student researchers.
 - In response to requests from multiple member leaders, raised concerns to the UCUC about the UC's \$4 billion bailout of Blackstone, and supported AFSCME 3299 taking the lead in drafting a union coalition letter to UCOP.

- UC-AFT Meetings
 - Attended 5 UC-AFT eboard meetings
 - Participated in planning meetings for bargaining over UAW strike effects, and participated in first bargaining session/ meeting with UCOP on January 5 to discuss our cease and desist letter and convey our desire to bargain
 - Participated in 4 Higher Education Labor United (HELU) meetings in November and December, 2022.
 - Served as primary UC-AFT representative to the University Union Coalition (UCUC), which meets twice a month
 - Attending Jan. 16 pre-meeting and Jan. 17 meeting with UCOP to discuss UCUC objections to Blackstone investment (see letter above)
 - Participated in 2 Union of Field Representative Employees (UFRE) bargaining sessions in November, 2022

Vice President for Organizing Fall Quarter 2022

Report Josh Brahinsky

Strike Support/ New Eboard

The fall was unusual in that Katie and John joined the Eboard a week before the strike and we had decided to get legal advice about strike support from our new lawyers which significantly shifted our approach to strike solidarity. With Katie and John coming on as the strike rolled out, we met and communicated often with weekly meetings and several emails a day, lots of 1:1 conversations as well. At the same time, I was communicating with UAW folks as well as UCFOG and CUCFA to coordinate our support. This turned into a series of town halls for members and dozens of smaller conversations as we aimed for more clarity on our legal and political possibilities. We learned that more regular opportunities for members to talk with the Eboard helps to calm fears and create better strategies for ongoing bargaining with management.

U18 Membership Campaign

Even with the strike, we continued our membership campaign in the fall and met our goal of 54% membership for the lecturers. This is a precedent setting number for our union in peacetime. But, it is hard to know exactly how this was achieved. There were several blitzes and UC Berkeley was especially effective in bringing their membership numbers up rapidly. Also, bi-weekly Statewide Organizing Committee meetings created an ongoing structure for tracking outreach and membership and was part of an atmosphere of attention to organizing that we haven't had before.

U17 Contract Campaign

My work with U17 has so far been primarily having conversations with Kendra and Bill to design the broad trajectory of the U17 campaign and the meetings, committees and training necessary. This fall we aimed for 1:1 conversations with every member to set up bargaining and are now in the process of enticing more folks to join the Contract Campaign Committee. I am now starting to meet with campus leaders to support their emerging activist network.

Dues Repair

Every month the university drops members from their dues lists and fails to collect dues on anywhere between something like 50-150 members. This has a big impact on our budget and collecting back dues from members has not been our preferred solution. I coordinated a series of conversations with UCOP/UCPATH to try and fix this. So far, we have a regularly scheduled meeting with Bill, Miki and management to track and repair dues that are not being collected. We are giving this a few months to see if it works. If not, we will need an increasingly legalistic and public organizing approach.

Organizing Grant Application

This fall I led the U18 Statewide Organizing Committee through a process of defining goals for an organizing grant from CFT. Like all grants, it was a multilayered set of documents and a bunch of hoops to jump through. But also it helped us clarify the relationship between our organizing and leadership development and the needs of our bigger campuses especially. We should hear back from CFT in the next few weeks.

VP U17ibrarians Report January 21, 2023

Kendra K. Levine

Activities since Fall 2022 Council Meeting

U17 Bargaining Preperation

Worked with Bill Quirk on “Demystifying the Table Team” workshop content and participated in the following chapters’ workshops: Bay Area, UCLA, Riverside, Santa Cruz

Worked with chapters to nominate members for the Table Team and Organizing Committee for the upcoming U17 Contract Campaign. Table team ratification vote will take place Q1 2023.

Representation Work

Continued negotiations with UC on the PFCB sideletter for U17. Still currently unresolved due to UC intransigence, though we hope to conclude it soon. Communicating with other UC unions about some of UC’s proposed language and our proposed revisions.

Still determining UC-AFT’s role in and the process for the University’s proposed changes to the APM for including DEI work in librarian reviews. Approached by UC to participate in meetings about their proposal, and am working to determine the nature of the meetings before agreeing to meet. (Will they be “meet and discuss” or actual bargaining?)

UAW Strike

Helped write messages to UC-AFT members, like the letter to President Drake. Sent emails to U17 members about our rights and responsibilities during the strike, and how we can perform solidarity during the strike.

Helped administer and facilitate E-Board office hours for those with questions stemming from the strike.

Joined in meetings with Jennifer Keating about legal impacts of the strike, contributed research in her drafting of the ULP charge, and helped with the initial strike effects bargaining for U18.

UC-AFT VP for Unit 18's Report

January 21, 2023

Activities since November Special Election

Following the special election in early November, I focused for the first week on meeting with the Executive Director and the rest of the board to get up to speed on ongoing bargaining. My initial plan was to meet with leaders on each campus to hear about local issues and get to know chapter elected leaders and members across the state. These plans have been put on hold because of the UAW strike and two bargaining processes that are still unfolding.

With the beginning of the UAW strike, I met with the board regularly to discuss our response. I participated in several statewide town hall meetings with members to answer questions about how lecturers should handle the challenges that the strike presented. I helped draft and submit a cease and desist letter to stop the university from shifting UAW ASEs work to our members.

The cease and desist letter also included a demand to enter effects bargaining over the strike. We demanded to negotiate over the use of evaluations in reappointment and review processes, changes to our workload during the strike, and compensation for extra work. Since the beginning of the spring quarter/semester, I have put together a table team to handle effects bargaining. The team and I have met with the university twice (as of 1-15-23) to discuss our proposals on evaluations, workload, and compensation. These negotiations are ongoing. I have worked with our VP for Organizing to connect our bargaining to our organizing strategy.

In addition to the effects bargaining, I have been participating in the UCLA Lab School's negotiations with management. I have been observing Bill Quirk's work as our chief negotiator, and helping the lab school executive committee and table team to think about strategy, develop materials, and negotiate at the table. The lab school has carried out a successful strike authorization vote, and plans on initiating a two-day strike on January 25th. I participated in discussions with our legal counsel over the legality of the strike, and am helping to coordinate preparations for the strike on UCLA's campus.

UC-AFT Governance and Administration

- UFRE (staff) bargaining

- Executive Board meetings

- Regular communication with members, leaders, and staff UAW strike support for UC-AFT members

 - Zoom forum

 - Zoom office hours

- Lab School strike support with members, leaders, and staff

- Zoom forum

- Representation

 - Consulted with UC-AFT attorney regarding UAW strike and UC-AFT members' rights
 - Consulted with UC-AFT attorney regarding Lab Schools strike and UC-AFT member's rights

January 16, 2023

Report of the Secretary-Treasurer

November, 2022 – January 16, 2023

During these months, I carried out the normal responsibilities of the position:

- Recording revenues and expenses in Quickbooks
- Reimbursing claimed expenses
- Entering new members into AFT Connect
- Calculating and paying per capita payments to AFT, CFT and local labor feds
- Participating in UC-AFT Board meetings
- Participating in CFT Executive Council meetings
- Preparing draft minutes of November 6 UC-AFT meeting

Respectfully submitted,

Miki Goral
Secretary Treasurer

Attachment 2.
Conflict of Interest Policy

Adopted Jan 21, 2023.

When acting in our capacity as union leaders, we have a duty to act and speak in the interest of the members we represent. This duty is both legal and moral.

A conflict of interest is defined as a situation where one's ability to act and speak fully in our members' interest is compromised. When properly recognized and acknowledged, a conflict of interest is a value-neutral situation, not a problem or a failing. The goal of this policy is not to dissuade anyone from UC-AFT leadership but rather to establish guidelines for effective and ethical leadership when a conflict of interest may be present.

When UC-AFT elected leaders, appointed stewards, and campus leaders are in a situation where a conflict of interest, a potential conflict of interest, or the appearance of a conflict of interest arises, they have a responsibility to disclose the conflict to the UC-AFT member-leaders and staff involved and possibly to recuse themselves from union representation in the situation causing the conflict.

Examples of likely conflicts of interest for elected leaders, appointed stewards, and site reps include:

peer review activities that intersect with grievances

- joint administrative appointments that involve personnel discussions about UC-AFT members
- household members who hold managerial appointments entailing supervision of UC-AFT members

In situations with the potential for conflicts of interest, UC-AFT leaders, stewards, and site reps should clearly identify to others when they are and are not acting in a union capacity. Outside of grievance step meetings or other contractually-sanctioned labor-management venues, they should treat as confidential all information shared with them when acting as a union representative unless they have received explicit permission to disclose such information.

UC-AFT leaders, stewards, and site reps should not

- attempt to privately negotiate dispute resolutions without the knowledge of their chapter's leadership team (board/collective, stewards, staff).

- advise members using guidance obtained exclusively from supervisors, academic personnel staff, department chairs, or other administrators. Understanding management's position on an issue can be useful, but union representatives should seek guidance from fellow UC-AFT leaders and staff to avoid advising UC-AFT members from a management perspective.
- turn a blind eye to administrative mis-steps for any reason, including concerns about their own status in their department/program/unit/school/library.

Member-leaders navigating conflicts of interest and wondering about the parameters of their legal and moral obligations should consult with the UC-AFT President, Unit 17 VP, Unit 18 VP, VP for Grievances, Executive Director, and/or field representative for their chapter.