

UC-AFT Council Meeting
October 17, 2020
Meeting via Zoom
Minutes-Draft

Present: UCB: David Eifler, Kendra Levine, Tiffany Page, Margaret Phillips; UCD: Katie Arosteguy, John Rundin; UCI: Mitchell Brown, Keith Danner, Trevor Griffey, Andrew Tonkovich, Catherine Winiarski; UCLA: John Branstetter, Rachel Fordon, Miki Goral, Rachel Green, Karl Lisovsky, Caroline Luce, Mia McIver, Daniel Schoorl, Goetz Wolff; UCM: John Haner, Derek Sollberger; UCR: Erla Marteinsdottir; UCSC: Roxi Power; UCSD: Paula Saravia, Megan Strom; Retirees: Sandra Baringer; Staff: Tarone Bittner, Bill Quirk, Holly Craig-Wehrle, Nancy Kaczmarek, Jeb Purucker, Emily Rose, Honora St. Clair
Guest: Michael Young (CFT), Hector Saldivar (CLF)

Call to order at 10:02am

Introductions

Minutes from 7/11/20 Council meeting approved.

Visitors

- a. CFT Higher Ed lobbyist Michael Young
- b. CA Labor Federation Southern CA Field Director Hector Saldivar on Prop 22

Officer and Director Reports

- President (Mia). See Attachment 1.
 - Several big recent victories. At UCD, PERB agreed that UC failed to bargain in good faith re COVID effects bargaining at the UCLA Lab School. Provisional award in salary issue (wage theft) arbitration. This should result in small pay raise for Unit 18.
- VP Organizing (Daniel) See Attachment 2.
 - Membership and outreach have been major activities. Emailing non-members to encourage them to join.
- VP Legislation (John) See Attachment 3.
 - Major effort is to get legislators to sign on to a letter to new UC Pres Michael Drake to support Unit 18 job security proposals re bargaining.
- VP Grievances (Katie) See Attachment 4.
- Secretary/Treasurer (Miki)
 - Budget review
- Executive Director (Bill)
 - Much time has been spent on Staff supervision and support.
 - UFRE contract bargaining has been completed.
 - Personnel review (members only)
Schoorl moved to reconstitute the Staffing Allocation Committee. Move to amend the motion "and report back at the January 2021 Council Meeting." m/s/p. Haner moved to amend the motion to include only the Executive Director as the staff representative. m/s/failed. Vote on main motion as amended: Reconstitute the Staffing Allocation Committee and report back at the January 2021 Council Meeting. m/s/p

Campus Reports

UCD—Lecturers faced layoffs in Phys Ed program was disestablished. Stopped pausing program of teacher training in of School of Ed.

UCB—Preparing CAT work. Lecturers talking about being a lecturer in their classes. Community lunches about propositions on the ballot.

UCM—Hard time to get people to show up for meetings.

UCLA—Doing well with CAT network building. Monitoring issues in Unit 17 relating to inequities. Planning for Oct 24 car caravan action at a Regent's house.

UCI—Expanded EBoard. More regular membership meetings. Layoff in Math Dept. People from UCI Law School are helping with pro bono grievance work.

UCSD—Planning car caravan at Chancellor's house on Oct 24. Looking at hiring disparity in different departments.

UCSC—Active weekly meetings. Three co-chairs—Roxi Power, Josh Brahinsky, Joy Hagen. New faculty engagement committee. Main concern is COVID workload. Also, first year College 1 workload. Good coalition work on campus. New grievance steward--Emily Murai. Possible Writing Program issues.

Constitutional Revisions: Enfranchising Members to Vote for Their Leaders

Main issue is to get to one member, one vote structure. This would make us a more democratic organization. Branstetter moved to have a Constitutional Convention on a Saturday that any member can participate in to come up with a draft new constitution to be presented at the January 2021 Council meeting. m/s/ Yes- 15; No-25, Abstentions-5

Levine moved to have at least two meetings of a Constitutional Convention with representatives from each campus and the same representatives in attendance in to come up with a draft new constitution to be presented at the January 2021 Council meeting.

Branstetter moved to amend the motion "at least two but not more than three meetings." m/s/ Yes-38, Abstentions-7

Vote on main motion as amended: Levine moved to have at least two but not more than three meetings of a Constitutional Convention with representatives from each campus and the same representatives in attendance in to come up with a draft new constitution to be presented at the January 2021 Council meeting. m/s/ Yes-38, Abstentions-7

Committee Reports

- Housing, Homelessness, Renters' Rights, and Refugees
Catherine Winiarski reported on the grants that have been made. Applications have been overwhelmingly been from UCD. Goal to reach out to lecturers who have lost their jobs. Daniel encouraged people to contribute to the fund and let people know about the fund.
- Anti-Racism (See Attachment 5)
Megan reported on the short and long-range plans the committee will be working on. The first action they did was to make recommendations on the propositions on the Nov 3 ballot.

- Policing

Kendra. Initial discussions were around policing on UC campuses. The committee proposed a number of recommendations, some to be enacted now and some for further discussion.

Branstetter moved to adopt the four recommendations from the UC-AFT Committee on Policing:

- We recommend that [UC-AFT survey members](#) for their positions around campus and public safety and security to have a baseline of understanding of membership
- We recommend that UC-AFT support education programs for UC-AFT members on issues related to safety and security such as systematic racism, policing, and abolition, such as the [10/12 teach-in on higher education, police, and unions](#)
- We recommend the creation of a UC-AFT Caucus that is open to all members who wish to take part in collective abolitionist study and work
- We recommend that all UC-AFT bargaining units include defunding UCPD and other non-reformist police reforms in their bargaining proposals and process

m/s/p

Organizing against Austerity

- Response(s) to curtailment possibilities. Curtailment issues will be monitored and responded to as they arise.
- Budget outlook. It appears to be looking at 12% budget cut from the state. Trevor recommends looking this blog: Remaking the University. One of the authors, Michael Meranze, is a Local 1990 member.
<https://utotherescue.blogspot.com/2020/10/higher-ed-needs-actual-recovery-plan.html>.
Daniel recommended that UC-AFT members attend the Dec 4th UC Retirement System Advisory Board meeting. UC budget updates are provided here and public comment is welcome -
<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/ucrsab/index.html>
- Uniting member power, political advocacy, and legal resistance

Moved to recess to COPE.

COPE Session

Call to order at 3:08pm

Daniel moved to approve Recommendation 1 to make contributions to the following candidates:

AD 21	Adam Gray	\$500
AD 60	Sabrina Cervantes	\$999
AD 61	José Medina	\$999
AD 73	Scott Rhinehart	\$500
AD 80	Lorena Gonzalez Fletcher	\$500
SD 20	Connie Leyva	\$999
SD 39	Toni Atkins	\$500
SD 6	Richard Pan	\$500
SD 9	Nancy Skinner	\$500

m/s/p

John Rundin moved to approve Recommendation 2 to make contributions to the following candidates:

Lauren Johnson Norris	\$200
Larry Agran	\$200

m/s/p

Move to adjourn from COPE. m/s/p

Reconvene Council meeting at 3:30pm

Next meeting will be in January.

Adjourn at 3:32pm

Respectfully submitted,
Miki Goral
Secretary-Treasurer

Attachment 1

President's Report

Mia McIver

Activities since July 11, 2020

- **Writing and Speaking**
 - Published piece in Chronicle of Higher Education Review on gig labor and the future of the academic workforce:
<https://www.chronicle.com/article/the-future-of-the-academic-work-force>
Recorded episode for New American Baccalaureate podcast:
<https://newamericanbaccalaureate.org/nab-podcast-mia-mciver-on-the-role-of-unions-in-higher-education/>

- **Bargaining**
 - Unit 18 successor bargaining sessions
 - Unit 18 COVID-19 effects bargaining sessions
 - Supported and encouraged Hastings librarian negotiators
 - Consulted with Unit 17 Contract Administration Group on Voluntary Separation Programs
 - Convened special Council meeting to ratify and celebrate new Preuss School Agreement

- **CFT and AFT activities**
 - Appointed to AFT national Higher Education Policies and Programs Committee
 - Attended AFT higher ed clinic on how to approach reopening university campuses
 - Represented UC-AFT and CFT at the AFT national convention
 - Served on AFT Higher Ed Committee
 - Spoke in favor of resolution for AFT to prioritize supporting contingent
 - faculty shared governance. Resolution passed with 98% yes vote.
 - Participated in Progressive Caucus
 - CFT Executive Committee meetings
 - CFT Executive Council meetings
 - Liaised with CFT to bring Erin Conley, Genean Wrisley, and Grant Stover on as organizers with the Unit 18 contract campaign
 - Discussed CFT hiring UC-AFT member organizers to support Unit 18 contract

campaign

- **Coalitions and external organizations**
 - UC Union Coalition meetings
 - Met with Speaker of the Assembly Anthony Rendon and other legislators/staff to get budget rider passed permitting UC to restructure debt to keep workers employed
 - Coordinated responses on paid leaves during COVID
 - Voted against including FUPOA (UC police union) in coalition organizing calls
 - Observed UAW 2865/5810 COVID effects bargaining
 - Presented on UC-AFT, effects of austerity on education, and Unit 18 contract campaign at two UC Student Association meetings

- **UC-AFT Administration**
 - Completed required financial paperwork for UC-AFT bank accounts
 - Implemented suggestions from accountant John Pooley
 - Bargaining with UFRE (our field reps' union) for successor contract (intermittent)
 - ○ Attending presidents' calls (monthly)
 - Facilitating E-Board meetings (monthly)

Attachment 2

Vice President for Organizing Daniel School Report 10/17/20

Membership and Outreach:

Hosted two phone banks in September and one in October; with a total of calls to 470 non-members at Berkeley, Davis, Merced, Riverside, and UCLA. This includes list preparation and data follow up after sessions in the database.

Emailed 245 non-members, mostly targeting recent hires, at Berkeley, Merced, San Diego, and UCLA sharing the Talking UC-AFT Membership video and asking them to join. This includes data entry in the database to note who was emailed and when.

Worked with CFT organizer to complete and design templates of postcards, adaptable for local invites as part of the planning for a postcard membership outreach campaign for Winter term 2021.

Committee Activity:

Chaired HRRRR ("Hearts") Committee; which includes organizing monthly meetings, promoting the Hardship Fund, and completed data entry of phone #s and home addresses collected from applicants.

Attended several legislative calls with VP for Legislation, and UC-AFT members, and CFT lobbyist.

Represented UC-AFT in various coalition committees and meetings, including the Los Angeles Federation of Labor and UCLA Di/Invest Faculty Committee.

Union Administration:

Completed successor contract bargaining with UFRE (17 sessions between Fall 2019 and Summer 2020); will continue to work towards a COVID19 agreement.

Monthly review of bank statements with Treasurer/Secretary, verifying all reconciliations of UC-AFT transactions.

Leadership Development:

Completed Coro Lead LA orientation, logic study session, and leadership retreat, including 4 hours of diversity, equity, and inclusion training facilitated by SCG Diversity Cons

Attachment 3

Vice President for Legislation

John Rundin

Report 10/17/20

We are working on getting Legislators to sign a letter to President Drake asking him to support our bargaining demands for more security of employment for pre-six lecturers. We have contacted all legislators (except for John Moorlach) that have UC campuses in their district and several other friends. Our goal is to get Senator Connie Leyva, Chair of Senate Education, and José Medina, Chair of Assembly Higher Education, to sign on. So far, we have gotten Nancy Skinner, Connie Leyva, Cecilia Aguiar Curry, Lorena Gonzalez, Lena Gonzalez, Eloise Gomez Reyes. I expect others. We are trying to get enough momentum to get Medina to be comfortable to sign on-- as Chair of Assembly Higher Ed, he may be reluctant sign so as not to appear biased. This has actually been a very good exercise in becoming more known in the legislature.

In the Legislature, we intend to revive legislation abandoned last year because of COVID-19, AB 3036 (Cervantes). This would prevent the University from removing people from our bargaining Unit by moving them into the Academic Senate. We are also looking at a program to make it easier for part-time lecturers to get student loan relief.

We have endorsed President/Vice-President candidates Joe Biden and Kamala Harris. We did that by our adopted process.

We have also endorsed all California ballot propositions endorsed by the CFT. That came to us from the Legislative Committee. The Anti-Racism Committee also made recommendations, and they agreed with the CFT recommendations. We will publicize those soon.

I have also been working on COPE issues. That material will be presented in the COPE meeting at the end of this Council meeting.

Attachment 4

Vice President for Grievances

Katie Arosteguy

Report 10/17/20

1. Information/resource organization & sharing

Creating a shared Google folder for everyone involved in representation work

[Grievance, Representation, & Legal Materials]

Resources for Stewards & Reps

Training Materials

Steward Policies, Guidelines

Grievance Archive

Statewide Case Tracker→updating for S2 appeals, S3, Arb appeals,

Arbs, ULPs, D2Bs (deadlines, UC responses, etc.)

Grievance material organized by U17/U18 and by Article # (for reference)

2. Steward trainings

Step 3 training--best practices for writing S3 appeals/ expectations/ contractual obligations

Monthly calls

1st--Step 1 intake (9/22/20)

2nd--10/27--look at a U17 and U18 sample issues--consider possible contract violation, discuss how you might write up the grievance, what additional info. you'd need, etc.

Survey to staff / stewards coming

Get a better sense of what's working well regarding grievance work on your campus and what help/training is needed

3. Representation work

2 arbitration panels (1-U 17, 1-U 18, convening a 3rd next week for U 17)

Consulting & collecting info. for ULPs

Getting acquainted with grievance committees at other campus

Met with librarian grievance collective @ UCLA, U18 collective @ UCI, Larissa re: new Preuss contract

Consulting with stewards and reps at other campuses re: ongoing grievance work as needed

Continuing to help with Davis grievances

Attachment 5

UC-AFT Committee on Anti-Racism

Committee members

Megan Strom, UCSD
Trevor Griffey, UCI/UCLA
Caroline Luce, UCLA
Kim Freeman, UCB
José Barragan, UCB
Sara Borjas, UCR

Short term plans:

- Produce elections guide on CA Propositions
- Develop Preliminary Report for long term plans

Long term plans:

- Analysis of demographics within UC-AFT (members + leaders)
- BIPOC recruitment plan (members + leaders)
- Educational consultant trainings (campus + statewide)
- Pedagogy workshops/discussions (campus + statewide)
- Library acquisitions and access issues - aim to better serve underrepresented/marginalized groups
- Partner with UC-AFT Committee on Policing