

**University Council-AFT
Meeting via Zoom
October 18, 2023
Minutes-Draft**

Present: UCBay: Barbara Barnes, David Eifler, Kendra Levine, Matthew Parker, Tim Vollmer; UCD: Brian Halpin, Matthew Lechowick, Brenda Linard, Katie Rodger; UCI: Trevor Griffey; UCLA: John Branstetter, Loretta Gaffney, Miki Goral, Caroline Luce, Christopher Wilson; UCM: Stan Porter, Iris Ruiz; UCR: Carla Arbagey, Ben Harder, Cori Knight; UCSB: Chase Hobbs-Morgan, Kristen LaBonte; UCSC: Josh Brahinsky, Tamara Pilko; UCSD: Megan Strom; Retirees: Stephanie Kay, Sally Weimer; Staff: Jessica Conte, Nancy Kaczmarek, Holly Mendez, Jeb Purucker, Bill Quirk

Call to order at 7:05pm.

Minutes of 6-24-23 approved.

UC-AFT MEMBERSHIP REPORT as of August 2023

Chapter	UNR	Mem-LX	Mem-IX	Mem Total
UC Bay Area Chapter	7	75	527	609
UC Davis Chapter	3	26	230	259
UC Irvine Chapter	3	19	183	205
UC Los Angeles Chapter	23	83	428	534
UC Merced Chapter	2	6	108	116
UC Riverside Chapter	3	18	125	146
UC San Diego Chapter	11	32	215	258
UC Santa Barbara Chapter	8	19	151	178
UC Santa Cruz Chapter		17	181	198
Total by unit	60	295	2148	2503

UNR = Unrepresented (Senate and Researcher)
LX - Unit 17
IX - Unit 18

Officer and Executive Director Reports are attached.

Budget Report. Reported by Goral. Rodger reviewed the process we went through to create the budget. Proposed that we not fund proposals requested by chapters last spring until the revenues with the new dues cap are stabilized.

Unit 17 Bargaining campaign. Levine reported that the first day of bargaining will be at UCSD on Tuesday, November 7. There will be actions on each campus. There is a website for the bargaining information, www.uclibrarians.com.

Communications Committee. Luce reported that we have new logo. There is also a new website, for ucaft.org. The idea is to focus on chapter pages. Please send material about your chapter for the website. Use Airtable: <https://airtable.com/appqDQR7yhrQ3MS5j/shrObuYjkcLZjvtvA>.

Chapter reports.

- Merced – summer layoffs affected many writing program lecturers. Petition to be signed in support of UC Merced chapter: <https://actionnetwork.org/forms/fight-layoffs-and-false-austerity-at-uc-merced>

Unit 18 Statewide Organizing Committee (SOC). Rodger thanked Brahinsky and Quirk for getting the SOC activated.

Adjourn at 8:26pm

Respectfully submitted,

Miki Goral
Secretary-Treasurer

UC-AFT President's Report
October 18, 2023
Katie Rodger
Activities since June, 2023 Council Meeting

Narrative:

Since July, much of my time has been spent working to help ensure that this academic year runs as smoothly as possible for all UC-AFT members. During the summer, I met with (most) chapter co-chairs and leaders to “check in” about how that chapter is doing with their own internal structures, including meetings, communications, leadership development, and general organization. These meetings have been really helpful for me to get to know more about each campus’ culture and what the leaders there are thinking about as they support members. I have worked with the VP for U17 to help brainstorm and coordinate support for the librarian bargaining campaign—in particular we connected with CFT to facilitate some of the table team’s training, and I hope to continue to support U17 however I can as bargaining begins this fall.

Along with the VP for U18, our Secretary-Treasurer, and our Executive Director, I met with UFRE’s bargaining team and finalized their new 3-year contract. There are a number of committees and working groups that we’ll convene to follow up with issues that were raised at the bargaining table that I hope will streamline and support the workload of UC-AFT staff moving forward.

I am very pleased and proud of the legislative work we did this year, in spite of the major bills we supported and co-sponsored ultimately failing. I worked with the VP for Legislation to help message our support for legislation that would have made the UC a more equitable employer for all—and I know we’ll keep the pressure on with future bills. Throughout the summer I also spent a good deal of time responding to rank-and-file members who reached out with questions and concerns.

UC-AFT Governance and Administration
Executive Board meetings
Monthly Chairs’ Calls
Monthly E-Board / Staff Calls
Regular communication with members, leaders, and staff

Coalition Work
Co-sponsored “Know Your Rights” training with UAW2865, CFT, and CFT’s CCC

CFT Participation
Attended CFT Executive Council meetings, in person and via zoom
Attended CFT Universities Council Division meetings via zoom

University of California American Federation of Teachers (UCAFT)
Officer Report
October 10, 2023
Submitted by: Iris Ruiz, Vice President for Grievances

I am writing to provide an update on the recent accomplishments and developments within the Vice President for Grievances portfolio. Over the past period, we have made significant progress on several fronts, all aimed at enhancing our ability to protect and improve the rights and conditions of our members.

1. Steward Training Development and Kickoff:

One of the notable achievements in the Grievances department has been the successful development and launch of our Steward Training Program. This project was a collaborative effort between Josh Brahinsky and myself. The Steward Training Program is designed to empower our stewards with the necessary knowledge and skills to effectively represent our members and navigate the grievance process. We have conducted two training sessions and solicited feedback from our stewards. This initiative is vital in strengthening our union's foundation and ensuring our members' interests are protected.

2. Collaboration with UCOP Office and Daniel Menezes:

We have established a productive relationship with Daniel Menezes, the Chief Negotiator for UCOP Systemwide Labor Relations. Daniel has shown eagerness and willingness to collaborate with UCAFT to address the concerns and issues facing our members. This collaborative effort with UCOP demonstrates our commitment to open communication and cooperative engagement in the pursuit of fair labor practices and improved working conditions for our members. We look forward to building on this relationship in the future.

3. Pursuit of PERB Charge Against UCLA:

We are actively pursuing a PERB (Public Employment Relations Board) charge of interference against UCLA. This charge is based on UCLA's failures to respond to our Requests for Information (RFIs) and their violations of established practices, particularly regarding summer ninths. This action reflects our unwavering commitment to holding employers accountable when they infringe upon the rights and protections guaranteed by our contract. Pursuing this charge is a testament to our dedication to defending our contract and ensuring its enforcement.

I look forward to discussing these developments further at our upcoming meeting and welcome any questions or feedback from the Executive Board and/or Council.

In solidarity,
Iris Ruiz

Vice President for Organizing
Josh Brahinsky

- Doing 1:1 organizing in the UCB blitz, on turnout for the U17 sunshining and for the UC Merced anti-anti austerity action
- Developing a training on the relationship between grievances and organizing for the U18 Stewards.
- Getting the U18 SOC back in motion, collecting organizing tools, developing a long term program for leadership development, and working collectively to set goals
- Looking at campus level organizing structures and thinking together about how to change them

VP U17 Librarians Report
October 13, 2023
Kendra K. Levine

Activities since Summer 2023 Council Meeting

U17 Bargaining Preparation

We Sunshined the articles we want to open on September 1, 2023. We also participated in two public comment events for Sunshine on September 19 and 26, which had over 100 speakers give comments in solidarity with our contract campaign - including 75 librarians!

The Table Team had two training sessions with CFT on bargaining basics. The team is also meeting weekly now to work on proposals. We have a plan for the initial phase of bargaining and are finalizing our proposed language. We have been negotiating with the University on specifics of bargaining dates and locations.

We have assembled the Steering Committee for the Contract Campaign Committee (CCC) (huge thanks to Sandy Enriquez, Rachel Jaffe, and Kate Peck for serving on the committee). The CCC has been meeting regularly and are planning for statewide actions for November 7, 2023.

The campaign website has been launched (due to the hard work of Caroline Luce, Amy Roberts, and Wynn Tranfield for the work on it) and is ready to use for the campaign. Check it!
<https://uclibarians.org>

Caroline and the Communications Committee have developed graphics for the campaign as well, and are preparing for the November 7 action.

UC-AFT Governance and Administration

Executive Board meetings.

U17 Contract Committee Meetings

U17 Table Team Meetings

Regular communication with members, leaders, and staff.

UC-AFT VP for Unit 18's Report
John Branstetter
September 18, 2023

Activities since June 24, 2023

Since the last council meeting, I have been active in several areas.

I spent time in August and September discussing plans for member-leader training with the e-board and Bill. We considered how to integrate the SOC, grievance steward training, and ultimately how to build a strong group of leaders heading into the next Unit 18 campaign.

After completing UFRE bargaining, I am serving as the chairperson for a committee of leaders, board members, and staff to discuss and implement strategies for reducing the extraordinary workload our staff members face. I worked on recruiting members, and coordinating with Nancy (the UFRE Chairperson) to schedule the meeting. We had a productive discussion, and have scheduled more meetings later this month. This committee will likely become a venue for ongoing dialogue as we continue to build our union.

I have also been getting ready for side-letter bargaining at UCSD's Preuss Academy. The member leaders and Angel have done a lot of work already in terms of bargaining surveys and the election of a table team. I met with Angel to discuss what has been done thus far and to plan next steps before bargaining formally begins in the next few months.

Bill, Jess, and I have been working through the grievance process with a number of lecturers at UC Berkeley who we believe have been hired outside of our bargaining unit despite doing unit 18 work. I attended a step one meeting where the members presented their case to the university, and we asked for the reclassification of these positions in unit 18.

I was on vacation for two weeks in September, and so I did not log as many hours as in previous months. I anticipate that Preuss bargaining will involve lots of hours in the coming months, and so I tried to take advantage of the relatively slow summer period to relax and recharge.

Secretary-Treasurer Report
Miki Goral
October 12, 2023

The main issues I worked on were focused on financial issues.

- Setting up the transfer of the 401(k) fund manager from MassMutual to American Funds.
- Updating direct payments with the new banking information as the Bank of the West was taken over by BMO. This was completed for all the relevant accounts.
- Filling out the annual 990 (federal) and 199 (state) tax forms. They are awaiting review by our accountant.
- Implementing the new Membership form so that data is automatically added to the AFT Connect database, with only minimal review needed by the Secretary Treasurer.

Executive Director Report
Bill Quirk
October 18, 2023

Orientation and support for new staff members at San Diego and Bay Area Chapter

Conducted a two-day in person staff retreat.
Staff annual evaluations completed.
Completed transition of staff 401k plan
Finalized movement of staff 401k to a new company and new plan advisor.

Preparation for staff health plan open enrollment
Worked with Holly Mendez and broker to gather and review plan options

Established a monthly standing meeting with UCOP's new LR staff.

Unit 18 Contract Cleaning
Working with John Branstetter and UCOP LR, nearly completed cleaning of Unit 18
contract and Lab School side letter.

Support for various initiatives and work with Eboard President and VPs on Unit 17 contract
campaign, contract enforcement and arbitration panels, steward programs and Statewide
Organizing Committee.

Report of the Vice President of Legislation, UC-AFT

Trevor Griffey, vplegislation@ucaft.org
UC-AFT Statewide Council, 2023-10-18

My Asks of UC-AFT Leaders:

- Please email me if:
 - You or a member of your chapter would like to serve as a UC-AFT delegate to the CLF COPE convention in Oakland on Tuesday, Dec. 5
 - You or a member of your chapter would like to participate in lobbying in 2024
 - You would assistance recruiting more members to serve as delegates to your county labor council

UC-AFT Lobbying Efforts Since Last Council Meeting (6/24)

AB504 <https://leginfo.legislature.ca.gov/faces/home.xhtml>

AB 504 was passed by over 2/3 of both the Assembly and the Senate, but was vetoed by the Governor. The veto was not unexpected– the Governor’s office consistently refused to support AB 504 as it was making its way through the Assembly and Senate, while never offering suggestions for how we could amend it to secure his support. It was also one of many vetoes by the Governor of legislation that passed by over 2/3 and in some cases passed both chambers unanimously:
<https://prospect.org/politics/2023-10-16-missing-veto-override-california>

My efforts in support of AB 504 included

- July-September: regular attendance in bill co-sponsor meetings
- July 10: 4 in-person meetings with state senators in Sacramento to line up support of AB 504 to contribute to it passing out of the Senate Judiciary committee on July 11 (Tristan from CFT generously joined me for the meetings). Was available to testify at the meeting but deferred to UAW.
- August: pulling together quotes and pics for UAW flier in support of AB 504
- September: worked with Katie to develop an action alert encouraging our members to contact the Governor to support the legislation, <https://actionnetwork.org/letters/tell-governor-newsom-to-sign-ab-504>. CFT also circulated the call to action as part of Jeff’s weekly Friday email.
- September: worked with Gus Patel-Tupper to develop an op-ed in support of AB-504 after its passage but before the Governor’s veto. Like UAW, who tried before us, we were unsuccessful in finding anyone interested. Similar efforts to get journalists to cover AB 504 were unsuccessful, and the legislation was even excluded from CalMatters and LA Times coverage of pro-labor bills passed in the wake of hot labor summer.

ACA6

https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240ACA6

ACA 6 was killed in the Senate Elections committee. At first, they tried to prevent a hearing at all. Then they got Ben Allen and Josh Newman to abstain, denying it the majority it needed to get out of committee. They likely did this so that Senate Democrats wouldn’t have to go on record in a floor vote as anti-labor and weirdly in the pocket of the University of California on what should have been a non-controversial issue.

We endorsed ACA 6 but deferred to AFSCME’s leadership on lobbying for it, except by making sure that it was previously included in CFT Lobby Day and that our members included it in CLF Lobby Day. I tried to schedule last minute meetings with Ben Allen, Josh Newman and Dave Min– all of whom refused to endorse ACA 6– after a hearing was canceled on August 22, but their offices all brushed me off.

Like AB 504, ACA 6 received no media coverage whatsoever.

CFT 2024 Primary Endorsement Interviews

I’ve worked to ensure that UC-AFT is included in all CFT endorsement interviews for state legislative and US House candidates whose districts overlap with a University of California campus. In most cases, UC-AFT chapter leaders have not opted to participate in these meetings, so I have been the sole representative, usually tasked with asking questions about their thoughts on public higher education funding and the two-tier system of faculty employment.

Endorsement interviews I attended included SDs 3, 5, and 31, AD 79. I also attended the CFT State Council on Oct. 14, which included remote interviews of the top three Democratic candidates for US Senate. I arranged for chapter leaders to attend CD 12 & 13 interviews.

December CLF COPE Meeting

I have helped identify 3 delegates that UC-AFT will send to the CLF’s COPE meeting on Tuesday, Dec. 5 in Oakland. We technically get four delegates, so please contact me if you or someone you know would like to attend this meeting, which will be a place to vote on who CLF endorses for the 2024 March Primary.

Looking Ahead to 2024 Legislative Session

I will be attending the upcoming meeting of the CFT Legislative Committee in early November with the goal of getting CFT to

1. Sponsor legislation that would sunset public sector workers’ contract clauses that require unions to pay their employer to collect and distribute members’ dues to them. UC has this in its contracts but no other public sector employer I’m aware of does.
2. Have a state legislator request an audit of historical funding for UC (and possibly other public higher ed) libraries

I would like to convene a meeting of UC-AFT delegates to CLCs sometime before 2024 to discuss these two proposals, and seek to reconstitute to the Legislative committee to assist with lobbying in support of these two ideas. As part of this work, I have also ID’d who our various CLC reps are, how many each chapter gets from their respective CLCs. I hope that creating more statewide community among delegates might also help boost our CLC participation and engagement with both union solidarity and CLF electoral work.