

UC-AFT
April 17, 2021
Minutes - Draft
Meeting via Zoom

Present: UCB: David Eifler, Kendra Levine, Tiffany Page, I-Wei Wang; UCD: Katie Arosteguy, Katie Rodger, John Rundin; UCI: Mitchell Brown, Keith Danner, Trevor Griffey, Mary Schmitt, Andrew Tonkovich; UCLA: John Branstetter, Miki Goral, Alison Lipman, Karl Lisovsky, Caroline Luce, Mia Mclver, Daniel Schoorl, Goetz Wolff; UCM: John Haner, Derek Sollberger; UCR: Cori Knight; UCSB: Katia McClain; UCSC: Josh Brahinsky, Roxi Power; UCSD: Paula Saravia, Megan Strom; Retirees: Sandy Baringer, Axel Borg, Susan Griffin, Stephanie Kay; Staff: Tarone Bittner, Holly Craig-Wehrle, Nancy Kaczmarek, Jeb Purucker, Emily Rose, Bill Quirk, Honora St. Clair, Michael Young

Call to order at 10:05am

Greetings and introductions. New Constitution has been ratified so new procedures are in effect. However, for this meeting, members present will be voting members. Any items voted on today will be sent to chapters for ratification.

Approve minutes from 1/16/21 and 2/18/21 Council meetings. m/s/p

UC-AFT MEMBERSHIP REPORT as of February 2021

LOCAL	UNR	Mem-LX	Mem-IX	Mem Total
UCB - 1474	15	79	465	559
UCR - 1966	3	16	127	146
UCLA - 1990	21	89	445	555
UCD - 2023	5	24	227	256
UCSD - 2034	15	37	218	270
UCSB - 2141	10	25	159	194
UCSC - 2199		14	175	189
UCI - 2226	4	26	175	205
UCM - 6366		7	111	118
Total by unit	73	317	2102	2492

Organizing Model vs. Service Model. Breakout groups.

1. Campus perspective mostly Organizing, moving from Transactional (Service) to Organizational
2. Aspire to Organizational model, difficulties in doing that – getting leadership volunteers, membership recruitment
3. Problem of making academics understand they are workers makes it difficult to move from Service to Organizing model
4. Grievances now involving more members
5. Bargaining has moved to Organizing model

Committee Reports

- a. Anti-Racism (Megan). Committee is still working on report. Need more people to be involved.
- b. Policing (Kendra). Need more people and campus representation on the committee. Currently only UCB and UCR are on it. Will be sending out a survey. Issues with UC Police Dept should be reported to the committee.
- c. Housing, Homelessness, Renters' Rights, and Refugees (Daniel). Housing –sent some suggestions to Legislative Committee and sponsored some bills. Twenty hardship grants have been funded. Daniel stepping down as chair. Paula reported that members have been involved on the committee. Call for volunteers to join the committee.
- d. Staffing Allocations (Bill). Staffing Committee has met twice. Looked at how staff is allocated among campuses. Will send a survey to staff and local leaders about needs. Recommendations should be ready for July Council meeting.

Chapter Reports

- **Retiree Chapter:** Baringer. Don't do much collectively, but participate in other activities – helped in Georgia Senate races, CFT committees, steward assistance on campuses. CFT Resolution 13 from CFT convention to maintain retiree contact list.
- **UCSC:** Power. Working on Unit 18 Strike Pledge. Writing Program undergoing outside review. ByLaws revisions. Ken Lyons is retiring—new librarian rep is needed. Jeb helping with organizing and department meetings.
- **UCSB:** McClain. Holly and CFT staff working to get people to sign Unit 18 Strike Pledge. Working with local UC Coalition.
- **UCSD:** Saravia. Organizing work and getting people to sign Unit 18 Strike Pledge. Active in Solidarity Coalition on campus. Chancellor raised rent for grad students – there is a renters' strike going on. Addressing issues with UC Path. Members were delegates to CFT Convention.
- **UCR:** Knight. Trying to get people to be more involved – e.g., coming to Unit 18 bargaining sessions. Focus on escalation and action. Anti-discrimination work being done on campus.
- **UCM:** Haner. People have been coming to Unit 18 bargaining. Success with lobbying. Assemblyman Adam Gray may attend May 1 action.
- **UCLA:** Branstetter. Organizing as much as possible. Focus on getting people to sign Unit 18 Strike Pledge. Unit 17 concerned about library reopening without consultation.
- **UCI:** Danner. Honora is back from maternity leave. Jeb was very helpful with grievance committee. Weekly organizing committee meetings. More pre-6 people involved than in the past. Five active grievances. In School of Business, major grievance on not doing reviews in past 12 years.
- **UCD:** Rodger. Unit 18 organizing around the campaign. Membership meeting, where everyone signed the Unit 18 Strike Pledge. Unit 17 getting more involved now that the UC-AFT restructure is going on.
- **UCB, UCSF, Hastings:** Levine. Working on reconstituting collective, to include Hastings. Working on having librarians help with organizing new lecturers. Book club.

Bargaining Unit Reports

- **Unit 17:** I-Wei, Mitchell. Letter was sent to demand to bargain on issue of library reopening. Bargaining session set for April 23.
- **Unit 18:** Mia. Agreement on COVID effects side letter. UCLA Lab School teachers had strike authorization vote that pushed this agreement. Unit 18 bargaining got an offer on Article 7a, job security, which was not addressing the needs of lecturers.

Officer and Director Reports

a. President (Mia). See Appendix A. exec board has signed onto two student debt petitions. Signed on to letter supporting Turkish University

b. VP Organizing (Daniel).

- Unit 18 = 47.2% 2,306 members - Need 135 lecturers to join to get to 50%
- Unit 17 = 89% - 327 members
July 2019 -Feb 2020 - 728 new members - Membership drive/blitz model from Aug 2019-Feb 2020
- Since April 2020 - 313 new members- emailed non-members at all campuses - 14 phone banking sessions
- Mail outreach pilot program (April 2021) 15 librarians 75 lecturers

c. VP Legislation (John Rundin). See Appendix B

UCD eliminated PE program several months ago. We are seeking state audit on this and hopefully will get positions back.

Meet and greets with legislators who represent chapters.

Sent letters of support on several bills. AB701 (curb abuses of warehouse workers). AB615 (protect residents from UC hospitals from being dismissed without due process).

AB1550 (Prevent UC from moving people out of our bargaining units). CFT Lobbyist Michael Young helped with this. Bipartisan support in the committee.

d. VP Grievances (Katie). See Appendix C.

e. Secretary/Treasurer (Miki)

Budget review. Approved.

f. Executive Director (Bill). Working on documents needed for the merger into a single local. Once documentation is submitted to AFT, the new local will be chartered. Legal grant applications submitted to CFT. Representation work, arbitration preparation. Problem is UC challenges arbitrability of most issues brought to arbitration—costly for the union since two hearings must be held. Meeting with UCOP re data provided by UC. Three temporary organizers (Unit 18 lecturers) brought on with CFT funding.

Constitutional Revisions

- a. Ratification results. Votes from campuses ratified.
- b. New Local Number. Branstetter moved to approve 1474 as the new number. m/s yes 22 no 2. Locals will have to vote on this proposal.

New Policies

- a. Election of Executive Board Officers. Branstetter moved to adopt this policy. m/s/p unanimously. See Appendix D.

Post-Pandemic Elective Online Work: What interests and principles should guide our positions and advice for members? Discussion

2021-2022 Budget Preparation.

Next meeting -July 24, 2021

Adjourn at 3:05pm

Respectfully submitted,

Miki Goral
Secretary-Treasurer

Appendix A

UC-AFT President's Report - Mia L. McIver

Activities since January 2021 Council Meeting

CFT and AFT Participation

- Represented UC-AFT at CFT convention; spoke on Justice, Equity, and Fairness panel.
- CFT Executive Committee meetings
- CFT Executive Council meetings
- AFT Higher Education Policy and Programs Committee meetings

Organizing

- Recruited new members during phone bank session
- Co-hosted new lecturer orientation to Unit 18 contract campaign with Daniel Schoorl

Representation

- Served on arbitration panel
- Participated in town halls for award settlement on illegal outsourcing of UC Berkeley's Young Musicians' Program
- Discussions with UCOP on Unit 18 salary arbitration award implementation

UC Governance

- Met with Lieutenant Governor and UC Regent Eleni Kounalakis on Unit 18 contract settlement
- Met with UC Regent Michael Cohen on Unit 18 contract settlement
- Met with incoming Executive Director of Labor Relations Letitia Silas to introduce UC-AFT
- Gave public comment at March 2021 Regents meeting

Communications

- Drafted and released statement on Atlanta mass shooting of Asian-American women
- Interviews with journalists, including Mikhail Zinshteyn of CalMatters, Jack Ross of Capital and Main, and student journalists
- Published "A New Deal for College Teachers and Teaching" with co-author Trevor Griffey

Coalition Work

- Guest speaker at UPTE rally for Safety, Job Security, and Respect, also attended UPTE solidarity break
- Guest speaker at Council of UC Faculty Associations town hall
- Collated and sent letter to President Drake from UC Union Coalition on need for immediate action to change course in UC Labor Relations

- Participated in launch of AFT/AAUP New Deal for Higher Education campaign
- Weekly UC Union Coalition meetings

Unit 18 Bargaining

- Reached agreement on Unit 18 COVID effects side letter
- Hosted town halls on Unit 18 COVID effects side letter
- Oriented new Unit 18 table team member Chris Dean (UC Santa Barbara)
- Preparation for bargaining sessions
- Negotiations for successor contract
- Drafted strike readiness resolution and pledge
- Provided input on WeTeachUC.org

UC-AFT Administration

- Chaired special Council meeting on constitutional revision resolution
- Hosted town halls on constitutional revisions
- Member organizer interviews
- Regular discussions with staff and member leaders

Appendix B

VP for Legislation Report - John Rundin

I. AB 1550

AB 1550, our bill which is meant to prevent the University from removing job titles from our bargaining unit by putting them into the Academic Senate passed out the Assembly Public Employment and Retirement Committee on April 15. It passed 6-0. We owe Michael Young, the CFT lobbyist who works on our issues a big debt of gratitude. It currently is headed for the appropriations committee rather than the floor. We intend to appeal that since the bill is fiscally neutral.

II. Meet and Greets with Legislators

I have been trying to facilitate meet and greets between representatives of the various campuses and the legislators in whose district their campus lies. The point is to get legislators to understand our issues, support our bargaining, support our bill AB 1550, and support an audit of UC Davis's termination of its P.E. Program.

So far, all campuses have made some commitment to follow through on this. We have had the following meetings:

- Davis: Cecilia Aguiar-Curry, Bill Dodd
- Irvine: David Min
- Merced: Adam Gray
- San Diego: Lorena Gonzalez, Chris Ward, and Tony Atkin's office.

Chapter members at all other campuses have been working on getting meetings.

III. Audit of UC Davis Physical Education Program

At UC Davis, the P.E. program was disestablished, leading to lay-offs of many lecturers. Proper procedures were not followed. Moreover, it is believed that the elimination of the program was a breach of an agreement with students. With the help of the CFT, we are trying to have an audit launched by the Legislature. Oddly, JLAC, the committee that authorizes such audits has suspended its activity.

Appendix C

VP Grievances Report - Katie Arosteguy

1. Arbitration Panels

- U17 @ UCLA Wrongful termination (arbitrate/ filed appeal)
- U17 @ UCB Misclassification (arbitrate/ filed appeal)
- U18 @ UCD School of Ed Workload (do not arbitrate)

Support for other arbitration work/hearing updates

- U17 @ UCSB Reasonable accommodations in settlement discussions (hearing set 7/23)
- U18 @ UCLA School of Nursing Workload (hearing this week)
- U18 @ UCD Merit Guidelines (picking arbitrator & scheduling hearing); settlement discussions to begin next week
- U18 @ UCLA Botched Excellence review (arbitrability hearing set 9/9)
- U18 1% salary arbitration settlement discussions (ongoing; meet again next week gathering lists of all affected members and earnings data; need to agree on payment method, date, etc.)

2. ULPs (Unfair Labor Practice charges)

- UCD PE layoffs (failure to bargain over effects)
- UCSC Unit Modification (new policy that U18 can't also hold certain staff appointments)
- UC's increased insistence on holding arbitrability hearings?

3. Statewide Representation work

- Helping with Step 3 calls as scheduled/needed
- UCI School of Business (SoB): failure to conduct excellence and merit reviews for 12 years, settlement discussions fell through, UCI started to conduct reviews/processes on their own; we issued Cease & Desist/Demand to Bargain this week
- UCSC Writing Program: violating Covid side letter by telling lecturers they have to commit to teaching 100% in-person in order to be re-appointed. Grievance filed this week.
- Consulting with stewards and reps at other campuses re: ongoing rep issues as needed

RFIs filed

- UC Path issues
- Vaccine distribution policies
- UC sponsorship of Visas
- fall reopening plans for U18

4. Steward Calls/ Training/ Support

- 1/19 Setting up a system for doing peer reviews of Step 2 appeals
- 2/16 RFI toolkit (how to write RFIs, how to check in on them, how to file ULP)
- 3/16 Ideas for building grievance teams on campuses
- Next call: Tues. 4/20 6-7 pm

Appendix D

UC-AFT Policy on Election of Executive Board Officers

April 17, 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 and by May 1st at the latest.

Between March 1st and the beginning of voting, 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 from the Nominations and Elections Committee. 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.