

**University Council-AFT
Meeting via Zoom
April 23, 2023
Minutes-Draft**

Present: UCBay: Barbara Barnes, David Eifler, Kendra Levine, Margaret Phillips, Joanna Reed, Tim Vollmer, David Walter; UCD: Katie Rodger; UCI: Mitchell Brown, Keith Danner, Trevor Griffey, Kat Lewin; UCLA: John Branstetter, Loretta Gaffney, Miki Goral, Rachel Green, Caroline Luce, Mia Mclver; UCM: Shannon Garland, Stan Porter, Iris Ruiz; UCR: Carla Arbagey, Ben Harder, Cori Knight; UCSB: Katia McClain; UCSC: Josh Brahinsky; UCSD: Amanda Roth, Megan Strom; Retirees: Sandy Baringer, Stephanie Kay, Andrew Tonkovich, Sally Weimer; Staff: Tarone Bittner, Nancy Kaczmarek, Jeb Purucker, Bill Quirk; Guests: Kathryn Lybarger, Jennifer Shanoski

Call to order at 10:05am

Welcome & Announcements

- Rodger—set deadline of May 15 for budget requests so they can be incorporated into budget development.
- Quirk—Hired a new field rep for Bay Area Chapter—Jessica Conte. San Diego position still being recruited for.
- Knight—UCR held The IDEA (Inclusion, Diversity, Equity, Accessibility) Conference on April 21. It was very successful.
- Rodger—Presented resolution (see Attachment A) recognizing Mia Mclver’s work as president of UC-AFT. Asked for Council approval. Eifler moved to adopt the resolution. M/S/P unanimously.

Approve minutes from January 21, 2023 meeting. Approved.

UC-AFT MEMBERSHIP REPORT as of March 2023

Chapter	Unrepresente d	Mem-LX-Unit 17	Mem-IX-Unit 18	Mem Total
UC Bay Area Chapter	11	77	557	645
UC Davis Chapter	3	28	264	295
UC Irvine Chapter	3	20	212	235
UC Los Angeles Chapter	22	80	488	590
UC Merced Chapter	2	6	122	130
UC Riverside Chapter	3	18	140	161
UC San Diego Chapter	14	33	247	294
UC Santa Barbara Chapter	9	20	178	207
UC Santa Cruz Chapter		13	209	222
Total by unit	67	295	2417	2779

Recess to COPE at 10:23am

Griffey. March 2024 primary campaigns are gearing up now. Griffey proposed endorsing Kathryn Lybarger, president of AFSCME 3299, running for Senate District 7. Lybarger spoke, introduced by Jennifer Shanoski, from Peralta CC.

Luce moved to endorse Kathryn Lybarger for Senate District 7. M/S/P unanimously.

McClain moved to contribute \$1000 to Lybarger's campaign. M/S/P

COPE adjourned at 11:06am

Executive Board and Executive Director reports.

See attachments.

Budget report.

Goral presented the budget report for March 2023. Baringer moved to adopt report. M/S/P unanimously.

Standing Committee Reports

Luce – Comms is happy that the Action Network is working. Website redesign is still being looked at.

Updates on Council Priorities

- U18 PFCB – Branstetter reported that we will be making a request to bargain on PFCB. Anyone interested in working on this should contact him or Rodger.
- Strategic Plan – Rodger asked for chapters to look at the current plan and see what has been accomplished in this year. Goals should be set at our Summer Council meeting.
- UCRS Board election – Griffey reported that the University of California Union Coalition (UCUC) is supporting these members for the UCRS Board. David Yamada (CNA) and Ruth Zolayvar (AFSCME 3299)
- UC-AFT Calendar for 2023-24. Rodger proposed the July meeting be moved to end of June so budget can be approved before the new fiscal year starts. Poll will be sent out.

Leadership development

Brahinsky. Unit 17 has a goal of doubling number of people in leadership roles. Unit 18 needs to increase leadership in Contract Action Teams to enforce the contract.

Dues structure discussion

Branstetter presented arguments for increasing dues revenue.

Harder moved to raise cap to retain 1.5% dues for represented members and \$133/month and one year later to remove the cap completely. Yes 11, No 8, Abstention 1

Discussion about what the vote was actually about. The vote was retaken.

Revote for Council to decide to implement Ben's motion above and send it to the chapters for ratification. Vote Yes 14, No 6, Abstention 0

Adjourn at 3:00pm

Respectfully submitted,
Miki Goral, Secretary Treasurer

Attachment A.

UC-AFT Resolution of Recognition and Gratitude for Mia Mclver

Whereas, Mia Mclver served as UC-AFT President for five years with dedication, empathy, and passion; and

Whereas, Mia centered organizing in our union during her first years as President through programs to develop site reps and Organizing Fellows and a statewide recommitment campaign to reach all UC-AFT members; and

Whereas, Mia led UC-AFT through the months leading up to and following the *Janus v. AFSCME* decision, ultimately maintaining and even growing our union's membership and strength; and

Whereas, Mia supported Unit 17 librarians in their contract campaign to win academic freedom and raises averaging 26%; and

Whereas, Mia led Unit 18 faculty through their 2+ year contract campaign spanning the COVID-19 pandemic, organized us to prepare to strike for the first time in 20 years, and as a result won some of the best if not the best re-hiring rights for lecturers anywhere in the U.S.;

Whereas, Mia recruited and developed dozens of new leaders in our union, and significantly increased the role of women in leadership positions; and

Whereas, Mia oversaw the transformation of our organization from a council of union locals into a single local, and worked tirelessly to get us to think and act at a statewide level; and

Whereas, Mia democratized decision making and increased member participation in our union, including by making open bargaining central to our contract campaigns; and

Whereas, Mia emerged during her time at UC-AFT as a leader for higher education organizing in AFT, and positioned UC-AFT as a national leader on higher education labor organizing; and

Whereas, Mia deepened our relationship with CFT, and created opportunities for UC-AFT members to take a more active and ongoing role in statewide education issues; and

Therefore, the UC-AFT does hereby offer to Mia Mclver their heartfelt appreciation for her leadership and many thanks for a job well done, best wishes for all of her future personal and professional endeavors, and solidarity forever.

Attachment B.

UC-AFT President's Report

April 23, 2023

Katie Rodger Activities since January, 2022 Council Meeting

Narrative: My work this quarter has largely focused on internal UC-AFT administration, particularly working with the ED and Executive Board to discuss staffing. With 2 staff positions vacant, we have been working hard to support the leaders and members of those campuses, while discussing how best to provide staff support for all members now and in the future.

I have had more time this last quarter to collaborate with our Executive Board VPs and I see a primary aspect of my role as President is to support them in their respective duties. I'm especially excited to support Unit 17 in the planning of a strong campaign, as this will be an opportunity for all E-board members to work together to help librarians win the contract they want and deserve.

The weekly "UC-AFT News" emails have been a successful way to reach members, and I'm pleased that Action Network is enabling us to send messages and avoid spam folders. Our "open rate" for these weekly emails is consistently high, and I'm finding that each week more and more members are contacting me directly by replying to one of these emails—I am happy to connect directly to rank and file members across the state and have them feel they can easily access me when needed.

We continue to work with UAW and CUCFA to collaborate in a coordinated response to the UC's austerity in the wake of the UAW contracts. We have planned a number of legislative and organizing actions that will bring our organizations closer together as we push back against the cuts that have already begun across the state.

UC-AFT sent 12 delegates and retiree representatives to the CFT Convention in mid-March, and together we voted to ratify the constitution of the new Universities Council Division in CFT. We are now among about a dozen 4-year higher education locals in this new division, and as the largest, we will likely have many opportunities to help shape the objectives and direction CFT will take as it grows its reach in higher education across the state.

UC-AFT Governance and Administration

Executive Board meetings

Monthly Chairs' Calls

Monthly E-Board / Staff Calls

Regular communication with members, leaders, and staff

Representation

Consulted with UC-AFT VP for Grievances and Executive Director to formulate plan to support Bay Area chapter stewards during interim without staff support

Coalition Work -Ongoing collaboration and coordination with UAW and CUCFA regarding UC austerity and impacts of UAW contracts on teaching in UC -Met with United Faculty of Florida (AFT local) to support their organizing against DeSantis -Met with Art Center Faculty Federation leaders to support their new union

CFT Participation

Attended CFT Convention - led meeting to constitute new CFT Universities Council Division

Iris Ruiz, VP Grievances

Date: Apr 10, 2023

I am pleased to provide you with my monthly report as the VP of Grievances. Over the past month, I have handled a total of three arbitration panels relating to work load, termination, and merit.

Workload Arbitration:

In the workload arbitration case, the union represented a group of workers for the UCLA SON APRN and Prelicensure who had filed a grievance, claiming that their workload was unreasonable and excessive over the last summer. After conducting a thorough investigation and gathering all the necessary evidence, an arbitration panel voted to pursue arbitration. The arbitrator ultimately ruled in favor of the workers and ordered the employer to reduce their workload to a reasonable level.

Merit/Transition Plan:

In transition plan merit cases, Bill and I finally reached a signed settlement. We have resolved the language discrepancies in the transition plan 8 a and c. There were several members who had been denied the 6% merit increase and given a 3% merit increase by their department/APO. After conducting a thorough investigation and gathering all the necessary evidence, we were able to convince UCOP that 8 a was to be the default scenario as opposed to 8c of the TP, and that the employer had acted in bad faith by denying the correct merit increase. As a result of the settlement, we have agreed that campuses should also pay all back pay owed.

In addition to these cases, I have also been working on several other grievances related to workplace safety, discrimination, unjust termination, and harassment. I have been working closely with workers and their representatives to gather evidence, file grievances, and negotiate with UCOP and individual labor relations professionals.

It has been a busy but productive month as VP of Grievances. I will continue to work diligently to represent the interests of our members and to ensure that they are treated fairly and justly in the workplace.

Overall, being a vice president of grievances is an important and challenging role within the union. It requires a deep understanding of labor law, negotiation skills, and the ability to advocate for workers' rights. But, at the end of the day, it's all about making a difference in the lives of workers and ensuring that they are treated fairly and justly in the workplace. Thanks for listening!

Report of the Vice President of Legislation, UC-AFT

Trevor Griffey, vplegislation@ucaft.org

UC-AFT Statewide Council, 2023-04-23 (written 2023-04-10)

My Asks of UC-AFT Leaders:

- Please consider joining CFT's lobby day on Wednesday, April 26, 2023 in Sacramento
- Please email me if:
 - You want to organize against UC austerity to pay for UAW salary increases
 - You are part of a Northern California campus, especially Davis or Berkeley, and you or a UC-AFT member you know at your campus would like to get more involved in lobbying and/ or testifying in person in Sacramento for worker rights and funding for public education.
 - You or a leader you know are interested in meeting via zoom or at the district office of a state senator or assembly member to lobby to increase UC funding, protect worker rights, or advocate on other issues.
 - You or a leader you know would like to join the UC-AFT statewide Legislative Committee.

Statewide Issues Update

AB 504

UC-AFT got CFT to co-sponsor AB 504 along with the Teamsters and UAW. The legislation would create a right for public sector workers to refuse to cross picket lines, which would have the effect of superseding the prohibitions on sympathy strikes in the no strikes articles in all UC union contracts. Hopefully the legislation will pass out of the Assembly PERS committee this Weds, April 12, and we will get it to pass out of the Assembly Judiciary committee later this month as part of our work with CFT's lobby day.

UC Budget

UC funding has been inadequate for decades and is likely to continue to be so. Declining state government revenue following the federal government raising interest rates and cutting COVID relief spending has led to billions of dollars in cuts in CA state government spending, much of which Governor Newsom has directed at clean energy programs. Though the Governor's proposed budget keeps a planned 5% increase to the UC's general fund intact, the Governor has proposed "delays" to hundreds of millions of dollars of line item spending for UC passed in 2022— including money to help UC Berkeley convert to clean energy, to help UC Riverside and UC Merced expand their campuses (as part of AB 2046 from 2022, which UC-AFT supported), and to help all UC schools build below-market non-profit student housing. In some meetings of the Assembly's subcommittee on education finance, Department of Finance staff have suggested turning these delays into cuts, and further pushing the UC to rely instead on the bond market for its capital expenses. There's also a possibility that the legislature might reduce the planned 5% increase to its general fund this year, as punishment for its not admitting enough in-state residents as part of the "compact" with the Governor.

UC Austerity and UAW Contract

There is a massive failure of political leadership taking place with regard to the issue of how to pay for the roughly 50% raises that roughly 50,000 workers represented by UAW are set to receive over the next 2 years. UCOP will not publicly admit that it has no plan for how to pay for the hundreds of millions of dollars it believes it will cost to pay for the raises that UAW negotiated last Fall. It also refuses to admit that campus Chancellors are already cutting ASE positions, replacing TAs with graders, and laying off Unit 18 lecturers to cut costs. This is perhaps because both the Governor and powerful state legislators have clearly expressed their opposition to raising taxes or cutting other spending to increase the UC's revenue. Both CUCFA and UC-AFT have testified before the Assembly subcommittee on higher education finance on the need for more revenue, but it's a cry in the wilderness at this point. UAW believes that UC should be able to afford its raises without any cuts to staffing,

but hasn't identified where that money should come from other than drop-in-the-bucket executive salary increases. Chancellors, provosts and executive vice chancellors at multiple campuses have said that they are reallocating emergency one-time funds to cover costs of raises for 2023-24, but that structural changes to undergraduate instruction are looming starting with 2024-25. Unless we get much louder and much more organized, we're likely to experience significant reductions in UC undergraduates' opportunities for small class sizes and personalized instruction. The recent announcement that UCSD is eliminating discussion sections for its biology courses is just the tip of the iceberg.

AB 259 Wealth Tax

Given the UC funding issues, CFT's longtime support for passing a new wealth tax seems more urgent than ever. However Democrat leadership won't even have a hearing on the topic, let alone pass it out of committee or put it to a floor vote. Even if they did everyone believes that it would be impossible to secure a $\frac{2}{3}$ vote (required by Prop 13) or overcome a likely veto from Governor Newsom. A resolution passed at the 2023 CFT convention to investigate the possibility of putting such a tax on the ballot in 2024, but that will likely take a lot of internal advocacy by CFT locals for that to actually happen. Even then the defeat of Prop 15 in 2020 makes it hard to be optimistic.

Activity Report Since 2023/01/22 UC-AFT State Council Meeting

- Regularly participated in UCUC meetings and informal UAW-CUCFA coalition meetings to discuss and coordinate resistance to UC budget cuts and support for AB 504.
- Served as a delegate to the CFT biennial convention in March, and helped coordinate registration and turnout of our delegates to that meeting
- Successfully encouraged the CFT Executive Council to co-sponsor AB504, have been in dialog with CFT and with UAW-Teamsters about how UC-AFT can support the legislation
- Testified remotely at Assembly subcommittee meeting on education finance in February, would have done so again in March but remote testimony was cut off
- Regularly attended UCAFT eboard meetings
- Regularly attended CLF Labor Lobbyist meetings
- Co-author parts of weekly emails to members that Katie Rodger sends out on Mondays

VP Organizing

Josh Brahinsky
April 23, 2023

During the last 3 months, my work has focused on these substantial projects:

1. Writing the grant, hiring and training 3 member organizers.
2. Building the CAT network across the state - the goal is 143.
3. Working towards more stable membership growth. We hit 55% in December and then dropped in January because of turnover. With 2 staff positions empty, we are aiming for 52-53% this spring.
4. Supporting organizing on the U17 campaign. Meeting with local committees (UCSD and UCSC so far) and the statewide committee.
5. Hiring a steward at UCSB.

VP Unit 17 Librarians Report

April 11, 2023

Kendra K. Levine

Activities since Winter 2023 Council Meeting

U17 Bargaining Preparation

The Unit 17 Table Team was ratified by members in February 2023. We also assembled our Statewide Organizing team and established a new regular meeting schedule for the whole Contract Campaign Committee. We're beginning to establish the administrative organization of the campaign to keep our work organized and easy to share ideas.

The first Pre-Bargaining Survey was sent to members the second week of April and will be open through May 1. There will be campus organizing plans to encourage participation.

I met with folks from AFT Higher Education and CFT about how they might be able to support our campaign during the CFT convention.

We've also discussed how to build a new campaign site to help with messaging and hope to have something launched in Summer 2023.

UC-AFT Governance and Administration

Executive Board meetings

U17 Contract Committee Meetings

Regular communication with members, leaders, and staff

UC-AFT VP for Unit 18 Report

John Branstetter

April 10, 2023

Activities since November Special Election

Since the January council meeting, I have been busy with two side-letter negotiations. First, I have continued to participate in the ongoing UCLA lab school negotiations over a side-letter agreement. Since the last council meeting, we reached an agreement thanks to a clever proposal by the executive director. Both sides have set aside legal disagreements and we have proceeded to negotiate on a narrowed scope of articles. We established at timeline to complete the negotiations, and are meeting several days per week to complete the side-letter before it goes to formal mediation.

In addition to the lab school side-letter, I negotiated with UCOP over the effects of the Fall 2022 UAW strike. The negotiations took place over several weeks in February and March, and we reached an agreement on 3/23. The agreement contained provisions that indicated on lecturers' student evaluations in rehiring, merit, and promotion dossiers that the evaluations may have been affected by the strike. The agreement also provided a mechanism for lecturers who did struck work during or after the strike to be paid at the standard hourly rate. We won limited grievability over denials to lecturers' requests.

Since the agreement, I have been working to help implement the side-letter. I helped compose an easy-to-use form for lecturers to complete to help with the submission process. I hosted a town hall meeting for member leaders statewide to learn about the agreement and how to support members in making applications. I visited the statewide organizing committee meeting and met the campus chairs on the April monthly call to discuss the agreement.

I have also been busy participating in the dues cap working group established by council. In January. The working group discussed various scenarios for changing the dues cap and/or dues rate, and is ready to present some initial proposals to the council at the April meeting. I gave a preview of our conclusions to the board and the chairs on the April chairs' call.

In March, I also helped support UCLA's School of Nursing in a meet-and-discuss over the atmosphere and policies at the school. The SoN management attempted to solicit donations from lecturers to build a new student lounge facility. The lecturers felt obliged to donate and were concerned that failure to do so would impact their rehiring or promotion prospects. We negotiated an amendment to the school's call for donations that alleviates some pressure on the faculty, but we are still in discussions to get a letter from management that guarantees that donations are separate from any hiring or promotion decisions.

UC-AFT Governance and Administration

Executive Board meetings

April chair's call

SOC meeting

Regular communication with members, leaders, and staff

UAW strike effects side-letter town hall

Consulted with legal counsel regarding the side-letter negotiations

Representation

Chaired a meet-and-discuss meeting with UCLA Labor Relations over issues in the UCLA School of Nursing