

**University Council-AFT
Meeting via Zoom
November 6, 2022
Minutes-Draft**

Present: UCBay: Barbara Barnes, David Eifler, Kendra Levine, Margaret Phillips, Joanna Reed, Tim Vollmer; UCD: Brenda Rinard, Katie Rodger; UCI: Ben Garceau, Mitchell Brown, Keith Danner, Trevor Griffey; UCLA: John Branstetter, Loretta Gaffney, Miki Goral, Rachel Green, Joy Holland, Caroline Luce, Mia McIver, Xaviera Flores; UCM: no one; UCR: Carla Arbagey, Ben Harder, Cori Knight; UCSB: Kristen LaBonte, Katia McClain; UCSC: Josh Brahinsky, Joy Hagen, Tamara Pilko; UCSD: Amanda Roth, Megan Strom, Leila Whitley; Retirees: Sandy Baringer, Susan Griffin, Stephanie Kay, Sally Weimer; Staff: Holly Craig-Wehrle, Jeb Purucker, Bill Quirk, Emily Rose, Honora St. Clair

Call to order at 10:04am

Agenda approved.

Minutes from 7/23/22 and 8/9/22 Council Meetings approved.

UC-AFT MEMBERSHIP REPORT as of September 2022

Chapter	UNR	Mem-LX	Mem-IX	Mem Total
UC Bay Area Chapter	10	70	477	557
UC Davis Chapter	3	26	220	249
UC Irvine Chapter	3	21	169	193
UC Los Angeles Chapter	22	82	394	498
UC Merced Chapter	2	6	114	122
UC Riverside Chapter	2	18	108	128
UC San Diego Chapter	16	34	200	250
UC Santa Barbara Chapter	10	21	142	173
UC Santa Cruz Chapter		14	165	179
Total by unit	68	292	1989	2349

UNR = Unrepresented (Senate and Researcher)

LX - Unit 17

IX - Unit 18

Strategic Plan. Break-out rooms to discuss how chapters are implementing elements of the Strategic Plan.

Leadership Transition. Mia McIver stepping down as president on November 6. New officers are Katie Rodger as president and John Branstetter as Unit 18 vice president. Recognition and thanks to Mia for her work and achievements as president and Unit 18 negotiator.

Chapter Endorsement Processes. How do chapters decide to endorse local candidates.

- UCLA: Campus E-board discusses and approves local endorsements

- UCBay: Endorsements made at membership meetings
- UCSD: Campus leadership collective makes endorsements
- UCSC: Campus activists split on local measures; decision made not to endorse
- UCD: Campus E-board makes endorsements

Solidarity Guidance for UC Union Coalition Partner Actions. We have received legal guidance about how we can support UAW strike. (Appendix A.) The principle guiding our reaction is “We should respect and support picket lines.”

Chapter Reports.

UCR: Harder: Important things-systematic failure to pay raises to Unit 18 people. Trying to do bi-weekly coffee meetings. Membership drives in different parts of campus. Hoping to have a union-strong film festival in Winter Quarter. Hoping to have DEI conference. Arbagey: Librarians at Riverside are generally doing well and we have several new members who are interested in participating in the union. We had a nice coffee chat along with the lecturers. There is still a lot of confusion surrounding our review process, so this Tuesday we are having a union-librarians-only session to go over the process (as opposed to the traditional session where the UL and HR are present)

UCSC: Hagen: Signing up new members. Workshop on navigating career. Will meet to discuss response to UAW strike. Unit 17 is filling roles for upcoming bargaining.

UCSD: Strom: Productive start to fall quarter. Building community and dialog. Send-off party for Larissa, who resigned. Jeb will be filling in until new field rep is hired for UCSD. Roth: Talking about dealing with holiday curtailment.

UCI: Brown: Unit 18 doing membership outreach and is having new member orientations. Will be having a PD workshop. Several grievances. Investigating churning of lecturers in School of Law. Unit 17 discussing remote work during holiday curtailment. Garceau: Ten lecturers in composition program were not re-hired this summer. A campaign is in process to re-hire these people.

UCSB: McClain: Got new members in membership drive. Newer people getting more involved in the union. Trying to figure out ho

UCD: Rodger: Unit 18 membership drive is underway. A moment of silence for long-time Unit 17 member, Roberto Delgadillo, who passed away October 30.

UCLA: Branstetter: Membership drive is underway, still trying to meet our goals. Holland: Outreach to members about egregious seven days forced vacation during December. Collective letter-writing campaign resulted in change to only three forced vacation days.

UCBay: Vollmer: Unit 17 doing one-on-one meetings with all members. Hoping to have a workshop at the end of the month to identify people for the bargaining team and organizing committee. David Eifler received a Distinguished Librarian Award from LAUC-B. Barnes: Unit 18 forming committees to address workload issues. Membership efforts are ongoing.

Anti-Racism Committee. Strom. The committee is still very small and not able to do the activities they would like to do. Need more commitment from union both financial and people so they can function. Chris Arellano (CFT Training Coordinator) will be asked.

Executive Board and Executive Director Reports

- Unit 17 Vice President. Levine: celebrated one-year to Sunshine with a meeting. One-third of the unit showed up. Meeting with other universities who have contracts. Chapters will have meetings to select table team members. Curtailment message will be sent out to members about how to utilize contract articles re use of time.
- Organizing VP. Brahinsky. Unit 17 has 88%. Work is still being done to meet the goal set for December.
- Legislative VP. Griffey. Has been working with CFT on legislative issues relating to part-timers. AB1752, pay equity for part-time faculty, was killed in committee. Raising courseload cap for community colleges was vetoed by the governor.

Dues Structure Revisions. Three questions. Should we revise the structure? If yes, how and when? Branstetter moved to establish a sub-committee to develop at least three concrete proposals to be presented at the next Council meeting. M/S/P unanimously.

New Policies

- Conflict Resolution Practice draft (Appendix B). Goal is resolution of the conflict between members. Does not apply to staff. There is not consensus as to its adoption.
- Conflict of Interest Policy draft (Appendix C). This draft needs to be revised.
- Mass Messaging Policy draft (Appendix D). This draft will be revised.

Legislative Ask from AFSCME 3299. Liz Perlman, Exec Dir of AFSCME 3299. Asking for support of legislation that would make UC subject to California labor laws. (Appendix E). Examples: UC not subject to minimum wage laws. Equal Pay Act does not apply to UC. If the legislature passes the bill, it will go on the ballot as a proposition. Eifler moved to support this proposed constitutional amendment and support it by joining the legislative coalition, lobbying efforts and funds. M/S/P unanimously.

UCOP Updates to Pay for Family Care and Bonding. It appears that UC is moving to a PFCB leave program for non-unionized employees that offers 100% rather than 70% salary reimbursement for 8 weeks. Levine sent letter to UCOP academic negotiator Kevin Young regarding proposed APM revisions regarding PFCB. No response from UCOP as of this time. Branstetter moved to organize a campaign to reopen bargaining on this issue for both Units 17 and 18. M/S/P 17 yes, 1 no, 3 abstentions.

Adjourn at 3:00pm

Respectfully submitted,

Miki Goral
Secretary-Treasurer

Appendix A

UC-AFT Solidarity Guidance—FINAL November 2022

Since June 2021, our siblings in UAW 2865, UAW 5810, and SRU-UAW have been bargaining for a fair UC. These unions comprise 48,000 of our UC co-workers: academic student employees (also known as grad workers, GSIs, teaching assistants, tutors, and readers), graduate student and post-graduate researchers, and post-docs. Their core demands include fair compensation, sustainable transit incentives, better support for parents and families, expanded rights for international scholars, more job security, and improved accessibility to retain disabled workers. You can learn more about the coordinated UAW bargaining campaigns [here](#).

Over the past months, UC admin has committed [numerous unfair labor practices](#) impacting each of the respective UAW units and their ability to continue bargaining for fair contracts. UC's unlawful actions include making unilateral changes to working conditions without negotiation, refusal to provide necessary information for negotiations, and obstructing the bargaining process. UAW units have filed more than 20 charges of unfair labor practices with the Public Employment Relations Board (PERB).

The actions of UC management have left our sibling UAW units no option but to fight back to protect their rights and win the university they envision. In a ballot that closed on November 2nd, UAW workers voted overwhelmingly to authorize a strike.

UC-AFT stands in solidarity with UAW 2865, UAW 5810, and SRU-UAW. UAW members are in a situation similar to the one UC-AFT faculty faced a year ago: having bargained hard with ambitious demands for a long time against an employer that has repeatedly broken state labor laws. UAW members' choice to escalate their fight instead of giving up resembles the decision UC-AFT faculty made. Many of the demands put forward by UAW members are crucial priorities for UC-AFT members as well. Plus, a rising tide floats all boats. Improved working conditions for one set of workers can be the basis for improving working conditions for other workers. We are part of the same labor movement and share a common interest in labor and education justice with our UAW siblings. Direct action such as a strike can lead to more equity for all UC workers.

We can support our colleagues in a variety of ways—keep reading for specific details. However, UC management has for decades demanded no-strikes clauses as the condition of settling any UC-AFT contract. Therefore, UC management currently prohibits UC-AFT from conducting a sympathy strike, even though non-unionized UC employees are not subject to the same restrictions. If this is disturbing to you, know that it is something that UC-AFT members can change if we build enough people power.

How can we support UAW workers if they go on strike?

We may:

Respect the picket line as long as we do not withhold our labor or interfere with the operations of the administration. We can join the picket line for short or long lengths of time if we are not failing to complete our own work. Or, we may respect the picket line by not being present on campus at times that we are not scheduled to perform assigned duties (such as attend meetings, teach, be on reference, etc.)

If teaching, hold class on the picket line or in another alternate location, as long as accessibility is assured for all students.

Exercise our first amendment rights to free speech by wearing a union button and t-shirt or discussing our own union membership.

Exercise our protected academic freedom, which UC-AFT members have fought for and won, to discuss working conditions at our campuses.

Donate to the UAW Hardship Fund. Academic workers have the right to strike, but UC also has the right to withhold their pay when they withdraw their labor. For underpaid and rent burdened academic workers, just a few days without pay can be devastating. UAW has worked hard to build up a Strike and Defense Fund so they can provide support to members who experience emergency financial hardship due to lost pay. But they need our support! Help them provide financial support to members in need by donating at: <https://givebutter.com/uc-uaw> .

Find other creative, active, and legal ways to express your support for our colleagues in the UAW locals—and we strongly encourage you to do so.

We should:

Support the right of TAs and other academic workers to engage in lawful collective action.

Express solidarity with our siblings of UAW. Tag them in social media posts and use these hashtags: #FairUCNow, #UCUnionsUnited, #solidarity.

If you teach, teach the issues, much as you would any other important current event that you might address in your class. If you don't usually talk with your students about current events, consider chatting with them after class time is over. You can hold space for students to ask questions and talk about their own struggles at work.

Let students know that you will not penalize students who choose not to cross the picket lines, and that there will be no negative consequences for respecting their conscience.

We should not:

Question or challenge the right of UAW members to strike. Do not ask your TAs if they plan to strike or monitor their strike activity. Do not threaten or intimidate UAW members. Do not attempt to prevent, disincentivize, or interfere with fellow workers taking lawful steps to exercise their protected rights. Do not retaliate against any UAW member.

Take up any work that is not being done by striking workers. Acting in solidarity means allowing the work stoppage to have its intended effect of revealing how the university administration relies on the missing labor. Though it may seem helpful to fill a gap that is left when someone is out on strike, in

fact it undermines the action and can lead to conflict and resentment. Unit 18 faculty, for example, should not teach discussion sections they do not usually lead or reassign evaluation and assessment to undergraduate students if striking TAs are unavailable to grade. Replacing a striking worker is called scabbing. Don't scab.

Both Unit 17 librarians and Unit 18 faculty have negotiated workload protections into our respective collective bargaining agreements. Workload for UC-AFT members is generally delimited by statements of responsibility (Unit 17) and appointment letters (Unit 18). Generally speaking, these protections prevent UC admin from assigning extra work on an ad-hoc basis. If your department or library suggests that you voluntarily do more work than usual because colleagues are on strike, you may decline. That said, if you are explicitly instructed by a supervisor to do additional work that is not part of your normal assignment, complete the task you have been directed to do and get in touch with your chapter's field representative immediately about the unauthorized workload increase.

We must:

- *Abide by the terms of our contracts, particularly [Article 35 \(No Strikes/No Lockouts\)](#) in the Unit 18 faculty contract and [Article 27 \(Concerted Activities\)](#) in the Unit 17 librarian contract.*
- *Respect the rights of all striking workers to withhold their labor.*

UC management might choose to discipline you if you:

- *Call in sick if you are not in fact sick during a strike.*
- *Refuse to do your regularly-scheduled work during a strike.*
- *Cancel class during a strike.*
- *Encourage others to cancel class during a strike.*
- *Engage in a strike, sympathy strike, stoppage or interruption of work, or other concerted activity that interferes directly or indirectly with university operations.*

Things to think about:

How can we end the prohibition, imposed on UC-AFT members by UC management in our collective bargaining agreements, against engaging in collective sympathy actions when our fellow UC workers need our solidarity?

How can we bargain in coalition with other academic workers to combine and multiply our power, much as UAW workers have done?

Let us know immediately if you exercise your rights in accordance with our contract and state law and experience any intimidation or retaliation. It is illegal for an employer to retaliate for communicating about or participating in union activities, and UC-AFT is deeply committed to preventing and fighting back against retaliation.