

CCFF E-Board Meeting
October 28, 2019 9:30am-10:50am
LC 135

Attendance

Members: Michael Binning, Peter Moloney, Debbie Jensen, Cynthia Lavarriere
E-board: Stephanie Rosenblatt (chair), Lynn Wang, Pauline Acosta, Veronica Miranda, George Jarrett, Bobbi-Lee Smart, Terrance Mullins, Mariam Youssef, Ralph Casas

-Motion to table adoption of minutes until next meeting (proposed by George, seconded by Bobbi-Lee)

Votes on Motion:

Yea: Lynn, Pauline, Veronica, Stephanie, George, Bobbi-Lee, Terrance, Mariam

-Adopting agenda: Move Item IV (grievance/negotiations communications issue) to next meeting since Kimberly is not here. Add reports on AFT Conference in Maryland (Bobbi-Lee and Veronica), Campus Equity Week (Bobbi-Lee and Veronica), and Hiring Workshop Series (Pauline)

AFT Conference in Maryland (Bobbi-Lee Smart and Veronica Miranda)

-Bobbi-Lee and Veronica went a few weeks ago

-Lots of information on issues with dual enrollment, it's more of a nationwide problem. California is not the only state having issues with it

-Workshop gave examples of places where dual enrollment is working, students have to apply, be seniors, etc.

-Veronica went to a Title IX workshop. Betsy Devos wants changes to make it harder to report Title IX offenses. Specifically, has to be reported in the department where the offense happened.

-Stephanie: At Cerritos, the district is pushing to make all employees mandated reporters. Instead, attorneys are pushing to train some employees to be mandated reporters and train everyone else to refer to them. The district says they're worried about liability, which is why they want us all to be mandated reporters. Instead, we need a shared definition of who is a responsible employee.

-Terrance: Can we get a list of all the Title IX issues since VCR was hired? Specifically, the ones that impacted faculty, by race/gender?

-Stephanie: We probably can't get race/gender, but we can get a list of everything the union has been involved in.

-Terrance: No, just the ones that went through our grievance process.

-George: We can do a formal request to the college as well.

-Bobbi-Lee: I went to a workshop on coalition building, reaching out to folks outside of our local—other unions, non-profits, other organizations, to build community so that if we need people we can reach out. Even other organizations on campus (Undocually, etc.). We should

consider having events to welcome people in, holding space for them on campus to let them know we're here and can collaborate.

-Veronica: I went to a panel on part-time equity—the national numbers reflect that part-time faculty earn poverty wages, have to reapply for their own jobs, get no benefits, no retirement. We need to work on building full-time tenured positions.

Campus Equity Week (Bobbi-Lee Smart and Veronica Miranda)

Bobbi-Lee: Campus Equity Week went well, we had more students than faculty stop by the table. Students signed letters and took photos. We learned 10am-3pm is the hotspot of the day. You need at least 2 hours to snag a passing period so people will be walking by.

Veronica: Best locations were in front of library and student center. PST and fine arts were not good spots.

Debbie: Was the letter approved by the union before it was put out? Can you send out a copy?

Veronica: It came from CFT.

George: It's not practical to do a full E-board approval for everything going out, so we leave it to the people doing the work. We're not going to be able to get things done if we bureaucratize the process.

Pauline: We've been talking about these events for a while— everyone knew materials were going out.

Stephanie: Maybe to split the difference, we can just know more about what's happening when events are being planned.

George: We have a committee that was working on this event and materials. So we delegate to them. It's not that anyone can represent the union with anything they do, it's that we delegate to committees and trust them to do the work. If there are potentially controversial moves, they can be brought to the board.

Debbie: Even if it comes from CFT, wouldn't we want it to go through the E-board anyway? They can look it over and review.

Terrance: We need to make a distinction between reports and materials. For example, even though I'm the COPE chair, I want the materials discussed by the board before we distribute. That's different than the reports done by grievance and negotiations.

Veronica: There were last minute changes and there wasn't time to get E-board approval.

Terrance: In the future, those things can be sent to the E-board.

George: It's too cumbersome to have the E-board scrutinize everything that the union does. Even something like negotiations reports, which are probably seen by more people than this letter.

Hiring workshop (Pauline Acosta)

-Rich is a part-time faculty member at Cerritos and full-time faculty Fullerton, and wanted to do a hiring workshop series with part-time faculty

-The first meeting was last Friday, October 25. We had 34 RSVPs, about half of those came to the first meeting.

-It's a good turnout, and a good place to increase membership.

President (Stephanie Rosenblatt)

-Election committee: Did Ted accept to be the chair?

-Terrance: He declined. We're meeting Wednesday to discuss appointing a chair moving forward.

-Stephanie: Do we need the board to make a formal charge to follow up on aft recommendations?

-Terrance: No, it was already in the call for nominations.

-Stephanie: Anna Fischer also wants to serve on the committee. Can we have her appointed as well?

-George: She did a great job on the committee in the past, and will know what's going on. Lots of experience.

-Terrance: My motion to have former committee members, and those who contested, automatically on the committee, didn't carry. So why would we take her on now and ignore the protocol?

-Stephanie: In retrospect, what you proposed was probably the right course of action. Regardless of the problems with not following the protocol, it would probably still be good to have her on the committee.

-Terrance: She will make the committee an even number, and we discussed it being better to be odd. If we're not going to follow the protocol, then it's a waste of time.

-Debbie: In previous minutes, it was stated that Anna couldn't serve. And we sent out nominations. Bringing someone in after the fact makes it sound like you're stacking the committee.

-S: Right now we don't have anyone on the election committee who had previously served on the committee. Those people had strong feelings about how the process worked out and their input would be valuable. What's important is to have people from both slates, and people who had experience with the committee in the past. So I want to see what the board thinks about bringing Anna in. I know it's an irregular process

-Pauline: The process is important. Even if she's not on the committee, we can respect the process and still get her input, making sure that the election committee talks to her about their work.

-Bobbi-Lee: She can still help/advise us even if she's not on the committee. Does she want to do the committee work, or help us with the other stuff we need to do around the AFT recommendations? It would help to know.

-George: It would be a mistake to have a election committee design an election protocol without someone with election process experience. Anna has experience and wasn't involved in running as a candidate, which makes her ideal. It doesn't mean that we always do this, it would be an exception. It's not a conspiracy, anna was sick and not responding to emails.

-Terrance: Is Anna available to meet? There's no point in appointing her if she's not available to meet.

-Motion to not appoint Anna and follow existing protocol, but to reach out to her for guidance (proposed by Terrance, seconded by Veronica)

Votes on the motion:

Yea: Lynn, Bobbi-Lee, Terrance, Veronica

No: Pauline

Abstain: Mariam, George, Stephanie
Motion carries.

-Annual meeting: Tentative date is Friday, January 31, 12:30pm. Last day E-board can notify members about any potential bylaw changes is January 17.

-Members can submit proposed changes to E-board by January 13.

-Stephanie and Pauline will review proposals and plan the annual meeting.

-E-board meeting schedule for Spring 2020—so far we will keep the same times, if anyone wants to suggest changes they are needed by November 25.

-If we have suggestions for changing fall 2020, then we need to make those by December 2019

-George: starting next fall, could we do Tuesdays 12:30pm?

-We need coverage of the union office January 6-10.

- Person covering the office needs to check voicemail, check official union email, and forward grievances

-Labor coalition is holding a rally for justice on November 9 remembering Prop 187

-Lynn and Stephanie are interested in attending, Bobbi-Lee might come

-Can we allocate funding for transportation if students, etc. want to go? \$10/person, \$200 total.

-We have over \$4000 in travel/conference funds.

-Motion to allocate \$200 for transportation costs for faculty and students (proposed by Stephanie, seconded by Pauline)

-Terrance: It might not be the best optics. Some faculty won't like it.

-Pauline: It's a good way to build coalition.

-Veronica: We have a lot of faculty and students who are immigrants, it's important.

-George: I don't care if we upset faculty by saying this is what CCFF stands for. This is what we have a union for.

Votes on the motion:

Yea: Mariam, Stephanie, Pauline, George, Bobbi-Lee, Veronica

Abstain: Terrance, Lynn

Motion carries.

-Schools and Communities First ballot measure: CFT is working with a coalition to restructure corporate taxes for education. Terrance is taking point on this. We need to get signatures to get it on the ballot.

-Terrance: Signatures are just faculty and students, not the general community? We don't have a liberal faculty, in general. We should inform faculty first, then get signatures.

-It might be a good idea to get clubs involved. MECHA, Feminism Club, etc.

-George: Interclub Council might be a good place to get involvement.

-Terrance: I can get the president of student council get involved as well.

-Pauline: We can do a training in COPE meetings too.

-Bobbi-Lee: Can we direct students your way for training?

-Terrance: Yes, I can work with them.

-Review strategic planning goals: look over on your own time or in committee meetings and see where you are in terms of making them happen, and what needs to be adjusted (actions, goals, etc.).

-Evaluate resources. Do you need more or less resources to achieve your goals?

-In a future meeting, report on your goals

-Goals were sent out in the email for this meeting.

-Next meeting is public E-board meeting on November 19.

-Adjourn