

# AFT 2121 2020/21 BARGAINING TEAM ELECTIONS

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## Purpose

- Engage full membership in the bargaining process by having faculty nominate and elect team members.
- Create opportunity to identify faculty with technical and leadership skills.
- Develop a well-rounded team representing the diversity of faculty and work areas.
- Ensure organizing is a core element of the contract fight.
- Build power and engagement at every stage of the negotiations process.

## Team Composition

- Maximum of 21 members plus chief negotiator, Alayna Fredricks, AFT 2121 Executive Director
- Up to 15 members elected by precinct reps
  - ✓ Candidates need endorsement signatures of 20 AFT 2121 members in good standing. (Faculty who are not currently members may endorse if they submit completed membership form by nomination deadline.)
  - ✓ Delegate Assembly will elect team at December 15th meeting.
  - ✓ Each delegate may vote for up to 15 nominees.
  - ✓ Of candidates receiving 50% + 1 votes, the top 15 will be seated.
- Additional members may be appointed by the AFT President
  - ✓ Appointees intended to round out team's skills or constituencies represented.
  - ✓ Appointees must be approved by majority of the AFT Executive Board.
- No seats on team automatically reserved for AFT Executive Board.
- Release time available for negotiating sessions for 3 people (or up to 5 with mutual agreement with District)

## Ideal team includes members with deep knowledge of or strengths in:

- |                              |   |
|------------------------------|---|
| ▪ Organizing                 | ▪ Contract negotiations/strategy                              |
| ▪ Teamwork                   | ▪ Ability to work well with others under stressful conditions |
| ▪ Budget                     | ▪ Creative problem solving                                    |
| ▪ Health benefits            | ▪ Community outreach  |
| ▪ Contract interpretation    | ▪ Research  |
| ▪ Instructional concerns     |   |
| ▪ Non-instructional concerns |   |

## Timeline

**November 17:** Kickoff of nominations at Delegate Assembly

**November 17-December 11:** Signature-gathering period

**December 15:** Election at Delegate Assembly meeting