

AFT 2121 Executive Board Meeting Minutes

March 8, 2022, 3:30-5:30 pm, Virtual meeting

Present: Alan D'Souza, Ann Killibrew, Beatriz Herrera, Dayna Holz, Malaika Finkelstein, Mary Bravewoman, Tim Killikelly, Tehmina Khan, Yvonne Whitelaw

Absent: Alisa Messer, Eugene Gambol

Guest: Tina Martin

Staff: Alayna Fredricks, Athena Waid, Spencer Jackson

1. Call to order
2. Land acknowledgement.
3. Review of meeting conduct agreements and process.
4. m/s/p Approval of Agenda as amended.
5. Officers' reports <ul style="list-style-type: none">• President: Relationship of FTE budgets to layoffs and overall impact on the college.• Vice-President: Upcoming actions on March 15 to protest layoff notices will include labor allies, students, and statewide affiliate representation.• Treasurer: Update on revenue and expenses.• Secretary: Working on collaboration to create graphics for upcoming campaigns.
6. m/s/p Ratify email vote: <ul style="list-style-type: none">a. AFT 2121 endorses the "Unspooling FCMAT" document and agrees to include our name on the document, as well as distribute it to members. (8 yes, 0 no, 2 abstain; 2/16/22)
7. Plan to win / Campaign development <p>Review and assessment of recent structure test and delivery of printed protest cards to trustees. At the 3/2/22 Special General Membership Meeting, members expressed interest in having actions on March 15 to protest the anticipated 50 layoff notices that will be issued to full time faculty; organizers have worked intensely since that meeting to plan for an in-person rally in front of Conlan Hall and a virtual press conference. Will be launching a new structure test soon involving one minute video stories.</p>
8. Leadership development <p>Spencer discussed the differences between Advocacy, Mobilizing and Organizing in the context of how to recruit and train more leaders in our union. The Organizing Team has created a "Leader Ladder" to illustrate the process of bringing new leaders into the upcoming campaign for added one-on-one outreach. Each board member was asked to identify a department where they will recruit new leaders and to commit to connecting</p>

<p>with at least two individual members about expanding their leadership roles before the next Exec Board meeting.</p>
<p>9. Operational expenses</p> <p>Based on declining dues revenue, Alayna has undertaken a project to examine union expenses and identify areas not critical to the functioning of the organization. The results were detailed in an Operational Redesign Report. The largest non-critical area identified was related to office expenses and the physical office space at 311 Miramar.</p> <p>m/s/p Direct the Executive Director to pursue closing the physical office space at 311 Miramar and adopt recommendations in the Operational Redesign Report, including securing a physical space as soon as feasible. (1 abstention)</p>
<p>10. Funding request: Student scholarships</p> <p>m/s/p Support student scholarships in the amount of \$4,000 for two \$1,000 scholarships each for students in the Latin American & Latino/a Studies and African American Studies programs.</p> <p>\$2,000 had previously been allocated and unspent for two \$1,000 scholarships for students in the Labor and Community Studies program, and is still available for award.</p>
<p>11. Adjourn to closed session: Discussion of personnel issues/Organizer contract for FY22/23.</p> <p>m/s/p Extend Internal Organizer contract for 6 months and revisit making the position permanent at the August Executive Board meeting.</p>
<p>12. Adjourned 5:50 p.m.</p>