

## Minutes 11.13.20

James, Ben, Karla, Maureen, Ali, Julie, Jaimy, Mark, Doris, Brandon, Veronica, Jerome, Kurt, Nia, Ann, Brad, Ron, Andy, Teresa, Blanca

James Minutes  
Ali Time.  
Brad, facilitator  
Doris, stack.

Ground in, land acknowledgment.

SQE report, statewide abolition movement meeting 3-4:30  
So Cal SQE is holding a caravan wed Nov 18<sup>th</sup> 8:30 am.  
Meeting with potential co-interns for the spring.

Working with other unions. New actions to have a united front  
In our responses.

Survey: 470 responses. We want 650 700. So need about 300 more.

Won't let you retake it?

Good response from Department reps in sending it out.

Discussion of survey in meeting where people could articulate reservations about it and then we could make adjustments accordingly.

Run these things by DRs beforehand.

President's letter reminder next Monday.

Audit need information from Theresa Pollard.

General Membership Meeting.

Report on survey.

Ask people anecdotal information about workload and stress. Get their input.

Frame this with administration keeps talking about raising our **workload**.

Top priority to resist workload. We want it reduced.

We need statistics about number of students in relationship to number of faculty to show how much workload is going up.

Announced a new CFA website ([CFA bargaining.org](http://CFAbargaining.org)) to see proposals CFA is making in terms of range elevation.

Get input from people

Overview: survey, audit, workload issues,

Breakout groups?

Volunteers. SEE WHAT COMES OUT OF SURVEY

Brad, Blanca, Teresa, Jerome...

Or: 1) workload, 2) additional negotiation issues, 3) AB1460, 4) RSJ, 5) Cops suck 6) Evaluation  
7) lecturer faculty issues

Pres letter, survey, general meeting and:  
CFA bargaining: [www.cfabargaining.org](http://www.cfabargaining.org)  
Forward to Dept reps to help spread the word.

CFA ARJS at meeting. Do a reminder.

Teresa will help Blanca to process survey data.

Job actions. Taking personal day off together.  
If the administration comes out with some workload issue.  
Meet with labor lawyers about what we can do legally. Article 9.  
Not get union in trouble.  
ULP charges against the university.  
Failure to negotiate in good faith.  
Refusal both to compensate and even to negotiate over that.  
We might be stuck with a bad contract and no right to strike so need to think about this.  
Teach ins. A way to practice flexing muscles, doing something together to start up the  
semester. Sets up a later job action.  
We don't have to wait to start building something.  
An hour about racial justice. Austerity, neoliberalism, etc.

Criticism of tone:  
We need a way to frame issues. To make sure counter narratives are out there.  
Educate don't alienate.  
Speaking about tone is a way to say never challenge my power or my racism...  
Way to win is by organizing.

James moves to move Nia's hours to 18 a week. Ann seconds.  
Unanimous.

Revvng up dept. reps.  
Keep it going. Getting one rep to recommend another one upon retiring.  
So far Maureen and Blanca have been doing this work but good to have an organizing  
committee to work with reps.  
Ann volunteers to be on it. James too.  
Invite DRs strategically to participate in Eboard meetings,

Senate and SETE policy.  
Ability to decline having SETES in new file.

Workload committee. Any lecturer faculty on it? Take out word Part Time in contract.

Divide and conquer. Have lecturer faculty represented on the committee.

Two tier system harms us both because leads to erosion of tenure track faculty power and lecturer faculty too.

Election update. We lost most of our critical ballot proposition. 15, 16. Many eligible to vote that didn't vote. The good thing is that a lot of organizing happening.

Young people, low income people, people of color, allies to a progressive agenda.

Don't mourn, organize. Jackie Fielder lost. Nestor Lost too. ☹️. On the other hand: Carol Fief won. A few other bright spots.

Taxing the corporations, not just the rich should be a major priority of union.

Send Nestor something.