

AFT 2121 Delegate Assembly Meeting Minutes

1/24/2017 MUB 140 3-5 pm

Attending: Claire Brees, John Carrese, Mary Bravewoman, Tracy Ousdahl, Kathe Burick, Erwin Barron, Dayna Holz, Jenny Worley, Galina Gerasimova, Marco Mojica, Jim McKinney, Alan Fisher, Rodger Scott, Wynd Kaufmyn, Harry Bernstein, Alan D'Souza, Tarik Farrar, Audrey Wallace, Alison Datz, Bob Price, Holly Stevens, Robin Pugh, Kate Frei, Li Lovett, John Verosky

Chris Hanzo

1. Call to Order
2. **m/s/p Approval of Agenda and Minutes of 12/13/2016**

Member Organizing

3. Rationale for Membership

In a Trump administration, it's a sure thing that we will be facing a conservative supreme court nominee and a return to the "right-to-work" cases that we narrowly avoided in the past. We MUST focus on motivating our constituents to become members, and to understand why their membership in our union is so crucial.

4. Moving to the center (bulls-eye workshop) – where do people put themselves? John and Kathe put themselves as activists. Erwin mentioned that he considers himself a supporter, moving towards disengaged. He's relieved that we got our accreditation but doesn't see the purpose of the political action (like sanctuary campus). Alison mentioned that people need a new focus/goal to work towards. Athena mentioned that it's taken 4 years to build the peak power that we now have. We are working on things like sanctuary because its meaningful to our community. We can't call on them when we are going out on strike, if we don't support them when they are under attack. Robin suggested that people are tired, scared, distracted and paying attention in other directions. We should focus on organizing that feels like community building. Host a faculty picnic for everyone. It's a way to build relationships. We are going to need to come back and call on people to do things. For example, others are being threatened by ACCJC right now too.
5. Recent hire membership one-on-one practice: Audrey: We are colleagues, teachers, we have a natural connection. We have technology that may help, but you/we are our best technology. We are knowledgeable and trustworthy. New hires we've contacted are so happy to hear from us. Audrey and Marco demonstrated a new hire conversation, helping people sign up to become members.
6. Debt Workshop turnout
7. CFT Convention Delegate Nominations – we accepted nominations from the floor for CFT convention Delegate Elections, including nomination of all those currently in elected office including Officers, Executive Board, Precinct Reps, plus others mentioned from the floor.

Those nominations will be confirmed by email/phone to verify that the nominee wishes to stand for CFT Convention Delegate.

Contract Enforcement

8. Contract Negotiations update
 - a. Lookback: we are still waiting for the District to engage with us over a lookback that would allow us to bargain over any remaining budget in the previous year.
 - b. Outstanding issues: meetings are scheduled with the new dean of HR, Dianna Gonzalez to finally finish proofreading the contract and get a version up on our website.
 - c. SERP: It's so important to make sure people attend the retirement workshop well before they retire. The SERP is a cash annuity-by not working longer, you may forgo a substantial amount. We can help people decide if they are still trying to figure it out.
9. Rationale for Contract Enforcement – we are working to move our grievance process to contract enforcement and working to organize and empower this process. We'd like to use grievances as a means to engage our members and empower them to advocate for themselves. The people who were most heavy-hit by cuts have been highly motivated to engage in struggling for their department/students with us. We expect the same to be true of people who have payroll or other issues in common.
10. Training activity: we looked at what model works and what model motivates people to be a part of organizing for themselves
11. Dayna – will be doing the logistical organizing for the Contract Enforcement committee. Email holz.dayna@gmail.com People can develop their own power by knowing their rights and engaging with reps to make sure their needs are taken care of. Dayna heard from one member that taxes had not been taken out of their checks. She reached out to other members and found that many people had the same issues. People expressed interest in holding more “check your check” workshops on an ongoing basis. There are so many issues around payroll, so once we start looking at paychecks, we will see more grow out of this. We are looking at the best way to share information amongst the precinct reps.

Rebuild and Recover (from ACCJC damage)

12. Anti-Class Cuts: We will continue to advocate for our classes and programs, despite the administrations' ongoing preemptive class cuts. We plan to work closely with the DCC as well as our new BOT members to move the dialog on this.

Political and Community Organizing

13. ACCJC Narrative: we have our accreditation now because of the huge struggle and fight back against the ACCJC. The college board and administration would like to twist that story to say that they came on board and got the college to comply with the standards. That is absolutely false!! We will continue to tell our story and explain to people that we have our accreditation now because of the incredible fight-back effort at all levels, from grassroots

organizing to the CA state legislature, to the US Congress, to the courts, that finally let the ACCJC to back down.

14. NACIQI – we can't stop fighting just because we've now got our accreditation. We will be sending a delegation back to DC on Feb 22nd 23rd and 24th. We had 36 people last time – we plan to match that level. We are already seeing the ACCJC go after other colleges in CA. We need to stick with this fight until the end, because if we don't they will continue to threaten other colleges, and will come back for us in another 7 years.
15. Free City College – we've had an incredible series of actions. The supervisors have voted twice to allocate the 9 million. Now we need to get the Mayor to cut the check. We need our inside game and community game at work on this. We will be collecting and delivering postcards to Mayor Ed Lee demanding support and full funding for Free City.
16. Rapid Response Network – everything we talked about today is connected to resistance to the Trump agenda. Text RESIST to 41411
17. Officers' Reports
18. Unfinished and New Business
 - a. **m/s/p Wynd Kaufmy nominated for woman of the year for CFT**
 - b. Retirees – the retirees organized another very successful retirement workshop day event; in future, we'd like to highlight these events even more as an organizing opportunity.
 - c. Joe Berry and Helena Worthman want to write a book on what happened here in the fight against the ACCJC. They are collecting stories. Please contact them if you wish to share your experience.
 - d. Resolution on the DAPL – submitted by the retiree committee will be brought to the EbD
 - e. Health care reform campaign is under way. Please learn more at healthycaliforniacampaign.org
19. Adjournment