

AFT 2121 Delegate Assembly Meeting Minutes

4/25/2017 3-5 pm, Civic Center Campus

1. Call to Order
2. **m/s/p Approval of Agenda and Minutes of 2/21/2017**
3. **m/s/p to approve appointment of Sue Englander as delegate in Precinct 7.** Tim and Alan spoke about Sue's activism and dedication to the college, and the LGBT community. Sue spoke about her work history, and the many unions she has been in.
4. End-of Year Picnic turnout: Jenny asked delegates to sign up for clean up, desserts, etc., passed sign up sheet. She will email sign up sheet to delegate list so they can recruit others for help.
5. Membership drive update
 - a. Precinct 27 (Health Care Tech) has 61% fee-payers! Audrey asked delegates to "adopt an orphan" – take on 2 fee-payers from this department and call, make arrangements to talk with them in person and ask them to become members. Reps signed up, and Audrey gave out talking points and a checklist, then she passed out list of fee-payers with teaching schedules and contact info so our reps can reach out to the faculty in this department.
 - b. Dayna suggested holding happy hour near JA, or a meet & greet on JA campus in lunchroom.
6. Bargaining Survey Discussion:

Jenny explained idea for tying contract priorities to specific actions, asking what level of action members would be willing to take in order to get specific gains.
7. Contract campaign overview: Chris Hanzo gave an update on our look-back negotiations. In total, district spent \$23M less than it took in. Our position is that this amount is the amount we should be negotiating over for look-back. Admin's position is that the "carryover" is only 1.6M – difference between budgeted expenditures & actual expenditures. 2.68% increase won in current contract sunsets on June 30, 2017. SEIU previously took larger 1-time bonus, trades took smaller, on-going. SEIU & trades have same lookback language
8. Bargaining Team Nominations Kick-Off: Alan recruited negotiation team members, handed out nomination form. Nominations due to Jenny Worley May 20 @ picnic. Team election at next DA – May 23. Time commitment is initially 2 hrs./week. Release time available. Looking for diverse range from different areas of college, backgrounds, etc. Election will be ranked choice – all delegates will vote for 8 team members, the top 8 with most votes above the 50% threshold will be team members. Rodger spoke against electing team by vote because it produces less diversity.

9. Contract Enforcement Team Training: Jenny lead a training on how to determine if a problem is a grievance, an organizing opportunity, or a potential issue for the next contract negotiation.
10. Grow the College:
 - a. Kate spoke about admin's practice of closing fully enrolled classes, failure to hire teachers for fully enrolled classes.
 - b. Holly said Susan Lamb said that the SERP agreement prohibited admin from replacing retirees who had been teaching full time. This is not true.
 - c. New method of shrinking is claiming they can't offer classes whose course outlines are outdated.
 - d. 45 members teaching full time normally retire each year. Under SERP, 58 retired.
 - e. Tim spoke about need to increase number of full-time positions. We still have highest percent of courses taught by faculty teaching full time. This is because at CCSF the gap between FT and PT pay is the smallest gap. Increasing the gap between FT and PT tends to decrease the ratio of FT instructors.
 - f. FCMAT and ACCJC pushing CCSF to use more PT instructors.
 - g. In recent years, CCSF went from 50% of those teaching PT having benefits to only 30% having benefits. Admin keeping PT load below benefits threshold.
 - h. we will be losing money next year, so negotiating will be difficult.
 - i. It is possible (not required) to negotiate over hiring more faculty to teach full-time.
 - j. Board voted for a budget with 8% increase in enrollment, but including 5% cut.
11. Free City Update: Susan Lamb and Thea Selby want to tie Free City to grades. This undermines progressive nature of Free City. Petition online needs more signatures: aiming for 1000. Our response may have led Lamb to back off.
12. Rapid Response Network: trainings for nonviolent actions.
13. May 1st Day of Action: Kathe announced May Day, "Day Without an Immigrant" Action.
 - a. 8:00am at ICE
 - b. 11:00 am meet at S end of Bocce Courts near Don Chee way.
14. Affordable Housing action report-back: Athena announced an action against cuts to affordable housing on Thurs., April 27, noon, 450 Golden Gate. Marco, Kathe, and Tim will attend. Asked delegates to recruit others.
15. Officers' Reports
16. Unfinished and New Business
17. Adjournment