

# Flex Bulletin

Negotiations for a new contract have gone relatively smoothly, with the AFT bargaining team able to reach “tentative agreements” with the District on many non-financial issues [See summary on pg. 2]. But challenges could grow as negotiations turn to salaries, benefits, and workload.

All eyes will be on the District to see if they will re-orient the budget towards improving faculty salaries, especially in light of the following:

- Faculty salaries, among the best in Bay Area community colleges in the early 2000’s, now stand at-or-near the bottom in most categories according to a recent survey of Bay Ten full-time salary schedules.
- The affordability crisis in San Francisco and surrounding cities has only intensified in recent years.
- The number of full-time faculty has declined from 823 to 578 in just a few years, further intensifying workloads.
- The faculty “share” of the CCSF salary/benefit budget pie has declined from 67% to 62%, or by about \$7 million.
- Using General and Prop A funds the District has built large reserves by consistently over-budgeting for, and underpaying to, faculty salaries.
- Load factors in clinical, science, and other labs must improve.
- And while state funding for noncredit FTES increased, the onerous workloads in noncredit remain the same.

CCSF must commit to doing what it takes over the span of our next contract to help protect educational quality at our college, confront the affordability crisis, and retain and attract well-qualified faculty. Join us in coming weeks as we bring our message to the bargaining table and to the Board of Trustees.

## Membership: Challenges and Successes

Everyone’s talking about it... “The Janus case.” What does it mean? Trump and anti-labor interests in this country have a plan to debilitate unions by ending fair share fees. The case, making its way through the supreme court now, threatens labor at all levels. AFT 2121 would face a harsh budget reduction, and all of us would be weaker as a result. States with right-to-work laws have seen wages cut, benefits slashed, and pensions reduced. We’ve been working hard to get ready for this body-blow that we know is coming. How? By doing everything we can to increase membership!

We’ve fought big battles over the last five years and won. In this process our Union has become stronger than many locals across the state and country. We’ve learned how to engage each other and organize successfully to win. But we know we can always do better and there is always more organizing to be done. If we want better wages and working conditions, we have to get active and stand together. How? Connect the dots: our strongest bargaining power comes from our ability to withhold our labor, i.e. go on strike. When we look at whether we have the capacity to call a strike, the first measure we look at is our membership numbers. When those are strong, we know we have a good base to begin the work of building towards a strike. But it’s much more than that. We need to know that we can count on each other to withhold our labor together so we can all get a better deal.

(resumes pg. 2)

## Short Calendar

### Ocean Campus

Jan. 12	Get to know AFT, 1:30-2:30pm	MUB 170
Jan. 12	AFT Flex Workshop, 2:30-4pm	CON 101
Jan. 12	AFT PT Committee, 4:10-5:30pm	CON 101
Jan. 23	Delegate Assembly, 3-5pm	MUB 340
Jan. 26	Governor’s Debate, 6-7:30pm	DIEGO
Jan. 31	Share your story in Open Negs, 2pm	MUB 238
Mar. 20	General Membership Meeting, 3-5pm	MUB 140
May 15	Delegate Assembly, 3-5pm	MUB 230

### Southeast Campus

Jan. 25 AFT members address BOT, 4pm BOT

### Mission Campus

Feb. 27 Delegate Assembly, 3-5pm MIS 201

### Downtown Campus

Apr. 17 Delegate Assembly, 3-5pm DTN 821

## Bay Area Affordability Crisis Threatens our Success as Educators

The cost of living in the San Francisco Bay Area has created a crisis of affordability for the working class in San Francisco and is chipping away at all the things that make our community and our College special. Gentrification fragments and isolates people. City College has always been an essential source of community and a vital source of stability for our community. This is especially true for our low-income and students of color who are experiencing more and more stress as they struggle to hang on here in the Bay Area. CCSF is a place of second chances, a place where we help students grow. Now more than ever our students need us to be able to provide not only the high quality education but also the stability that they deserve.

We have endured the perfect storm of horrible circumstances over the last several years. Working at the behest of the ACCJC, a string of interim administrators demanded an austerity agenda. At the same time housing prices skyrocketed to astronomical levels. Meanwhile, our salaries were cut and remained below 2007 levels. We fought back. We used our collective power to defend the City College that San Francisco deserves and go on strike. By staying united we won a larger raise than had seemed possible in the midst of this crisis. More than that, we won full accreditation and Free City for San Francisco residents.

We have changed the narrative from austerity to growth. Free City has increased our enrollment significantly. Now we need to get back to the business of serving our college and community. To be able to rebuild our college we need stability.

When we are able to live in the communities we serve we develop deep and long lasting relationship with our students and our community. Yet, many of our faculty face housing instability and are getting pushed out. And because of our low pay and the skyrocketing costs of living in the Bay Area it is getting harder and harder to recruit new and retain well-qualified faculty to work at our City College. The affordability crisis is hitting us and our students hard by destabilizing our College, hurting our students, and weakening our communities.

A key strategy to fight back will be continuing to work with our community to advance a truly affordable housing agenda in the Bay Area. More immediately, we can address this crisis by telling our stories as a part of our contract campaign.

Why do you love your job? Why did you become an educator in the first place? How is the affordability crisis threatening your ability to remain an educator? What about your students? We invite you to answer these questions and share your story. Let’s ask our Board of Trustees and our administration for their support in protecting what matters at our college.

You can join our union in public comment to the Board of Trustees (January 25, 4pm, Southeast Campus) or share your story at our Open Negotiations (January 31, 2pm, MUB 238).

## Affordability by the Numbers

- Between 2008 and 2015 median rent for a two-bedroom apartment in San Francisco rose a shocking 45% from \$2650 to \$4830 per month and 19% in the Bay Area overall.
- By 2017 the median price of a home in San Francisco reached \$1.5 million.





(Above, November 21, 2017)

Our delegates were sticking with their union last semester.

## Bargaining Highlights

Our Bargaining Team began negotiations for a new contract last semester and reached several agreements already. There are many issues, including an economic package, still in discussion which we are working to resolve before our current contract expires on June 30, 2018.

Faculty engagement in the bargaining process is key to a successful contract campaign. To win better wages, defend educational quality, and improve working conditions, we have to stay involved and stick together. All faculty are invited to attend our open negotiations held on Wednesday afternoons 1:30-5pm. in MUB 248, with a pre-session AFT caucus from 1-1:30pm.

*More info:* [aft2121.org/bargaining-documents-for-faculty](http://aft2121.org/bargaining-documents-for-faculty)

### Agreements Reached

*Evaluations:* All mention of SLOs will be removed from faculty evaluations. This agreement resulted from our long fight against the ACCJC. SLOs are still required.

*Calendar:* We struggled to settle on an academic calendar for Fall 2018/Spring 2019 that more closely matched SFUSD and our needs. The Spring Flex day was moved to accommodate Lunar New Year within state regulations. We will continue to push for statewide adoption of Lunar New Year as a legal holiday and, in the 2019/20 academic year, to match SFUSD in taking Thanksgiving week off.

*Categorical Sick Leave:* Starting January 2018, sick leave earned in categorical assignments will be merged with sick leave earned in general fund assignments. So now categorical faculty will no longer lose their sick leave at the end of each grant period.

*Categorical Load:* Most categorical assignments will now be counted in-load. Categorical faculty will also now have re-employment and seniority rights. This is applicable to teaching, counseling, library, and student health assignments, but not to other non-instructional assignments.

*Voluntary Transfers:* Tenured faculty will be able to request first consideration for transfer to a vacant full-time position outside their home department. The District will work out an online process so current faculty won't need to resubmit application documents already on file.

### Ongoing discussions

*Class Size Minimum:* We proposed lowering the class size minimum to 15 and are waiting on the District's response.

*Flex Days:* The District said they would respond in January to our proposed language to clarify flex obligations.

*Preferred Names:* The District reports they are working on procedures to permit faculty to be called by their preferred name. They claim there is already State law requiring this and therefore do not want contract language requiring them to do so.

*Sabbaticals:* Our proposal to increase pay for one-year sabbaticals from 60% to 80% is being considered by the District. They want to broaden the discussion to include other sabbatical issues as well, including sabbatical criteria.

*Professional Responsibilities:* The District proposed increasing required office hours from two to five per week for full-time credit instructors. In the same proposal, they wanted to change the wording about professional responsibility for all full-time

## Bargaining Highlights (continued)

faculty from "a reasonable amount" to "an average of 5 hours per week." AFT rejected those changes. Nevertheless, we acknowledged that faculty workload is currently spread unevenly, and we share an interest in increasing equity.

*Categorical Retirees:* The District deferred for later discussion our proposal to include retiring categorical full-timers in lifetime medical benefits.

*More updates:* [aft2121.org/negotiations](http://aft2121.org/negotiations)

## Membership Challenges and Successes (continued)

While 2017 has been a tough year in many ways, AFT 2121 has had a great year with membership.

Your precinct reps (delegates) and member organizers have been hard at work reaching out to faculty. We've made hundreds of phone calls, spoken face to face with hundreds of colleagues, and continue to build the capacity of our rank and file leaders. We encourage you to get more involved so we keep our Union strong! Here are our accomplishments from Fall 2017:

- Over 100 Faculty signed up as first-time members (the highest number we've achieved in one semester).
- 637 Faculty recommitted to our Union by filling out a New Membership Form.
- Union membership is now over 85% of our bargaining unit.

If we all take just one extra action this semester, we will demonstrate to our college administration and our political leaders that we mean business. And we will show each other that we have each others' backs. We are stronger when everyone participates and we need your help to continue the momentum! Here's how you can take a step closer to your union:

- Talk to your Precinct rep in-person or by phone to stay in touch.
- Check and make sure you are a Member in Good Standing and that we have your up-to-date membership form on file (ask your rep or call our office 415-585-2121 and we can check for you).
- Come to a Union meeting (calendar on pg. 1).
- Attend a bargaining session.
- Run for office (elections are coming up this Spring 2018 for the next 2-year term).

We look forward to meeting you for the first time, or continuing the conversation as we broaden our outreach efforts! You can get involved. Contact Marco Mojica, [mmojica@aft2121.org](mailto:mmojica@aft2121.org).

## College for All Initiative

Last year, our AFT 2121 led Free City Coalition was victorious. We made our College free for residents. Now we are setting our sights on the statewide effort for free higher education. AFT 2121 and the California Federation of Teachers have both endorsed the College for All initiative which would create free tuition for undergraduates in all three public college and university systems in California! It will be paid for by creating an Estate Tax in California that raises about \$3 billion a year. This tax applies to only the top 0.2% of wealthiest Californians.

So, what's next? AFT 2121 will be helping with the petition drive to get this on the ballot for the November 2018 election. You can get involved. Contact Athena Waid ([awaid@aft2121.org](mailto:awaid@aft2121.org)).

*More info:* [collegeforallca.org](http://collegeforallca.org)