

AFT 2121 General Membership Meeting Minutes
10/21/2014 3–5pm Ocean Campus MUB 140

1. Call to Order (Tim)
2. **m/s/p to approve agenda and minutes**
3. Meet and Greet

What have you done lately to support your Union? Members talked with each other about actions taken to support the union.

4. Bargaining: Winning a Better Contract in 2015

a. Introduction to Bargaining (Tim)

What we can expect this coming year: bargaining will be intense. Last year the 8 year budget plan came out – it was an austerity budget. There is no way those numbers will be real unless we have a downsized school and downsized salaries. When they put out that kind of document, that is the message they are putting out: “there’s no money.” Also they want to redirect our focus to infighting and division. This tactic is as old as the hills when management wants to say you can’t get anything.

b. Bargaining Team election process (Alan)

We are going to win this and get a better contract. We are going to approach this in a different way this time. We will be electing the bargaining team. We’re looking for people who will be invested in the process. Consider running, or finding people from within your precinct, department or division who would be great on the team.

Deadline for nomination form = 11/14

Q & A:

- Can e-board deny someone who gets 20 signatures? *No*
- What is the timing of negotiations? *No one knows yet.*
- Because FT instructional faculty may not be as flexible in their scheduling, and subs don’t work well in credit classes can we simply say we want one particular time ahead of time? *There is simply no way to know what will be a convenient time for those who end up elected to the team.*
- Could we make a commitment to trying to get something out of the district in terms of scheduling? *It’s about passion. You may get called at the last minute. You might need to be ready 24/7. If you aren’t 100% into it, don’t sign up. AFT 2121 will try to get you the support you need, but there will probably be at least some part of the time that is inconvenient. As a faculty, we will make a group effort to support the team.*
- What is the relationship with department chairs? *They cannot be on the team.*
- What about release time? *Release time can cover 3 people during any given session (and up to 5 upon request) for team members whose teaching assignment falls during a bargaining session.*

- When are negotiations taking place? *Anticipated start in January.*

c. Negotiations process (Chris)

3:35

We bargain under a law called the EERA – won in the late 70s. It guarantees us the right to form a union and obligates the employer to negotiate with the Union. Issues: what's the scope of bargaining? – mandatory subjects such as wages, hours, working conditions, class size. Some areas are voluntary such as layoffs, staffing. We've lost 160 FT faculty in the last 3 years. The district management's decision to do that is outside of the mandatory scope, but that doesn't mean we can't engage them on that. We can take a broad perspective on issues about the size of the college and educational opportunities for the community. We have begun some preliminary work on what issues we will bargain over.

We've had a policy of ensuring PT representation on the negotiation team.

EERA does not mention the word strike – there is a dispute resolution process that is meant to avoid a strike. Last time we went through that process and accepted a contract that we didn't really like. This time we think we are in a much better position.

Process: Mediation – Fact Finding (can actually be helpful and has led to better settlements in some districts – it's a place where the Union can raise publicly issues of class size, fair wages, etc.). If all this doesn't lead to a settlement, we can strike. Supreme court granted the right to strike unless there is a danger to public health and safety or deprives or eliminates educational opportunity. Public employees have the right to strike should all this fail.

What are we seeking? Economic justice – because of the pay cuts.

The 50% law – 50% of the budget must go directly to classroom instruction. We are now at 50.4% That's just another indicator of how much we have lost. When you keep wages down through cuts and no raises all those years. When FT faculty are pushed to teach overloads (at lower pay).

Access – our ability to deliver a quality education

Ground rules are negotiable – the size of the team, when we meet (has been once a week in past – then more often towards the end).

We have the opportunity this time, through the work we've done with our members and in community outreach, to mobilize in a big way for these goals.

Questions:

Is fact-finding really a positive? *It can be when it's clear that the district has socked away a lot of money.*

We can develop a bargaining platform that gets the support of faculty and community.

d. Contract Action Team (Ona)

3:45

What's our plan to win? How will we get the contract that teachers, counselors, librarians, and students deserve.

Our power at the table comes from all of us working together and getting the community to work together and back us up. We really need help to get the word out to everyone. We need people to sign up and come to events where we are launching proposals, bargaining, etc.

We are up against a very rigid and opportunistic administration, and we need to work together to fight for what we want.

Please fill out the bargaining survey in particular so that we can contact people.

5. State Chancellor Brice Harris

a. Presentation 4:00

Community colleges are doing a great job.

News: Chancellor Harris is recommending to the BOG to strip the specific accreditor (ACCJC) out of the Title V regulations.

Statewide we are down to 14% of colleges on probation.

b. Q & A (facilitated by Tim) 4:10

Note: Chancellor Harris' comments are in italics

Q: When you were on the faculty you were adjunct then went FT. As a FT faculty member, you were able to pay your bills and support your family? Shouldn't you be supporting that now? We earn less than what we did in 2007, and many of us can't support ourselves and our families in SF.

In Sact'o we had a similar problem – we looked into projects on some of our land to build housing.

Q: What are next steps of making it happen to get rid of ACCJC in legal language?

It will go for first reading to BOG in Nov, and final consideration in Jan.

Q: At CCSF we've lost about 30% of our students – what are you doing to change that?

We were forced to ration education. With Prop 30 we've added back many sections.

Q: What changes are you making to turn around our enrollment crisis?

There were 3 factors contributing to the enrollment downturn – accreditation, uptick in employment, continued fiscal rationing. Those have hit this college harder than anywhere else in the state. We are worried about the sunset of prop 30 and other funding. Our marketing and doors open activity will be based here.

Q: The profound effect that this process has had on this college has been devastating – it is way beyond what could be explained by an uptick in employment. We now have an administration that is extraordinarily rigid. The removal of the board, and the imposition of the trustee have not worked.

I think the progress here has come along in a very impressive way. I think the ACCJC attitude switched at some point in 2013. The reason I've reactivated the accreditation task force is because I have strong concerns about what is happening to the state. In terms of the health of this institution, I'm going to do everything in my power to support the students and faculty here. We are going to come forward with a plan in Nov. to reinstate the board.

Q: What exact steps and timeline will you follow to restore our democratically elected board?

I have to go forward in Nov to the board with a recommended process. Between now and then I will talk with the newly elected and existing trustees. The plan will be in detail before the meeting. It would phase in decision making to the new board over time, the trustee would stay for a period of time and then slowly leave. Over the next year to year and a half, in association with the 2 year restoration period.

Q: You believed that the special trustee with veto power would be a good idea from 2012 to 2013. Then you said that the ACCJC changed its position. Your response to that was to elevate the special trustee to a special trustee with extraordinary powers. That doesn't make any sense. CCSF has always had an excellent academic record. The special trustee had to know that, yet he claimed we were not a quality academic institution. In response to the letter you wrote, Amador and Kinsella claimed that candidacy was the solution, and we would be eligible for govt support. I have to assume that they were either inept or lying. It's simply wrong. Barbara Beno said we have to do this because of the Dept of Ed. The dishonesty of the ACCJC begs the question: Why is this agency still in operation? Why are they still allowed to accredit anything? Why are they still operating?

They are according to the US DOE the only accrediting agency in the western region. The changing of that will take a period of time.

Q: What do you think will be the result of next week's trial.

They've called me to testify and I've given depositions. I'd say the judge has not been as supportive of the accrediting commission as they would like.

A: The consultation council was involved with a task force that looked at ACCJC. They drafted recommendations more than a year ago, but those were never released to the public. You had announced that you were holding those back because you were concerned about the impact it would have on CCSF. Is that retaliation? That's completely in sync with what I've heard from faculty and admin around the state that if you point out that things are being done unfairly, you can expect retaliation. Why is the state allowing this to continue?

It's not that I was worried about retaliation, it's that it was just at the same time that the state took over the college. I thought it would just muddy the waters.

Q: As of today do you think CCSF should be fully accredited? If not, why not?

I really can't answer your question – I just got the self-study. I believed what I said when I wrote the letter. I don't think you should be terminated, that's for sure.

Q: The goal of accreditation is that the education provided meets acceptable levels of quality. – You can't stand in front of us and answer whether we meet that?

I'm not able to answer the question at this time.

Q: This institution that feels like home to us has been mutilated for what we believe are not rational reasons. Many of those students look like me and like the brothers and sisters in this room. When I came to this country, CCSF was here for me. We have been cut. Why are we losing classes in one of the richest cities in the whole country? It's very contradictory to me in this context to say to my students that we have the right to be educated. I feel that you are part of this family and I'm confident that you will not leave us suffering and bleeding like we are now. We believe in you and know that you support education. Can you tell us two or three things that you will do in the next 6 months to keep the college open for us?

I fully expect the college to enter restoration in January. I will continue to fight in the legislature, to continue to provide resources to add back the classes we need. What I won't do and what you don't want me doing is coming and meddling on a daily basis. Bob Agrella doesn't come in here thinking about how to harm the students.

Q: Community Colleges like this one are sometimes seen as somewhere between K-12 and the university system. The university model is one of governance by the faculty. How do you think that we can regain that model, and how can it be used more broadly in the system?

I argue that the system we are using now is largely faculty driven. There may be differences in one community or another, but you do have a faculty driven system of governance

Response from Tim K.: That doesn't ring true. Last Thursday in PGC, we put language back into the mission statement which included life skills and cultural enrichment. Chancellor Tyler took it out, saying that we can't be all things to all people, following the example of Fisher, and Scott-Skillman.

Q/Comment: The fourth reason enrollment is down is that the administration we have is actively working to cut classes. For example, they are talking about programming the computers so that students who don't meet the prerequisites can't even register. We lost two sites that were in the black because Agrella wanted to show that he was following the dictates of the ACCJC. These are bad decisions that are being made by this administration and that's part of why these students have gone.

I'm impressed by the patience that you are being shown. How can the people sent to "save" this college cut classes? Public-private partnerships – let's rent some space to Phoenix or Academy of Art – you know that's coming in a market like San Francisco. I would hope that you with the authority you have to call that person on the phone. In the

name of saving the college, don't destroy it. Laying off FT people and substituting with people with no benefits.

Q: Is there anything any trustee could say that would make you change something in the plan (to shorten the time to reinstate the BOT) or is it just pro-forma?

Not it's not, we may make changes before the meeting. The draft they get will be just that and will be informed by the discussion. I saw and spoke with John Rizzo. I said "a few weeks ago I gave you a call. We now have appointments to talk with you on Nov 16th".

Q: At the last BOG, you said "I hear what you say, and I'm going to modify the resolution" - "this BOG doesn't want to be in the position of negating local control for one day longer than necessary." You could start with the people who are still serving their term.

I will have consulted with the trustees as I promised.

Q: We didn't need any time to transition to a special trustee – why does there need to be a transition period when we elect a board that for many years has done their job as they should.

I think it needs to be very carefully planned.

Q: The biggest problem is income inequality – there are 4 ways we can remedy that and one way is education. We decided not to cut classes in the recession – that was the very reason we were put onto show cause. What is your office going to do to ensure that this never happens again?

We asked the legislature last year to fund a technical assistance unit to work with colleges that are struggling. They approved funding to staff an assistance unit. When you have a chronically under-funded system like we do, you are going to have colleges in trouble that need help.

Q: On the question of never again allowing this to happen – accreditation should be a supportive process. Our experience is the opposite. We have been severely damaged. Whatever happens, please make it so that accreditation can improve and support colleges, not this destructive mess that we are in. Do something to prevent this from continuing.

You and I agree completely – accreditation is completely different than it was when I started my career– it's punitive, non-peer-review, etc. I have made it crystal clear to the DOE that we need to do a better job of this. We thought that after the Bush administration left, this would get better, but instead it has gotten worse. There is pressure from the federal gov't to bureaucratize this process.

Q: You feel the anger in this room around the special trustee and this current administration – for the faculty and students here the last 2 years have felt like getting up everyday and being personally attacked. Not just attacked by the press, leaders in Sacramento and the ACCJC – it's been the administration as well. You said that if you'd

known you wouldn't have appointed a special trustee. Given everything you know now, do you have any regrets? Do you wish you had done things differently?

I do think that the game has changed dramatically in the last 6 months. I believe the quickest way forward is to move through the restoration process.

Q: you've gone from being a cheerleader of ACCJC to a circumstantial ally of this college in the trial. I think that you as the leader of the Community College system in CA – it should be very different than what it is now. You should think about the CA Master Plan for Higher Education. What's happening here is the focal point of the struggle to reenergize that plan and resist the privatization of education. How can we have faith in you if you don't come out for that plan? If ratios remained constant, we should have 5.5 million people in higher education in this state, not just under 3 million that we currently have.

I've been outspoken about the master plan. I believe we've disenfranchised a whole generation of students – restoration of access, and enhancement of student success are top priorities. I try to spend the lion's share of my time on that.

Q: The team that visited CCSF voted unanimously for probation, not for show-cause. We should not be where we are. We should be accredited and in the position of other colleges. It's very disheartening to hear you say we should go through restoration. We should be fully accredited now and that's what you should take away from this.

6. The Trial starts 10/27: Demonstration Monday 10/27 7:30 am – there will be lot of media, and we want to make our point about how unfairly we have been treated. Please come Monday AM in front of court. 400 McAllister. Please sign up to come to the trial.
7. Adjournment