

AFT 2121 Executive Board Meeting Minutes

November 6, 2014 311 Miramar 3-5 pm

Attending: Board Members: Jessica Buchsbaum, Alan D'Souza, Ann Fontanella, Wendy Kaufmyn, Tim Killikelly, Li Miao Lovett, Alisa Messer, Wendy Miller, Rodger Scott, Janey Skinner (by phone), Ann Killibrew, Nancy Mackowsky Staff: Chris Hanzo, Ona Keller, Athena Waid

1. Call to Order (Tim)
2. **M/s/p to Approve Agenda and Minutes of 10/7/14**
3. Check-ins
4. Trial Debrief

Kudos and praise for:

- Media coverage
- Our daily court blog report
- Turnout of faculty, students and community
- Phone banking (people appreciated being called)
- Student participation
- 120 person courtroom kept full all week with lots of different people – lawyers and judge were appreciative
- Friday was impressive despite civic center being difficult to navigate through the Giants Parade
- Publicity raised our profile for the public

Legal Recap (Tim/Alisa)

People keep asking, “What is going to be the outcome of the trial?” – we need to be sure that people know this is not the end no matter what happens. We don’t know what the judge’s remedy will be. Whether we win the trial or not, this struggle will continue. It will probably be appealed no matter what happens, and how the judge wants to proceed has yet to be determined. Karnow is smart. City attorneys are asking for a “do-over” to go back to 2012 and engage in a fair process. To vacate the show cause and disaccreditation orders, back to before show cause. Closing arguments will be 12/9, and then judge will issue a tentative ruling, lawyers have 15 days to submit their written objections, and then judge will issue final ruling. There is a summary on AFT2121 web site. Shaping the accreditation or getting a new accreditor is a political battle we will be fighting and a victory in court will give us more leverage.

Report back:

a. Faculty participation and organizing (Ona)

Campuses “adopted” days at the trial, and faculty brought their classes for field trips

b. Community participation and outreach (Athena)

- 10 community groups adopted sessions and came to the trial: Living Wage Coalition, Poder, La Voz Latina, POWER, Filipino Community Center, JWW, Young Workers United, the Ark, Chinese Progressive Association, SEIU 1021.
- CAA sent notification to their members
- JWW helped with phone calls and supported us consistently
- Facebook/social media buzz around photos of the wide diversity of community, faculty, staff, and students present at the trial has raised our profile a lot.
- In addition to support at the trial, we now have over 20 community organization endorsements of our CCSF Bill of Rights

c. Next Steps

Other struggles will continue – getting BOT back in a timely manner is our next priority

5. Nov 4th Election Debrief

a. Election Results (Alisa)

Campos race at this time is indefinite – still statistically possible to win. 20K absentee ballots to be counted, and 11K provisional ballots – but it’s unlikely that he will close the gap. It’s disappointing, but we were outspent 4:1. The Independent Expenditure campaign (Families for an Affordable SF) identified almost 16K supportive voters. Raising the minimum wage passed (Prop J), Prop G failed so we are now in this challenging place in SF over the next several years. We’ve done a lot of good work, and our presence was noticed –working with a larger coalition. We were the smallest of the groups participating, but we were there consistently. We had pledged 50 shifts, and we made our commitment. Supporting affordability/livability in SF is a good connection to the work we are engaged in to save the college.

Also very important that Tom Torlakson won for State Superintendent of Public Instruction.

Prop E lost (outspent by millions of dollars) but we got a majority 55% - the first time it’s happened anywhere. The Berkeley soda tax did pass (with 75%).

b. Our BOT (Tim/Alisa)

Amy Bacharach (2 yr). Thea Selby = 1, Brigitte Davila = 2, John Rizzo = 3 – Anita came in 1000 votes under him, Wendy Aragon after that, then Santos and Dan Choi after that.

c. Next Steps

We need to maintain relationships and inform board members about our perspective.

Tim and Alisa have talked with all the BOT candidates from the race since the election.

John Rizzo says he has a lot of energy and wants to do his best to support CCSF.

6. Mobilization for 11/17 BOG meeting (Wynd)

The Save CCSF Coalition is planning a rally/mobilization at the BOG mtg, asking for our elected Board of Trustees to be reinstated immediately. We need to go into this meeting with a simple, clear, direct message: that the board needs to be restored now. **m/s/p that AFT 2121 will support the rally and do turnout work together with the coalition.**

Media Outreach and Coverage (Li): We need to make media calls on Friday, or Monday morning – we will get the press advisory out that Friday. – Li will coordinate with Wendy

7. Update on progress of bargaining (Ona)

a. Negotiation team election

Ona has created a timeline for negotiations:

- election is 11/18, the following week we can schedule listening sessions.
- Community meeting to be held after trial closing arguments 12/9 maybe 12/11 – to get input on proposals
- 12/16 = approve bargaining platform.
- Share with departments on Flex day
- Sunshine at first BOT meeting in January (possibly the 15th)
- Please come to the meeting to vote

b. Contract Action Team organizing

- Meeting yesterday – we discussed timeline and more input from members and community. Discussed how to help with organizing around the negotiation sessions

8. Health Care Rates interim negotiation team, timeline (Tim)

4 people on the team: Chris Hanzo, Jessica Buchsbaum, Alisa Messer, Ann Fontanella

We haven't gotten all the info we need to cost out a proposal and understand what impact the rates have on the district costs. There is 0 increase on one carrier and 2% on the other. We want to make a proposal that protects faculty from an increase in rates. We are expecting to get the report with the info we had asked for. Mickey Branca is back and had asked to see it. This may delay the process.

9. Draft 2014-15 AFT 2121 Budget (Nancy/Chris)

We have been deficit spending. Legal costs are down this year because CFT has taken over legal costs associated with ACCJC. We need to budget for our paid organizing staff.

10. COPE recap, need for additional fundraising to maintain staff (Janey/Tim)

The COPE campaign was about letting people know that there is a financial need. We should do an annual COPE campaign – so we're not always asking people for fundraising.. We raised \$1000 more/month. We have 60 new donors. But it was nowhere near our goal. We need to get more comfortable with fundraising. Next time a pair should lead the effort. The biggest concern is that we did not solve our problem of how to fund our organizers, so we may need to consider a dues increase once we have a contract.

11. Discussed: Organizing against unfavorable unilateral admin decisions

12. Accreditation Visit

We will send out a message about the accreditation visit before the visiting team comes. Faculty need to be civil and polite, but not assume that this process is going to be fair or is going to fix anything. Be professional, show our best, but don't view these people as our allies, or our friends. Treat them as guests in our house.

13. Officers' Reports

a. Grievance report (Chris for the Grievance team)

Chris distributed a report on the many grievances the union has been working on.

b. Report back on payroll meeting with Ron Gerhard (Ona)

Many faculty attended, and many new faces were there. Next semester we get a .5% increase that is effective beginning Jan 1st but not paid until April. We need to make sure faculty get that and that it is calculated accurately, in particular if they leave the college beforehand.

c. Report back on Brice Harris presentation to GMM (Tim)

We asked him a lot of hard questions. We hope he gets how angry and frustrated people really are. There are 3 videos on our FB page. We should continue to get those out.

Unfinished and New Business

4:55

- Alan D'Souza was given \$500 to go to the CalFed conference. **m/s/p to approve reimbursing an additional \$23 to cover his actual expenses.**
- **m/s/p to endorse JWW:** Retail workers bill of rights, and support their action
- End of semester party – we need to plan it and maybe change venue

14. Adjournment

5:00