

Delegate Assembly Meeting Minutes

9/22/2015

Chinatown/North Beach Room 602

Attending: Richard Compean, Jenny Worley, Tracy Ousdahl, Athena Waid, Kathe Burick, Louis Giambattista, Wendy Kaufmyn, Alisa Messer, Allan Fisher, Jim McKinney, Lynn Schneider, Debbie Wilensky, Galina Gerasimova, Kate Frei, Alison Datz, Steven Kessler, Annie Wong, Rick Baum, Mike Estrada, Harry Bernstien, Li Lovett, Carole Meagher, Deborah Liu, Chris Hanzo, Alan D'Souza, Tim Killikelly, Jessica Buchsbaum, Michael McCown, Diane Wallis, Robin Pugh, Pablo Rodriguez, Debbie Giusto, Rick Baum, John Carrese,

1. Approval of agenda and minutes of 8/25/15 and 5/19/15
2. Check-ins
 - a. hopeful, community power, upward trending, we all rock, glad to be here. happy about the rally, jazzed, encouraged, get what we deserve, ready to keep fighting, focused on the present and the future, love the way our students support us, pragmatic idealist, curious, cautiously optimistic, students, fired up.
3. Strike Hardship Vote Update
 - a. small increase in dues will start on the next paycheck.
 - b. we had the highest turnout in a vote ever, with a 93% yes vote to support a strike hardship fund. It sent a strong message to the administration and the community about how serious we are about getting a better contract.
 - c. we are composing a hardship fund committee who will be working on policies of how to set this up and how other locals around the country have set this up.
4. **m/s/p to approve Louis Giambattista for pct 4 rep**
5. Negotiations update: Unfair Labor Practice Charge discussion
 - a. We are supposed to be in negotiations to get a contract. And when they put out a proposal, they are supposed to explain why they are putting it out. The experience on the team is bizarre. They lay a 25 page proposal on us and then are unable to verbally explain what is in it.
 - b. This has been going on and on with delays and no proposals.
 - c. We are in negotiations with an employer that is essentially not bargaining. We have a target date, and we want a fair contract by Thanksgiving. We think it's time to hit them with an unfair labor practice charge.
 - d. We still do not have the actual budget figures from last year. We have been demanding this repeatedly for the last 6 months. We do not have the ability to verify their budget calculations, which have consistently hidden money by overbudgeting and then putting the overages into reserves.

- e. Looking at their proposal on evaluation, they want to bring disciplinary matters into the process, change the default to peer/management evaluation, and evaluate PT faculty every year with no increase in pay for faculty doing those evaluations
- f. We are in negotiations over load. We learned of a unilateral change related to the conference hour – they are changing that to a lab factored hour which would lower the load credit that they faculty gets for that.
- g. There's a provision in collective bargaining law that says they need to engage with us over compensation before they approve a budget. They did not do that.
- h. They are required to file a report on last year including the fund balance by the end of October.
- i. **m/s/p to approve filing of a ULP**
- 6. Contract Campaign Organizing
 - a. escalation planning
 - b. organizing conversation workshop
 - c. the group generated questions that members may ask regarding a ULP strike, we also worked together to brainstorm answers to the questions
- 7. CCC BOG members took action on the accreditation task force report to require Brice Harris to send a letter to the DOE on NACIQI
- 8. ACCJC/NACIQI Third party comments – due 9/25 template on www.saveccsf.org web site.
- 9. CFT and AFT 2121 are still parties in a lawsuit against ACCJC. There will be a hearing this Friday at 9:00 am.
- 10. New and Unfinished Business
 - a. Galina Gerasima reported that reps have created a bulletin board at JAD where they are posting Union Info.
- 11. Adjournment