

## General Membership Meeting Agenda

10/17/2017

MUB 140

Attending: Audrey Wallace, Marco Mojica, Jenny Worley, Wynd Kaufmyn, Karl Westerberg, John Watson, Abigail Bornstein, Jim McKinney, Rodger Scott, Alan D'Souza, Lori Admokom, John Carrese, Carolyn Cox, Claudia DaSilva, Dayna Holz, Valerie Berger, Kathe Burick, Janey Skinner, Richard Wu, Alisa Messer, Bob Price, Harry Bernstein, Lauren Cuttler, John Carrese, Alan Fisher, Tandy Iles, Kate Frei, Nicole Barens, Li Lovett, Richard Taha, Richard Wu,

### Item

1. Call to Order
2. Approval of **Agenda and Minutes of General Membership Meeting 3/21/2017**

### **Negotiations**

3. Report back from BOT 10/12 – Both parties, the BOT and AFT 2121 presented their “Sunshine proposal” at a special board meeting. Faculty came and commented in particular on the need to raise salaries. Our plan is to do turnout and have a big event at the public comment board meeting on 10/26.
4. Contract campaign timeline. We’ve already elected our bargaining team, conducted bargaining surveys, and held listening sessions at all campuses. We won’t be publicizing the results of the survey as strategically we’d like to hold that information privy to the bargaining team. However, we will be reaching out to people who expressed interest in particular items, to ask them to speak to the BOT and/or get active around that issue. The sheet we went over indicates a typical process of being at the table. Our initial meeting with admin will be on 11/1. We will likely plan an action on that day to support our bargaining team. Negotiations will continue until we get a tentative agreement. Our target date for a TA is 4/2/2018. We will be prepared to pressure and escalate during the course of that time. In order to get information out, we’d like to hold open negotiations. But if not, we will be reporting out from negotiations sessions. We will be inviting people with expertise on particular issues to present. We’ve set up tentative dates for a contract ratification vote. TA is either yes or no on the whole package. If we can’t get to a TA that our meets our members’ needs, we will continue with to organize and take action, up to and including a strike. Our ability to get something better is going to count on everyone coming out and standing together. We have to show admin that we have each others’ backs and we won’t stand for a sub-par offer.
5. Sunshine Proposal review and discussion – points of focus for BOT presentation on 10/26. We will be focusing on raising salaries, hiring more FT faculty, equalizing load/pay for lab and non-credit, reestablishing a reasonable workload, and fixing the payroll system.
6. Specific proposals will be composed and written by the bargaining team as we look at each issue and bargain on each topic.

7. District Budget – how does it play into our negotiation? 10/31 The 311 report (budget actuals from last year) coming out from the college will give us more information about how much. We have an extensive information request to the district. We need the actuals from last year which is the key piece of information on which we base our negotiations. We need that information to cost out proposals and project what the budget may look like in the future. What the budget looks like will be a critical factor. The college lost significant money last year, so this will come down to a fight to get what we think is fair.

### **Political and Community Organizing**

8. Community engagement in our bargaining proposals and contract campaign: Athena worked with our community allies on the campaign for free city and the fight against the ACCJC. There are a lot of issues that we care about, for example keeping campuses open – that community groups also care about. Our community, labor and student allies are a key part of building support for getting a better contract. We will be working on community engagement/ listening meetings: one for labor allies, one for student allies, and one for community allies. These groups care about diversity of classes, maintaining the broadest definition of our mission statement. We should have dates for these meetings in the next few days.

### **Member Organizing**

9. New Membership forms: we are continuing with our membership drive. We are working as hard as we can to fight the Trump anti-union agenda and right wing attacks that are coming. The precinct rep has a very important role. Our union strives to have every position filled. We need the people who are in those precincts to step up to do this work. That's what we're looking for when people want to be precinct reps – for people who really want to be part of the effort.
10. Rally and public comment at the BOT meeting on 10/26 3:00 pm Mission campus in support of our Sunshine document: we will be rallying and turning out in support of the bargaining team and our sunshine document. Next week we will be phone banking to ask people to come out to the Rally. We want speakers to sign up to speak about items that are most important to them. We are trying to mobilize our membership and show our power.
  - a. Turnout/Phone bank shifts
  - b. Speaker's lineup
  - c. Rally volunteer help

11. AFT 2121 Budget – the budget was reviewed. We paid special attention to the service fees dollar amount which would disappear under the Janus vs. AFSCME supreme court case. Rent is one of our highest expenses. We also spend a lot on communications during the contract campaign. Legal fees are also higher during contract campaigns. In addition, we pay for people to go to the CFT and AFT conventions. Our auditor expenses are also going up. COPE expenditures are now being explicitly included in our budget. We are now getting ~40K/year in COPE contributions. We voted that moneys over a certain amount would stay in our general fund to help pay for organizing expenses. Our strike fund is a separate fund, \$35K. It is still separately accounted for and can still be used for a strike fund if necessary. We have a certain reserve so that in hard times we don't always have to pass on a dues increase to our members (in fact this is what happened several years ago). AFT and CFT have recommended that we put maintenance of membership language in our contract in order to stabilize funding for our local. **m/s/p to approve 2017/2018 budget**

### **Grow the College**

12. What's happening in your department with the Spring schedule? ESL at Ocean – afternoon classes were cut from the schedule a year ago and haven't been restored. In ESL it seems that when classes are cut from the schedule, they may never be reinstated. Richard Taha CNIT – Tom Boegel wrote to Department chairs asking them to recommend additional classes. Most departments have submitted increases of 1-2 FTE's. Richard Wu CNIT, CTE steering comm. Chair. CCSF got a 200M strong workforce – those CTE courses may also be able to be restored despite low enrollment. Faculty were asked to check in with chairs about what's happening with the Spring schedule.
13. Officers' Reports
14. End of year party will be 12/15 at Pierre Coste
15. Please come out to the Sunshine event at Mission on 10/26.
16. Labor Council – several priorities for this year. The one that's been accomplished is Free City. The other 3 are:
- a. City-wide project labor agreement, such that any building in the city is done with union labor.
  - b. Airbnb – must be held accountable.
  - c. MCO – minimum compensation ordinance: to include people at the airport, and non-profits and IHSS workers.
17. Statewide, AB19 (David Chiu) which makes the first year of community college free – they have to be FT students, and it has to be their first year. It's a good continuation of an expansion of free tuition.
18. Unfinished and New Business
- a. **m/s/p Resolution on Balboa Reservoir**
  - b. When does overall membership vote v. precinct reps: at a Delegate Assembly meeting, only delegates can vote. At a General Membership Meeting, all members in attendance can vote.
  - c. Abigail asked why it wouldn't be acceptable to have a committee for FT faculty to discuss issues pertaining to FT faculty. Alisa: historically, faculty unions, when they do include PT

faculty, find that PT are very underrepresented and so the PT committee was an attempt to address that disparity. PT faculty had been excluded for many years, which is why we created a space for PTers. Wynd: there is a provision in the bylaws for a PT committee but not a FT committee. The FT caucus is meeting and you have every right to do that. Whether or not you intend to be divisive, that is the effect it has. I think you have to understand that that's what's happened. PT salaries are inherently connected – so the only reason you would need to talk about it separately would be because you want to change that.

- d. In the last process the admin gave us a lowball offer only to FT faculty. As a union we said no. Pro-rata pay has been instrumental in maintaining a high level of FT jobs at this college. We stayed committed to that and to bringing everyone up. And we got a better contract as a result.
- e. They also inflated the size of the offer.
- f. It's worth saying that our benchmark for the Bay 10 is FT faculty. Everyone at this college has benefited from that in the long run. We have more FT jobs than almost any other community college. This is because we've made it harder for them to exploit PT faculty.

## 19. Adjournment