

AFT 2121 Delegate Assembly Meeting Agenda

12/12/2017 3-5 pm

Jenny Worley, Bob Price, Karl Westerberg, Lee Vogt, Abigail Bornstein, Mary Bravewoman, Tracee Wong, John Carrese, Carolyn Cox, Claire Brees, Nicole Barens, Allan Fisher, Kathe Burick, Jim McKinney, Rodger Scott, Marco Mojica, Wynd Kaufmyn, Tim Killikelly, Tarik Farrar, Lori Admokom, Valerie Berger, Tandy Iles, Tracee Wong, Audrey Wallace, Teri Chapman, Kate Frei, Robin Pugh, Alisa Messer

Chris Hanzo

Item

1. Call to Order
2. Approval of Agenda and Minutes
3. SF Rising - College for All (Statewide Free Ed Initiative) with Cynthia, League of Filipino Students at SF State, Win Mon Kyi with Save CCSF coalition, Lalo, Student Solidarity Committee. Ballot measure to create an additional estate tax on the top 0.2% (wealthiest) families. It would be distributed as a grant to students. It's been started by a scrappy group of activist who were involved with the Bernie Sanders campaign – who advocated for free tuition. We will need 800K signatures to get the measure on the ballot. We see this starting off at CCSF and then the other schools in SF and Bay area. This would be a change in that CA state constitution with a special reserve for this fund. Ss at community colleges will be prioritized. It expands Cal Grant to allow people who don't go directly from HS to College. We want to build a coalition to push for ending tuition as well as increasing funding for public education overall. Text College4all to 41411 to get updates on volunteer training and actions. We foresee this as a tool to expand access to public education. Universal, progressive and fair – the tax is progressive. We did a poll that showed 60% support, with young people and POC supporting in higher numbers. Students would be freed to work fewer jobs in addition to their education. It shifts the financial burden away and "onto the oligarchy" is a plus. Q: If we're saying the \$ goes first to CC students. Is there a built in inequity since our tuition is much less than at CSUs or UCs? Do you know how much the funding is per student? A: It's not broken down per student. We think it will be enough so that everyone is covered. The UC system tends to be middle class students, so there's an inequity built in in terms of tuition. Our students struggle just to have the time to actually be students, while they work and support families. A: It supports students who are working on their undergrad degree, so students would be able to carry on the grant as they move to CSU and UC. Q: How does this program overlap with Free City. A: Free City program is a 2 year program at this point. We are hoping it will continue. If College for All passes, then this program would overlay the Free City program. We already have overlapping programs – i.e. the BOG waiver program would cover those students first, and then Free City kicks in

after. What would happen to our Free City program if this happens is a good question. We'd have to see how this plays out and then the Free City committee would look at the overlap and make a recommendation about how the programs would work together. Lalo: if we get both, then we have more money to invest in the needs of the college community. Plugging students into this campaign as well as the Balboa reservoir. Q: What if you're not legal. A: it would include those who are covered under the CA dream act, but not any other undocumented. Comment: CFT has already endorsed this. Event: voter registration and petition gathering training 12/16 10-12 and 12-2 at Mission campus. This training is being supported by donations to the Free City campaign.

4. Expanding Access to Free City College through General Assistance (CHP).

Change in Officers

5. Recently we had a resignation from our Executive board: Rodger Scott.
6. Internally, we've created a Budget and Finance committee for the first time. We've done this in order to have more eyes looking at our Union's finances. As part of that process, Yvonne has been a superstar and has helped us better understand and correctly track our Union's finances. We think she will be a great addition to our team of decision makers. She has the expertise in Quickbooks and accounting principles. **m/s/p nomination of Yvonne Web as treasurer as of Spring 2018**
7. **m/s/p nomination of Alan D'Souza as E-Board member at large**

Membership Organizing

8. Membership Campaign Boards: 96 faculty have joined our union as new members. We've spoken with and gathered forms from 630 faculty.
9. Flex day: Negotiating Compensation Workshop will be held during our regularly scheduled AFT meeting.
10. Flex day we will also be hosting a workshop for faculty to learn about AFT 2121. This is designed for recently hired faculty but is open to all.
11. End of Semester Party 12/15 3-6 pm Pierre Coste
12. Financial Literacy and Retirement Planning workshop will be held Jan 11th 8-3pm. Please invite everyone to come.

Negotiations update

13. We will be targeting particular negotiations to really turn people out to our open negotiations sessions next semester as negotiations heat up around compensation.
14. Calendar: Thanksgiving week – it's disruptive to many of our members when SFUSD is out. The problems with taking that week off – Monday only classes would face two Mondays off in a row. Management at the table is taking it back to the board to have a wider discussion about the impact of this on the whole college. We'd like precinct reps to take this issue back to your people and find out what people feel about this. It does appear to be a trend at more and more colleges and schools. Q: have you considered just taking off the Wednesday? A: It's very problematic because to count a week for attendance, you have to have a full 3 days. You have to hold all the classes that are normally scheduled on that Wednesday for it to count. Q: How did attendance look that

week? A: we asked for info from the district, but they don't have the attendance information yet. We have a little more time, because the district wanted to vet this more with the college community and the board. The rules at the state level are very strict, so a solution would involve a change at the state legislature. We think we should continue to push for taking Lunar New Year off. It's a day of significance for our community. But we need to fight for those rules at the state level. Q: There is some grumbling about having only 9 days between the last final and the day grades are due. Q: there also may be an issue for anyone paid by the hour. The more variance there is between the days makes a lot more work in terms of preparing the class if you have multiple sections

15. Sabbatical pay – we made a proposal to raise one year sabbatical pay to 80% rather than the current 60% which is a hardship for anyone looking to take a one year sabbatical. Fewer people take a one year sabbatical because they can't afford to do it. The idea is to encourage more people to utilize the one year sabbatical. Many people have been turned down for one-semester sabbaticals, and some feel they can't take a one-year.
16. Bargaining documents are being posted at our website so members can see what progress is being made at the table as we go through the current negotiations process. Go to AFT2121.org > Negotiations > Bargaining Documents for Faculty. Q: What is the PT Parity Definition? – it's the document our college agreed to in 2002 in order to get state equalization money that funds parity for PTers. With the pro-rata, can we show what that is at other colleges. 2 other colleges in the bay 10 have higher pro-rata, and so we are no longer at the top for PT either.
17. Class size minimum: we proposed that the minimum be 16 (for running a class). Q: is that regulated by the state? A: no it's negotiable
18. Flex day obligation
19. We've held off on load and compensation til the Spring.
20. Q: do we know what the minimums are at other colleges? A: Min 20.

Contract Enforcement

21. Payroll issues – we'd like to organize actions around fixing payroll. We will come back to this next semester. How can we collective take this issue to the BOT and the Chancellor so they can get fixed. What if Tom Boegel had to pay everyone back out of his paycheck? We have acknowledged that this is not a problem with the staff in payroll. They are also incredibly frustrated with this system as well. The problem is systemic and comes from decisions made at a very high level. Is it Ellucian? Ellucian are consultants that were hired to work on Banner. They are paid to institute the payroll module of Banner which is called FLAC. Chris: They have engaged us more around this issue. Other colleges use systems other than Banner and have better results. Of all the ones that have Banner, only 2 implemented FLAC, and we're the only ones who implemented it the way we did. The payroll people are bitterly disappointed by this system which creates huge amounts of extra work. We've had these issues for 10 years. It may be the Banner system.

m/s/p adjourn to COPE (Committee on Political Education) meeting

When we are giving money to a candidate or to an issue, we go into COPE meeting so we can make decisions about how to allocate the voluntary COPE contributions that our members make towards our political work.

22. College for All – we want to help get it on the ballot. **m/s/p to to endorse the College for All campaign.** We will start to get petitions out in January. In our candidates fund we have \$26,800 in our issues fund we have \$11,000. **m/s/p \$3,000**

Q: are there other key issues we will want to spend money on? A: Yes – the possibility of the Make it Fair campaign – a tweak to prop 13 to end the loophole for corporations. It's not clear whether that will move forward. There's also a repeal of Costa-Hawkins (making rent control more viable in other cities). There are many local initiatives as well. No one knows how the federal tax reform will play out.

23. m/s/p to adjourn from COPE

24. Officers' Reports: Mayor Ed Lee passed away this morning. We did not see eye to eye on a lot of critical issues, but when it came to sanctuary city he was all in. He was the first Asian American mayor of our city. We want to remember him and show our respect.

25. Please remember to come to the End of Semester party

26. The college has put the FAFSA application in the way of people who want to get Free City. We are advocating for a better approach to make sure that people can take advantage of the program, while also getting as much financial aid from other sources as possible.

27. Unfinished and New Business

28. Adjournment