

AFT 2121 Delegate Assembly Meeting Minutes

5/23/2017 MUB 140 3-5 pm

Attending: Pablo Rodriguez, Audrey Wallace, Dayna Holtz, Nancy Mackowski, Wynd Kaufmyn, John Carrese, Jenny Worley, Bob Price, Karl Westerberg, Carolyn Cox, Kathe Burick, Tandy Iles, Tarik Farrar, Valerie Berger, Alan D'Souza, Alison Datz, Jessica Buchsbaum, Kate Frei, Li Lovett, Marco Mojica, Robin Pugh, Claire Brees, Terri Taylor, Malaika Finkelstein, Jenny Worley, Jim McKinney

1. Call to Order
2. **m/s/p Approval of Agenda and Minutes of 4/25/2017**

**Bargaining/Contract Campaign**

3. Looking towards our next contract struggle: The district absolutely tried to break the union last time around by starting out with an offer that split FT from PT. We don't get the information we need in negotiations. When we pointed out that there were 12M additional dollars in the budget, it took them months to put it on the budget so we could negotiate over it.
  - a. How we achieved previous gains: originally, last time the district offered restoration and COLA plus 1.1% for FT only, with an off-schedule bonus. If you totally iced PT faculty, FTers would get just a few crumbs more. What really got us to the raise we achieved? We said no you aren't going to split us, and we took militant action. That's a blueprint that we need to take forward.
  - b. In 1993 we realized Credit PT instructors were making less than 50% of what FT instructors were making. So back then we got our first pro-rata pay scale at 62%
  - c. What is 86% Pro Rata? PTers by definition make significantly less than FTers do
  - d. PT parity/equity really started in our local. It's been one of our great achievements. We ended up getting state money for pay equity, and legislation to say that this goal of pay equity, equal pay for equal work is in the law. AB 420 the PTER bill of rights was passed.
  - e. We're now at 86%, which means that there's still a significant gap. As we try to increase the 86%, we need to include additional professional responsibilities, even though many PTers already volunteer and do that work.
  - f. So where did that lead us? When we achieved the highest pay for PTers relative to others, that was in 2001. FT salaries ranked 2<sup>nd</sup> in the bay 10 and 5<sup>th</sup> statewide. PT rates for credit ranked 1<sup>st</sup> or 2<sup>nd</sup> statewide. That showed that when we stand together we can ALL win.
  - g. Now, although we've achieved gains in the last contract, pay has stagnated compared to the gains at other colleges. So while PT rates are relatively higher than other colleges in our area, FT salaries at other colleges have increased faster.
  - h. After the financial melt-down of 2008 and the ACCJC accreditation crisis of the last 5 years, all of our faculty are underpaid.

- i. Highest non-doctorate salary MA + 60 we are the lowest. It's disgraceful. Our goal is to stop the underpayment of faculty at City College.
- j. Current Challenges: We've called on the district to live up to the need to bring pay back up to the top of the bay 10
- k. We know we can only achieve these gains by standing together.

#### 4. Bargaining Team Elections

Name	Vote Count
a. Malaika Finkelstein	19
b. Jenny Worley	17
c. Tim Killikelly	17
d. Wynd Kaufmyn	16
e. Mary Bravewoman	15
f. Wendy Owens	14
g. David Pieper	14
h. Linda O'Roke	10
i. John Carrese	10
j. Emily Wilson	9
k. Pablo Rodriquez	7

#### Grow the College/Political and Community Organizing

- 5. Free City College Update and next steps: We succeeded in stopping our administration from tying free city to GPA. We also would like to see the program expanded beyond the 2-year pilot, and also open it to SF part-time workers, as well as undocumented students. We wanted to see a larger stipend - \$1000 per student per year for FT and \$500 for PT to cover transportation and books. That was lowered to 500/200. That was actually the largest part of that funding. Prop W is bringing 70 million into the city this year, and the mayor only approved 9 million for this program. It's the strongest, most comprehensive free college program in the country.
- 6. This is a special time, we've won our accreditation, and the free city campaign was unique because labor and community partnered with Jane Kim's office to make this happen. We'd like to go back to the community groups that signed on in support of this effort, and encourage them to get the word out to their constituents about enrolling at CCSF. We'd like your help in reaching out to community groups that connect with a potential student pool. Free City coordinating committee will be held **June 12 2-4 pm at 365 Fulton** in the Center city area. We need your help to connect with more community groups and potential students.
- 7. Democratic Party State Convention report back. Li Lovett attended the ADEM – many delegates are appointed by elected officials. The DCCC was controlled by real estate interests. Nurses, teachers, and other labor and non-profit activists running on a progressive slate took over the DCCC in the January elections. Something similar happened across the state. Delegates cast their ballots for regional directors. Henne Kelly was the regional director running against someone. These people control purse-strings and impact who gets support. There were 2 contenders to replace John Burton who is

retiring. (Bauman – supported by pharma money. Progressives supported Kimberley Ellis. She runs “emerge” promoting female candidates. Wants to reform the party and make it more transparent.) LA Times has great coverage on all the background of this. We want the Dems to prevent evictions and prevent astronomical rent increases. At the end of the day, the official count was that Bauman won by 60 votes. There had been some irregularities, so the Ellis campaign is pushing for an audit. This is important for where the Democratic party is going. The Dems are the party that may be more open to working with progressives. The most valuable event may have been the CFT breakfast. 3 gubernatorial candidates spoke to us. Delaine Easton, John Chang and Gavin Newsom. Easton came out as a powerful ally. Newsom spoke about the ways he supported labor during his days as mayor. Tom Torlakson endorsed Tony Thurmond for State Supe of schools. It looks good that we will be able to work with him on our issues.

### **Member Organizing**

8. Spring 2017 Membership campaign wrap-up
  - a. Carolyn – “I reached out to my few new people right away and it was really easy because they were already pro union.”
  - b. Alison Datz: – “I send back a report to my precinct every month from DA meetings.”
  - c. John Carrese: “I need to be more organized – put a slot in my calendar for when I’m going to do this once a week or at least every month.” Alison Datz: “I wish I could motivate more people to come out to events.”
  - d. Jessica “I wish I felt more relaxed about making those phone calls” Wynd “I think I should have done a better job inoculating people about staying with the union if we lose agency fee.”
  - e. Tandy “I feel like I got a lot of support with getting talking points and help from the team. Audrey “the events were a good way to ask people to join and be a part of what’s going on with us. One of the people I talked to said the debt workshop was really informational and helped her a lot.” Alison “The happy hours and the picnic were great ways to connect with each other.” Dayna “we had a lot of problems in my precinct this semester with payroll, so it was an opportunity to prove how important a precinct rep is in coordinating the effort to address those issues.”
  - f. What can we do better? Robin: “Keep doing a lot of what we’re doing. As we move into an environment where people can choose to be part of the union, we need to offer useful services to people, and keeping up the relationship and being in constant touch.” Valerie: “get the word out ahead of time on events.” Bob: “have a plan to visit all new hires about a month after they’ve begun working so we can check in and make sure they are being paid correctly and file the paperwork to get placed on the pay schedule correctly.”
  - g. Bargaining survey needs to be more transparent and open to people. Workplace meetings to go over bargaining priorities.