

AFT 2121 Delegate Assembly Meeting Minutes

8/29/2017 3-5 pm MUB 140

Attending: Audrey Wallace, Alan D'Souza, Jenny Worley, Tim Killikelly, Tracy Ousdahl, Mary Bravewoman, Wynd Kaufmyn, Karl Westerberg, Claire Brees, Kathe Burick, Marco Mojica, Carolyn Cox, Harry Bernstein, Valerie Berger, John Carrese, Dayna Holz, John Watson, Abigail Bornstein, Tracee Wong, Bob Price, Alan Fisher, Jim McKinney, Alisa Messer, Tandy Iles, Lori Admokom, Pablo Rodriguez, Kate Frei, Alison Datz, Nicole Barens, Erwin Barron, Bill Shields, Leslie Simon, Tarik Farrar

Athena Waid, Chris Hanzo

Item

1. Call to Order
2. **m/s/p Approval of Agenda and Minutes of 5/24/2017**
3. **m/s/p Appointment of Lauren Cuttler as Precinct Rep to Pct #13: Nursing RN**

Member Organizing

4. New Membership Forms – board update – 270 forms already submitted, with many more brought to the meeting today.
5. Bargaining survey final push – please fill out a bargaining survey
6. Precinct rep binder – We went over a binder of resources for Precinct reps, including our contract, lists of faculty and other information.

Negotiations

7. District's 2018-19 calendar proposal – briefly discussed.
8. Contract campaign timeline
9. Past sunshine document – we went over our sunshine document from 2015, and started to discuss our sunshine document for 2017. We looked at the need of the college to retain and attract high-quality and diverse faculty, restore faculty to above the median of the bay
10. Some faculty members advocated restoring FT faculty above the median of the Bay
10. Q: what is the impact of the public on this during sunshine? A: Last time we got community support. We built support to be able to go on strike with our community with us. We had a sunshine rally, and had community come and speak in favor of these principles.
11. Q: Concern about Dr. Rocha was expressed. A: The chancellor has met with AFT 2121 leadership several times without lawyers in the room. He's pulling back on the lawyers, including a 20% cut to Sloan's contract. Dianna Gonzalez has been doing good work in the role of VC of HR. She's been meeting with us weekly to resolve a backlog of grievances. She's told the lawyers they are not to come to bargaining, but that they will call them when needed.

12. Q: at what point do we get budget information? A: We are putting together a major information request. We can look at their adopted budget, but we need to know what they are actually spending. We need to get a handle on what they have left in surplus because we can negotiate over that money. We need to know the cost of a 1% increase – frequently that becomes very contentious. The budget process for 18-19 will happen in the Spring. But let's be clear – a budget is a document that states what they would like to do. But frequently it's a place to hide money. Often we are the ones who find the money. Last year we found \$12.9M that they had lost. We spend time looking at the numbers so we can get what people need.
13. Q: For Free City, isn't there a clause that allows us an increase depending on enrollment? A: There is that clause, and at the time we didn't think we had a chance of getting there. For every add'l 500 FTES faculty get an increase. It could be retro for this year if there's enough growth. That would be analyzed next April. We will know when enrollment is final. Whether those provisions are there or not, the money will be there because of the growth. We can negotiate over that money.
14. How do we know what the enrollment numbers are for this semester? They have to report to the state. It's public information. It looks more like an 18% increase in Credit. We will know by the end of the year – the numbers in NonCredit are not clear until the end of the semester.
15. Listening Sessions: we will be conducting more than 25 listening sessions with precinct reps and bargaining team members to hear from members about what they want and will support in our contract campaign. Happy Hours have been scheduled at Mission and Chinatown campuses as well.

Contract Enforcement

16. Grievance/organizing update: we've conducted a series of trainings on using grievances as organizing opportunities in our departments.
 - a. Valerie: a lot of issues about the bookstore not having books available (at every campus) – they ordered less than half the number of requested books.
 - b. Marco: a faculty member who has been teaching a course for 40 years with a lifetime credential was told they couldn't teach the course anymore under the new system of minimum quals. We will be fighting this.
 - c. Tracee: There are new hires not on the tenure review list even though they are FT hires.
 - d. Jenny: class assignments and seniority. We've gotten some reports of depts. that are not following the seniority procedures in assigning classes. Please keep us posted about what people are doing. The procedure should be: the person with more seniority should get their complete modal load schedule according to their preference before classes are offered to the next person. The seniority list should be posted for everyone to see.
 - e. Step placement for new faculty hired Fall 2016 and since. There's a new procedure which still isn't happening. Payroll says they are working on figuring out where people

should be, but they haven't worked it out yet. Please reach out to your newly hired people and help follow up.

Grow the College

17. Free City report back/next steps: We are so thrilled with the success of the Free City initiative. We reached out to 58 community groups this summer. Students need to know that if they don't drop they will have to pay back the free city funds. We will need to continue organizing around this over the next several years to make sure the program continues.
18. Enrollment/class cuts: Despite the enrollment gains through Free City, the district is still on the path to mandated class cuts. We will be pushing the Chancellor and the BOT to put an end to this practice.

Political and Community Organizing

19. Rapid Response Network/Resistance text RESIST to 41411. AFT 2121 turned out in force to counter-protests against White Supremacy in the city and Berkeley this past weekend.
20. Balboa Reservoir/PAEC (Performing Arts Education Center) The City has chosen a developer to build over 1000 units, mostly market rate. There are still a lot of steps and fight-back that can move forward. Go to the facilities committee website and consider the resolution they are considering. Rocha has said that he would like to have an affordable housing village on that site. We're not going to decide it today. We need to educate ourselves and come to a position. We had several meetings on this topic. We are going to make sure the PAEC is built. That's a clear interest that we have. We will also be doing a series of public information requests to understand the "shenanigans" behind derailing it in 2013. We also want to work with community allies on this.
21. Officers' Reports
22. Unfinished and New Business
 - a. **m/s/p Resolution to change the name of Phelan ave. to Frida Kahlo Way**
 - b. There was an event at Evans campus celebrating the City Build program
 - c. Memorial for Ray Berard on Sept 15 at John Adams auditorium
 - d. Labor Day action in Oakland – 11:00 Fight for 15 rally Frank Oglala square.
 - e. Labor Breakfast Friday morning (of labor day)

23. Adjournment