

General Membership Meeting

Christina Yanuria, Debra Wilensky, Kathleen Duffy, Karl Westerberg, Karen Saginor, Jim McKinney, Abigail Bornstein, Leo Bello, Dom Gonzalez, Erik Christianson, Doug Orr, Rodger Scott, Tracy Ousdahl, Ann Killebrew, Nancy Mackowsky, Allan Fischer, Dayna Holz, James Armstrong, Valerie Berger, Alexandra Nickliss, Pablo Rodriguez, Melinda Weil, Gus Goldstein, Kate Frei, Wynd Kaufmyn, Lou Schubert, Danyelle Marshall, Edward Simon Hanson, Tracee Wong, Audrey Wallace, Lori Admokon, Robert Price, Jonathan Siekmann, Carolyn Cox, Malaika Finkelstein, Robin Pugh, Jennifer Worley, Dennis Mullen, Harry Bernstein, Jonathan Potter, Tarik Farrar, Alan D'souza, Tim Killikelley, Marco Mojica

March 20, 2018

Ocean Campus, MUB 140

3-5PM

Item	Presenter	Time	Mins
1. Call to Order	Tim	3:00	1
2. Approval of Agenda and Minutes M/S/P 1abstention	Tim	3:01	4
Contract Negotiations and Grievance Update There is information that has been handed out reviewing what the union proposed the last time: salary proposal and load proposal. We proposed a \$6000 increase. What this proposal stem from is the work of the team and Doug as our resource. Where is our structure deficient in relation to the Bay 10. We want to get above the median. That is the priority of these negotiations. That is what is reflected in our proposal. To deal with the affordability crisis for our members. This proposal would bring us above the median Bay 10. Our message to the district is the budget for next year must be build around this particular need. We have a comprehensive proposal on load. Our proposal is to increase the lab load factor from 85% to 100%. All these changes would do a lot for folks working here now, but also attract new faculty. We think is a comprehensive proposal. The district is really stuck because they had to hire a new finance team. We are getting increasingly concerned about that. We need to keep pushing harder around this issue. It has been amazing how faculty has stepped up	Chris	3:05	10

<p>to tell the administration their stories. Is there a deadline? There is no legal time limit, but now it is in their hands. Abigail thought that the proposal was outstanding. The load for labs that was put forth by Wynd. I thought it was excellent. I do know it is what we deserve. But the reality we are bit on a budget crunch. How are we going to decide based on the counter offer we may receive? Chris: Structurally in the union the E-board provides direction for the bargaining team. We have a strong analysis of the salaries in ways that we have not done before. There are going to be some discussion. The membership should have some input and coming to negotiations sessions. The mirror salary scales, over load and pro-rata, we are proposing mirror new steps, it would improve significantly part-time pay, and also step for part-time equity. That is what we are proposing as well. Simon Hansen: we should not negotiation against ourselves. We did not leave much space for bargaining. We need to stick together and hold firm. I think I agree that this is a statistically viable. Everyone is willing to come out. Chris: all of our demands are front loaded. All of our demands. Wynd, we came in with a very high request, we do understand how to bargain, and still be considered a reasonable player. WE should not apologize with these numbers. Question: district agrees bay median. Tim: we hav done a great job of what is going to cost. We do not know, we feel pretty good about the district that they are not trying to obfuscate, but they are trying to be transparent. Some basic questions are not answered yet. WE do not actually know how that matches up what we are going to get. Governor has proposed changes to how get funded. FTES, Degrees granted, serving underserved students. We do not want to be a certificate mill. So this is going to be in the mix when discussing the negotiations. We had a discussion in the negotiating team, we had put something forward that would meet our goals and let the district respond.</p> <p>The only grievance with the district is the way that the district is using “categorical” funding keep people not getting hired as full time. In EOP, Student Health.</p>			
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<p>Maintenance of Dues proposal</p> <p>Tim: we are going to be entering a new world. SCUTUS will vote in favor of Janus and agency fee will go away. That means that if you are not a member you are not going to have to contribute your fair share. Once agency fee was eliminated, people could drop out of the union, all of the agency payers went away, and then followed up with conservative think tanks. Maintenance of Dues language was created with a window to drop your union. One of the biggest supporters of unions are Public employers in the Janus case.</p> <p>The language is to protect our organization by the maintenance of dues.</p> <p>Doug: the board of supervisors March 6 urging all of the unions in San Francisco to add this to their contracts. It is very similar to health care. To have some sense of what your annual budget is going to be. Not only should you have this in your window. But to allow our ran and file to speak to members. Voted unanimously.</p> <p>What happens to folks who are fee payers? They would no longer be paying. You all will be paying for them and they are not going.</p>			
Member Organizing	Audrey/Marco	3:15	10
<p>Special Order of Business</p> <p>3. Nominations for Officers and Reps We are your election commissioners for the upcoming elections. We would like to extend an invitation to members to help us with the putting together the ballots to be sent out and then to help us count and volunteers. The dates are April 9, 11, 12 where we are going to be doing the mailing.</p> <p>4. Amendments to the Constitution and Bylaws There are some proposed changes to the</p>	Duffy/James/Craig Malaika/Jim	3:25	50

<p>constitution and bylaws. There was a group of proposal on the rights and responsibilities of retirees. We tabled and send it to a subcommittee to work on it. The subcommittee met and we had a lot of discussion. Ann Killebrew, Roger made some research in other chapters. We came up with something we can live with. If 2/3 of the membership approves, it will regularize and codify many of the past practices the retirees have been involved in. We will continue to participate in general elections, we will continue to have seat in the Eboard, we are allowed to vote with the exception of matters related to the contract. They will be allowed to vote on conventions, retiree who go back to the work, will become member of AFT-2121. Karen Saginor will say more, one of the issue that we came up with were legal. In the eyes of the law, unions are associations of employees, and therefore retirees cannot be members. Unions have a legal duty of “fair representation”</p> <p>Malaika: We added the language that members of the retiree chapter maintain limited membership.</p> <p>Tim: motion on the floor of this particular language.</p> <p>Rodger, I would like to propose an amendment to Article IV, Section 2 paragraph C. Gus, I support Rodger amendment is not a problem. I still believe it is not a problem of having retirees on the E-board. If they were elected, the faculty knew they were retired and therefore there is no damage.</p> <p>Rodger amendment accept no7, yes 20 6 abstentions. Amendment does not pass.</p> <p>M/S/P 5 abstentions.</p> <p>Abigail</p> <p>Petition for the full time committee. Petition to allow precinct member to have a vote between elections.</p>			
<p>5. Officers’ Reports</p> <p>a. Executive Director report</p>	Officers	4:15	10

b. Kathe got recognized by the board of supervisors during the Women's Heritage Month.			
6. Unfinished and New Business	Tim	4:25	5
Adjournment		4:30	
<p>COPE Meeting Endorsements: M/S/P 1 Abstention D6. Costa Hawkins, Prop C, Prop G</p> <ol style="list-style-type: none"> D8: Rafael Mandelman. Endorsement: 1 opposed, 1 abstention 6. M/S/P \$200 D6: Matt Haney 6 Abstentions. M/S/P \$500 Attorney General: Dave Jones Endorsement: M/S/P 1 abstention. Up to \$500 M/S/P Costa Hawkins repeal. Endorsement: M/S/P 1 opposed, 1 abstention Prop C: Additional Tax on Commercial Rents Mostly to Fund Child Care and Education Prop G: Parcel Tax for San Francisco Unified School District Dana Holz Consider Endorsing as Gayle McLaughlin as Lieutenant Governor. she is a progressive who has been endorse by Bernie Sanders. As a social justice union we should support her. Yes: 14 Abstentions: 7 M/S/P Up tp \$500 M/S/P <p>Campaign Support</p> <ol style="list-style-type: none"> Contributions to all of our endorsees. Motion to give Rafael Mandelman \$200 and \$500 for everyone else. Canvassing for Jane Kim - report back Canvassing for Mark Leno – Saturday, April 7 (10am-2pm) Spreckles Lake at 36th & Fulton Canvassing in Modesto - Training: Monday, April 16 (5:30-7:30pm) @ Local 2 (209 Golden Gate Ave.) Canvassing: Saturday, April 21 (11am – 4pm) (leaving SF for Modesto earlier @ time TBD) College for All petitions <p>We are considering doing another independent expenditure.</p> <p>We would like to donate IE \$500. M/S/P 3 abstentions.</p>	Alan	4:30	60
Cope Meeting Adjournment		5:30	