

AFT 2121 Delegate Assembly Minutes

1/23/2018 3-5 pm

Jenny Worley, Karl Westerberg, Abigail Bornstein, Kathe Burick, Jim McKinney, Rodger Scott, Marco Mojica, Wynd Kaufmyn, Tim Killikelly, Valerie Berger, Tandy Iles, Audrey Wallace, Kate Frei, Alisa Messer, Alan D'Souza, Allison Datz, Kimberly Keenan, Sally Winn, John Verosky, Dana Holz, Irwing Barron, Harry Bernstein, Tracy Ousdahl, John Carresse, Nathan Steele, Yvonne Webb.

Item

1. Call to Order
2. Approval of Agenda and Minutes
Minutes **M/S/P** Agenda **M/S/P**
3. **AFT 2121 officers and representative election and constitution bylaws amendments**

Chris explained the elections timeline. Elections for E-board: Officers, Reps at Large, delegates, labor council delegates. We are reviewing and adopting this timeline. Under our constitution these elections are overseen by a commission. Members of the commission are members who are not running for any elected position. Staff takes care of the nuts and bolts of preparing, and mailing the ballots. The elections commission tasks are to pick up the ballots from a separate P.O. Box. to count them and report the results. Chris urged the delegates to volunteer to support the electoral process. A member asked if the ballot can be dropped off at the AFT-2121 office? Chris responded that, it is not allowed. The ballot has to be mailed to the P.O. Box. He stressed that it is important to have this way to ensure transparency in the electoral process. The P.O. box will be at a U.S.P.S office either Civic Center or Evans depending on where the commission feels is the closest post office for them to pick up the ballots. Chris asked the delegates to approve the adoption of the timeline. **M/S/P**

4. **Nominations and Election of Precinct Rep and Election Commission**

- a. Jamal Hassanzadeh, LVN Precinct 40
Chris mentioned that Jamal has been a participant in the process of improving the working conditions in his department. Motion to nominate Jamal for Rep of Precinct 40. **M/S/P**
Alison Datz commented that she is glad to see fewer empty representative positions in our union.
- b. Election commission members: Tim explained that three people are members plus an alternate. Alan D'Souza pointed out that the bylaws state that each has to be voted on individually and that the top vote getter becomes the chair of the commission and the alternate is the one with the lowest number of votes. Delegates were asked to vote for each of the candidates. Below are the results:

- i. Craig Kleinman: 12
- ii. James Armstrong: 15
- iii. Kathleen Duffy: 16 Chair
- iv. Robert Schuricht: 6 Alternate

5. CFT Convention

a. Delegate nominations

Jenny explained that our local is a member of the CFT and every year it hosts a convention for its members. The general purpose of the convention is to determine the direction that CFT will take for the coming year by debating, and voting on resolutions. In addition, it holds workshops and session on issues related to our union work such as: organizing, budgets, communications, among others. The Convention is March 23-25 at the Costa Mesa Hilton.

Jenny explained that CFT assigns delegates depending on the number of members of each local. Based on their formula, we are allowed to send around 46 delegates to the convention. Our union can elect up to 46 delegates to send to the convention. However, because the convention is in Southern California we will not be able to fund the travel costs for all of the delegates. The E-board decided to fund up to 25 delegates based on funds budgeted for the convention. The selection of the 25 who will be funded is based on being one of the top 25 vote getters in the election. Any member in good standing can be nominated to go to the convention. Also, precinct reps, members of E-board and the negotiating team are automatically included in the ballot unless the member clearly states that they cannot go to the convention and withdraws their name for consideration. You have up to January 26 to nominate a member. Email Jenny Worley. Jenny suggested that if you nominate someone to check with them letting them know that they have been nominated to be a delegate at the CFT convention. Jenny will call nominees. If more than 46 accept, we have to do a mail ballot election which is required by law. If fewer than 25 accept the nomination, they can be elected by acclamation by the DA. If they are between the allowed number and the maximum number we would hold an election. Jenny informed the DA that the mail-in ballot costs around \$1500 while the campus wide ballot box would cost around \$450. People who are not elected to be funded become funded, when someone drops out from the top 25. Responsibilities of the delegates, make their airline reservations. AFT-2121 books the hotel rooms. We agree as a group to spread out and go to the different workshops, go to the plenary session and vote. We have a dinner to discuss issues. It is fun! Alisa said that for a lot of us because this might be the only union we belong to in our career that by going to the CFT convention you get to learn about the difference that unions can make. For the election process, Jenny asked the DA to approve the process. Below is the policy voted on by the delegates

Election Funding/Reimbursement Policies for DA approval:

1. AFT 2121 Staff will contact nominees not present at today's DA to confirm acceptance/refusal. We will assume that nominees who do not respond are unable or unwilling to stand for election. **M/S/P**

2. If between 24 and 46 nominees accept, which method to determine who is funded?
Delegates approved ballot box election (costs about \$300) **M/S/P**
3. Delegates must book flights & send confirmation to jworley@aft2121.org by Mar. 2 **M/S/P**
4. Those not booked by Mar. 2 cede funding to highest voted unfunded delegate. Each unfunded delegate has 3 days to book & notify before funds are offered to next unfunded delegate. **M/S/P**
5. If a funded delegate fails to attend, 2121 will not reimburse airfare or per diem. 2121 Executive Board may make exceptions for unforeseen emergencies. **M/S/P**

It was suggested by Alison Datz that we should make this a policy going forward for the CFT convention.

Additional delegates were nominated by the DA: Fanny Law, Cindi Augjoost, Beatriz Herrera, Tehmina Khan, Erik Green, Janey Skinner, Vicky Legion, Erik Christianson, Jamie Lavender, Robert Schuricht, James Tracey, Amber Strauss, Julieta Kusnir, Tenaya Lafore, Pablo Rodriguez, Kovak Williamson, Lori Admokom, Xochi Candelaria, Adele Failes-Carpenter

6. Member Organizing

a. Class Cuts

Kate spoke about large classes that are large and the college refuses to open a new section. We should put that information out there. The other is classes that are being cut before the first day of the meeting. Even though we have Free City, the road 32000 FTES they are cutting classes.

We need to find from people where it is happening. This is the time to push back. We can grow if we pressure the board and the chancellor. If you have information, let us know. Malaika is putting together the information.

b. Turnout calls for BOT and Negotiating Session

Audrey we are going to put your organizing skills to play. We need to bring our stories to the board of trustees meeting on Thursdays, Southeast Campus at 4PM. We started talking about affordability in the bay area. A lot of our colleagues are struggling with affordability, we need those stories to illustrate those points that our bargaining team is making. We are asking our member to come to the BOT meeting to talk about how the affordability crisis has affected them. For those who are reps and you have had conversations with your member about an issue with affordability. If there is someone that sticks out to you right now in your precinct. We are hoping to bring one member from a precinct to the BOT meeting on Thursday.

Marco stressed the importance of continuing with the membership campaign. Reducing our fee payers to below 200. Currently there are 217 fee payers. Tim said SCOTUS will start hearing the Janus case in late February.

7. Contract Negotiations

a. Contract Negotiations update

Jenny reported that Doug Orr made a presentation to the members because there was no negotiating session. Doug made a presentation with the complexity of pay in the Bay 10. Doug did an interactive spreadsheet where we could ask different scenarios of possible pay raise either in percentage and/or dollar amounts. Members who participated could propose a scenario and it would give you a result. Tim spoke of the different variations in terms of changes in columns, steps, and so on. Some of the points that came out was that across the board percentage base is not the way to go in terms of getting above the Bay 10 median. Doug showed that the farther you are in your education level, the lower you are in the bay 10 median. Tim: the steps and the columns were exactly the same in many other colleges. At CCSF is not that way. Jenny: The other things that we noticed is that at beginning is lower, then in the middle we go higher and then in the lower steps is goes down in relation to the bay 10.

There was discussion over whether there should be another presentation from Doug for members to get a grasp on the complexities of Bay 10 compensation. It is important in terms of getting membership buy in. A Webinar was suggested. Tim stressed the importance of people to come to meetings. We have negotiating sessions meeting where people could come. We will discuss with Doug when we can do another presentation. It was asked if we could we put up the charts in the AFT website.

8. Political and Community Organizing

- a. Tickets for governor's debate, Friday 26, 6-7:30PM Tim explained that Democratic Central committee and AFT-2121 are co-sponsoring a governor's debate and we have tickets for our members to attend. Contact Alan if you would like to go. Otherwise, they will be given to the general public.
- b. Alan mentioned that because we are having a special mayoral election we need to convene a COPE meeting to meet and vote on endorsing one of candidates. The meeting will take place Thursday, Feb 8, 2-5 pm.
- c. Tim reported that the College For All signature gathering is gaining support. College For All will increase the estate tax that would raise 3 billion dollar to pay for tuition for all three systems: UC, CSU and CCC. CFT has contributed \$50,000 in support of this initiative. AFSCME has been also a major participant in this campaign. If it gets on the ballot, it could be an important change in terms of our political system.

9. Officers' Reports

Jenny: talking to facilities, 3rd floor offices in Batmale are unusable.

Yvonne reported that we are running a surplus.

Retiree chapter, had a successful financial literacy event.

10. Unfinished and New Business

Joe Berry will be reading from his book at the living wage coalition on February 10

11. Adjournment