

**AFT 2121 Delegate Assembly Meeting Minutes**

11/20/2018 3-5 pm John Adams Room 139

Delegates Present: Valerie Berger, Anna-Lisa Helmy, Karl Westerberg, Dayna Holz, Jenny Worley, Tim Killikelly, Carolyn Cox, Mary Bravewoman, Diane Wallis, Ann Killibrew, Wynd Kaufmyn, Sue Englander, Claire Brees, Simon Hansen, Lori Admokom, Harry Bernstein, Members: Bill Shields, Rodger Scott, James Tracy, Li Lovett, Karen Saginor, Parliamentarian; Staff: Alayna Fredricks, Athena Waid, Val Batchelor; Student: Marcos Cruz

**1. m/s/p Approval of Agenda and Minutes of 9/18/2018**

**Member Organizing**

**2. Membership drive/Union Support visibility 12/5-8**

We will be running another Union membership outreach drive to close out the semester. Delegates were asked to sign up for an outreach shift on campus. On 12/7 we will be doing a visibility day – asking members to wear t-shirts and take pictures for social media.

**Current Campaigns**

- 3. Fighting Class cuts strategy session** – an in-depth discussion of fighting back against the district’s slashing of the spring schedule and lack of focus on growing enrollment. We went through a power analysis grid exercise. Marcos is working to rally more support from the student body. They will do class presentations reminding people to register early. If you are open to have a group of students come to your class to explain what’s happening, please sign up.
- 4. Professional Obligations Think Tank activity:** We created a “Living Contract” document as a place to hold some of the issues we want to work out outside of the CBA we settled. One of those is professional obligations i.e. things we do beyond our normal teaching/library/counseling load. This is mostly committee work. The current status of this is that the expectations are informal. FT faculty are expected to do it, but it’s unclear what or how much we are expected to do. Formally, PT faculty are NOT expected to do this work, but it ends up that many PT faculty DO work on committees for a variety of reasons. This committee is working on better defining this issue. It’s very important in addressing the divide between PT and FT faculty. The goal of the task force is to look at whether we can bring PT faculty into doing this work in a way that’s fair and compensated, and can we better balance the load across FT faculty so that the work is well defined and more equally shared. We asked precinct reps to identify faculty in their departments or areas who are knowledgeable about professional responsibilities, including how they are distributed among faculty. We will reach out to departments to work on a plan around negotiating this in our next contract.

**Updates**

**5. Contract Enforcement/grievance:**

Eligibility for new steps is one of the items we are still discussing.

6. Living Contract Cmtes: Non-credit load; Lab Load; Sabbatical Pay: We currently have full year sabbaticals at 60% pay and one semester sabbaticals at 100% pay. There's a requirement of how many must be full year sabbaticals. We've proposed increasing the pay rate for full year sabbaticals to 80%. Admin countered that they were open to talking about it but they want more control over who gets one. At this time, sabbatical approval is heavily determined by seniority. The district wants to be able to deny people for other reasons. Karen: VC Boegel has already taken a lot more control over this than he's supposed to have. The problem is that his way of doing it has not involved those who actually have the expertise in deciding whether the work is valuable to the department. Those deciding should be a faculty committee including someone from the discipline. It shouldn't be controlled by Tom plus several classified staff. The criteria would also need to be very clear. Right now the decision makers are all administrators and classified staff. We will consult with the Academic Senate on this issue.
7. Communication Reorganization: We will be trying a new way of organizing our communications into 3 teams with an organizer and a contract enforcement/grievance officer in charge of each team. The teams are Jessica & Malaika; Tim & Wynd; and Athena & Alayna

#### **Political and Community Organizing**

8. Election 2018 debrief – most of our endorsed candidates won and won by a lot. D6 for Matt Haney, D4 Gordon Mar and D10 Shamann Walton all won their races, and we will be counting on them to stand with us on our issues over the next several years. Li Lovett did not win her race for Board of Ed, but she views it as a very positive “glass half full” experience. Tony Thurmond also won his race for Superintendent of public instruction for California. Prop C also passed. It wasn't just a political victory but also a social victory to win that. It bodes well for future politics. We lost Prop 10, but there are good organizations that grew stronger through their work in this campaign. Howard Jarvis people are suing the city around both universal childcare and the homelessness issue. They are fighting the simple majority for passing taxes through the ballot initiatives. We need the city atty. to aggressively defend our interests around that.
9. Free City Update (Howard Zinn Sign up): we are ready to launch a campaign to fund Free City for the next 10 years. We need people to come and testify tomorrow 1-2 pm in support of this. We are going to start gathering support at the Howard Zinn bookfair this Sunday at the Mission campus.
10. COPE Steering Cmte – we will be working on this at the next DA to form a committee to run our COPE participation process.
11. A-Dem Elections: This is the “insider” place where decisions are made in our local and state democratic party. Resolutions and platform are debated and formed, as well as endorsements of candidates. The party structure is in the process of shifting, and this is the place where that is happening. Li Lovett is planning to run again for District 19, and will be working with the reform slates for both the east and west sides of the city.

#### **12. Officers' Reports**

13. Wynd: Thanks for sending Wynd, Beatriz and Vicki to the tri-national labor conference in Mexico.

14. Jenny: Chancellor has asked us to meet with him about the possibility of another SERP (retirement incentive). Also about potentially raising the student caps on online classes – we need feedback from you and those who teach online about that question.

15. Unfinished and New Business

- a. AFT End of Semester Party Dec 14 volunteer sign up. There's a happy hour tomorrow at Mission campus at 4:00. We will also have our regular holiday end of semester party. Please sign up to volunteer.
- b. Wednesday Rally in support of Striking Marriott workers – the SF workers are finishing their 8<sup>th</sup> week on strike. There's a gofundme campaign to support them.
- c. Student activist training weekend sponsorship
- d. For the record Banner 9 has been a very poor roll out of new software/registration management system for the district. It is full of problems.

16. Adjournment