

AFT 2121 Executive Board Meeting Minutes

12/4/2018 311 Miramar 3-5 pm

Attending: Wynd Kaufmyn, Tim Killikelly, Mary Bravewoman, Dayna Holz, Kathe Burick, Jessica Buchsbaum, Yvonne Webb, Jenny Worley, Joe Berry

Staff: Alayna Fredericks

Item
1. m/s/p Approval of Agenda and Minutes of 11/13/2018
Member Organizing
2. Membership numbers update: we have 10 memberships so far from the New Hire onboarding appointments that we are now covering with HR. Membership drive: We also have several new memberships from our membership drive where we sent text messages to non-members working at off site locations asking them to meet with us to discuss membership. We will also be doing class visits again at Ocean this week.
3. Class cuts strategy & next steps -we discussed our organizing plan around fighting back against ongoing schedule reductions and class cuts. The registration system was updated, but is now far worse than it ever was before. The schedule is no longer easy to browse, but instead students need to know what class they want before they sign up for it. John Rizzo has met with faculty and admin about this. Ellucian's contract is up in January, and he wants to advocate to end their contract as a result of their terrible service to the college. We will be supporting him on that as well.
4. We will be going to the BOT with a focus on ways to grow the college. We are setting up mtgs with each of the trustees with Jenny plus students and chairs who have ideas for concrete ways to grow right now. The narrative around the budget will be the key to shifting the way they approach class cuts.
5. AFT Priorities discussion follow-up: everyone in the AFT 2121 office has laundry-style to-do lists. We are working on getting on the same page in terms of how to prioritize our work. We continued that discussion, including setting some things aside that are lower priority. We will periodically revisit these priorities. Top priorities (more than 3) from our discussion: <ul style="list-style-type: none">a. Class cutsb. Leadership (precinct rep) developmentc. CCSF budget committeed. Maintenance of membershipe. Relationship building with alliesf. Grievance and contract enforcementg. Basic operations (Financials, Taxes/audit, Office Admin, Database, Member representation, Minutes/agendas)
Important but less urgent issues:

1. Housing: relationship building in the short term. Our focus has been on allies and coalition building, while our members sometimes need housing assistance immediately. Is there a way that we can support each other to find housing. We talked about this being a lower-priority item while we work on the items above. E-board members were tasked with looking at our list of ranked priorities and deciding which ones can be set aside for now and/or what timeline and resources will be needed to move those lower priority but still important issues.
6. Policies (Homework): Alayna presented the e-board with a summary of the approved and pending policies held by our local. We were tasked with looking at it and sending any revisions by our next e-board meeting

Contract Negotiations/Enforcement

7. SERP (Golden Handshake). College admin is offering another retirement incentive program this year. We advocated for including PT faculty in the program. They are offering an annuity worth 65% of the faculty member's final year of pay.
8. Online Cap Pilot: the district wants to negotiate raising the cap on online classes while adding additional pay for the instructor for courses that go over. They've already identified the classes and instructors they want to pilot. Issues: this is being done for money, there's a constant pressure to increase class sizes. Incentivizing overloads should never be the case. We should always de incentivize overloads because it means fewer hours for colleagues. Online courses don't save time for teachers.
9. CCSF Budget analysis: developing an alternative budget is an important way to counter the district's 'austerity' narrative. We looked at the Budget Analysis Committee's analysis of the College's budget for the last 5 years, both budgeted and actual.

Living Contract Committees

10. Faculty Professional Responsibilities; Non-Credit Load; Lab and Other Load factors; Sabbatical Pay - tabled

Diversity Committee

11. Committee update & Proposal: Aaliya Dunn-Salahudin has joined the committee and may take a funded position with us to coordinate faculty outreach. HR has state money to look into diversity in faculty hiring.

12. Balboa Reservoir - tabled

Finances

13. m/s/p to contract with Beverly R. Conley for Accounting services
14. m/s/p to increase Wendy Leung's hours from 24 to 28 per week based on increased tasks.
15. m/s/p Athena reimbursement \$102.18 for standing desk additional cost.

Political organizing/COPE

16. Free City Hearings: Free city ballot initiative was passed out of committee yesterday at the Board of Supervisors. It is currently before the full board to be voted on. Apparently the Chancellor wrote a negative letter about the program and it was leaked to the press. It needs 50% +1, and the funding is on the books from Prop W. Last year it raised 26M\$.

17. End of Semester Party: Come to the party!

Unfinished and New Business

- a. **m/s/p renew membership in Living Wage Coalition, \$100.**
- b. **m/s/p Retroactive authorization for payment of \$525 to Bay Resistance for purchase of 500 N95 masks during air quality crisis.**
- c. **m/s/p to endorse and support the Kaiser mental health workers (NUHW).** They have called a 5-day Strike. We will be supporting them next Thursday 12/13 from 12:00-2:00 at Geary at 6th.
- d. **m/s/p \$50 contribution and sign on to a letter of support UTLA as they prepare for their strike & endorse and send Wynd and Joe to a mass solidarity meeting 12/15 11-1 in Oakland**
- e. **m/s/p Housing now – sign on to a letter on State Housing Policy – Equitable Development for an Inclusive California.**
- f. **m/s/p CPA \$1000 celebration of Alex’s leadership**

18. Adjournment