

**AFT 2121 Delegate Assembly Meeting Agenda**

**12/11/2018 3-5 pm MUB 238**

Attending: Simon Hansen, Dayna Holz, Wynd Kaufmyn, Karl Westerberg, Marcia Weisbrot, Erik Christianson, Julieta Kusnir, Kathe Burick, Marco Mojica, Tim Killikelly, Christine Beard, Paula Cahill, Jenny Worley, Bob Price, Valerie Berger, Tehmina Khan, Valerie Berger, Doug Orr (retiree chapter), Teri Chapman, Octavio Alvarez, Kathleen White, Jonathan (biology), Harry Bernstein, Yvonne Webb,

Karen Saginor (parliamentarian), Rodger Scott, Li Lovett, Allan Fisher, Adele Failes-Carpenter

Athena Waid, Alayna Fredricks

**1. m/s/p Approval of Agenda and Minutes of 11/20/2018**

**Know your contract**

2. What is Modal Load? Mode is as in the mathematical meaning (as in mode, median, etc.). Whichever number is the most frequent in the series of loads. How do you calculate it? Article 13-1.4 in the contract outlines how modal load is defined. Precinct reps engaged in an exercise around calculating examples of modal load. Modal load is expressed in FTE (full time equivalent) and is used to determine the rights of PT faculty regarding scheduling. There are some technical complexities to this that the Precinct reps reviewed and practiced calculating.

**Member Organizing**

3. Fall 2018 Membership Organizing wrap-up: We've had 132 individuals sign up to become members of our union this semester. Of these, 119 are currently employed, and 13 are new hires who joined at their New Hire Onboarding appointment. This is the highest number of new members we've had in the course of one semester. We also had a highly successful "AFT visibility day" on Dec 7<sup>th</sup>. Many faculty members got together wearing AFT t-shirts and posted pics to social media to show their support for our Union.
4. AFT 2121's Spring Calendar was distributed, including our Delegate Assembly meetings for the Spring

**Negotiations and Contract Enforcement**

5. SERP – a new retirement incentive is being offered by the district. We've negotiated that PT faculty will be included and we are also pushing for replacement positions. Simon proposed that we ask for all of the FTEF included in the SERP to be replaced with FT positions. There will be workshops on the SERP at the Financial planning day on 1/10/2019. Sign up on our website by 1/7/2019. The session on the SERP will be at 1:15-2:45. We are worried that this is yet another way of downsizing the college. That's why we will continue to push for replacement positions.
6. Academic calendar: we discussed the possibility of taking the full week of Thanksgiving as a week off, in order to align with the SFUSD calendar. There are advantages and challenges

to this idea. The main challenge being that Monday classes would fall below the needed hours for those course outlines.

**Grow the College**

7. Anti-Class Cuts organizing plan: we are working to turn out people to the Board of Trustees meeting on Thursday to present our demands: Hold the Spring schedule harmless. Make a real plan for outreach and growth. We've had enough of downsizing and "productivity."

**Political and Community Organizing**

8. Free City: Press conference will be held at 11:00 am 12/18 in support of the ballot initiative to continue funding of Free City for the next 10 years. We will be caroling for the Free City charter amendment. Please join us.
9. Ad Hoc COPE steering meeting will be after the caroling on 12/18

10. Officers' Reports: Jenny –

- a. Academic Senate is considering a resolution to discourage FT faculty teaching 100% online, with the rationale that this schedule would reduce the participation of those faculty in committee work and life at the college. Dayna mentioned that Library Info Tech is already going completely online. So the AS may need to make a caveat to that.
- b. The strike at Kaiser was a rolling strike, so we will not be going out to their picket line after all.
- c. Wynd: Please come to the AFT 2121 End of Semester party on Friday.
- d. Yvonne: We've hired a new accountant, Beverly Conley, to handle our local's finances.
- e. The Diversity task force met today. Aaliyah Dunn-Salahudin will head up the proposal to our e-board to allocate support for a more diversified faculty and addresses the lack of African-American, Latino and Native American faculty in hiring and in AFT 2121 leadership.

11. Unfinished and New Business

- a. **m/s/p endorsement of Draft AFT 2121 Resolution Opposing DHHS Anti-trans memo.**  
Adele Failes-Carpenter: Coordinator of Project Survive and faculty in Women's Studies. Administrative violence has a huge impact in the lives of trans people. We are speaking out against the memo that was leaked by the Trump administration threatening to remove trans people from government recognition. This is not just about asking people out of the goodness of their hearts to understand each other. This is a material issue that affects our co-workers and our students.

12. Adjournment