

DRAFT AFT 2121 Executive Board Meeting Minutes

8/21/2018 311 Miramar 3-5 pm

Present:

E-Board members and officers: Dayna Holz, Wynd Kaufmyn, Kathe Burick, Tim Killikelly, Mary Bravewoman, Jessica Buchsbaum, Alisa Messer, Joe Berry, Jenny Worley, Yvonne Webb, Malaika Finkelstein

AFT/CFT Staff: Alayna Fredricks, Athena Waid, Val Bachelor

1. m/s/p Approval of Agenda and Minutes of 6/12/2018

2. Member Organizing

- a. New Hires: Alayna will continue to follow up with the district on our access to one on one HR onboarding meetings. We will also reach out to new hires once they show up on our payroll at the beginning of September
- b. Drops/Stop Loss Procedure: We discussed how we will appropriately handle drop requests so that they are tracked correctly and processed by our office and payroll in a timely manner. We also want to be sure that we verify any requests to make sure they are not fraudulent. **m/s/p to forward the discussed proposal to the DA:** That all drop requests be made in writing, include the faculty's employee ID number (for verification), be followed up with a phone call and/or in-person visit (for verification).
- c. Hudson Rebate: Under the old Agency fee system, fee-payers had the choice to pay a reduced fee, minus the political work of our union. We were obliged to determine which work was political or not – and people could ask for that to be rebated. Some people want to continue to pay their share minus any political work (as under the old fee-payer system). A possible policy going forward is to allow people to designate that they will pay dues, but that we will not include them in any money sent to our state or national organizations under the PIPE program. This is under consideration for our union going forward.
- d. Membership policies: we will discuss at the DA whether our meetings should be open to members only or not.
- e. Members without forms/dues: We consulted a list of current/long-time members for whom we no longer have documentation of their original membership form. We will reach out to these individuals to make sure we confirm their membership in writing.
- f. Fall 2018 Membership campaign: Val Bachelor, organizer with PFT, will support a one-week membership blitz the week of Sept 10-14 to engage members and signup non-members
- g. Political organizing positions: CFT is funding political organizing work by our members for the November election: interested faculty can earn \$600 for 30 hours of work reaching out to their colleagues.
- h. Labor Day Barbecue/Picnic hosted by PFT, Oakland Education association, Berkeley Federation of Teachers and Berkeley Council of Classified Employees **m/s/p to sponsor and invite our members to this event \$250**

3. Financials

- a. Auditor: **m/s/p to fund a new audit contract to review AFT 2121 consolidated financial statements and audit the Schedule of Expenses and Allocation Between Chargeable and Non-Chargeable Expenses. Retainer: \$5,750.**
- b. Bookkeeper: our bookkeeper has resigned **m/s/p to create a bid document to hire a new one.**
- c. Reviewed initial budget estimate based on lower revenue (loss of fees) – projected revenue = 1.4M
- d. Yvonne's summer hours: board previously approved up to \$2900 for up to 50 hours of Yvonne's time at the hourly instructionally related rate. The purpose of the time was to 1) create a post-Janus budget, 2) to help prepare the application for formula funding for Alayna's position, 3) to help Demece prepare for our audit and 4) meet with Chris about general union financial matters. Pay should be for any projects that are enumerated within these items, subtracting any projects that aren't. **m/s/p Approve up to an additional 10 hours** if needed to finish these projects.
- e. **m/s/p Shelves for the office \$250**

4. Facilities/Land Use: Wynd is also on the PGC Facilities committee and will bring our concerns and questions to that meeting.

- a. Balboa Reservoir: can we pressure the developer to increase affordability? Can we go back to the idea of public land for public good?
- b. 750 Eddy: CCCPE met with the architects. The district is moving ahead with a simple retrofit using CA state funding. The stated goal is to complete it by 2020. We need a sense of whether the timeline is realistic. If it doesn't get updated in time what happens to the program at 1170 Market? Kit Dai is now the dean there. We will continue to work with her to advocate for our faculty and students in the programs at Civic Center campus.
- c. HVAC in the Library: The library reaches temperatures over 100 degrees on a regular basis. This does not constitute acceptable working conditions for our faculty (nor is it healthy for our students). When will the HVAC be fixed?
- d. Smart Classrooms at Downtown: Smart classroom equipment was purchased 3 years ago – several of the classrooms were installed, but the rest of the equipment is just sitting in the classrooms but has never been installed. When will this project move forward?

5. Politics

- a. COPE meeting update
- b. We are in alignment with Labor Council on endorsements of our BOT candidates. We've also ended up in agreement on many other issues.
- c. We've signed on to a ballot argument for local Prop C.
- d. We haven't made contributions based on our COPE endorsements, so we will need to have another COPE meeting to do so.
- e. Red to Blue event Possibly 10/20 or 10/21

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| <p>6. Class Cuts: after our Flex Day meeting, we did an action marching to the Chancellor's office and delivering statements protesting preemptive class cuts. The following Monday, VC Tom Boegel requested to meet with us and hear our concerns. We asked for 1) a stop to cuts to the ESL program because hundreds of ESL students are still being tested into levels. 2) Some deans are doing random surprise headcounts on the first day of class, without regard to the roster or historical enrollment data and then cancelling classes preemptively. We asked for an end to this practice (which goes against everything in the district's stated policy) 3) We asked again for the district to fix registration barriers such as students with add codes being sent to the wait list instead of the actual roster.</p> |
| <p>7. Living Contract Committees Next Steps: Eboard members will help initiate first meetings of those who signed up for these committees to get the ball rolling</p> <ul style="list-style-type: none"> a. Non-Credit Load: Jessica and Kate Frei b. Sabbatical pay: Jenny c. Faculty Professional Responsibilities: Wynd, Dayna, Malaika d. Lab and other load factors: Wynd <p>Alayna will help us schedule a meeting of all of the committee "wranglers" to get up to speed on where these issues stand as of our last contract negotiations and begin making a strategic plan to move forward.</p> |
| <p>8. Grievance Report</p> <ul style="list-style-type: none"> a. Step/Column corrections are moving forward (though slowly) b. Payroll for the first month is usually full of errors and the district has a policy of not cutting off-cycle checks to correct the issues. Frequently new employees don't get a paycheck if their paperwork hasn't been handled correctly. We will need to be ready for this issue when our first payroll arrives at the end of next week. |
| <p>9. Diversity Committee: diversity task force met today to discuss an overall goal. Increase the # of FT African-American or Latinx faculty hired by CCSF to reflect the basic principles of equity, including turning PT positions to FT. We also want more support to retain African-American and Latinx faculty in particular.</p> |
| <p>10. Unfinished and New Business</p> <ul style="list-style-type: none"> a. September 8 Climate March |
| <p>11. Adjournment</p> |