AFT 2121 Delegate Assembly Meeting Minutes
9/18/2018 3-5 pm Evans Room 256

Delegates Present: Harry Bernstein, Octavio Alvarez, Teri Chapman, Mary Bravewoman, Wynd Kaufmyn, Karl Westerberg, Alison Datz, Kathe Burick, Alisa Messer, John Carrese, Simon Hanson, Christine Beard, Tim Killikelly, James Tracy, Robin Pugh, Anna-Lisa Helmy, Doug Orr, Julieta Kusnir (by phone)

Faculty: Li Lovett, Bill Shields, Karen Saginor

AFT 2121 Staff: Alayna Fredricks, Athena Waid

CFT Staff: Valerie Bachelor

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| Item |
| 1. Call to Order
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| 1. **m/s/p Approval of Agenda and Minutes of 8/28/2018**
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| 1. Membership meeting participation policy: Membership requirement for attendance at AFT 2121 meetings was discussed.
2. Karen Saginor has agreed to be our parliamentarian
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| 1. Healthcare Benefit Rates: The district’s proposal was discussed, and we agreed to demand that they take on more of the cost of the greatest increases – to families with dependents on Blue Shield.
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| **Contract Enforcement**1. Payroll/Office of Instruction grievance update: On Friday, August 30th we began receiving calls from people who hadn’t received a paycheck. By the end of the day, we had taken hundreds of such calls. We wrote an open letter to the Chancellor and he responded with emergency measures to call back administrators to try to get people paid. Last year payroll issues 2,000 off-cycle checks to correct errors. That may not be the extent of the errors, because some people are not made whole until the following regular cycle check. We are demanding a fix to the FLAC system used by the Office of Instruction to communicate assignments from Coordinators to Chairs to Deans to Office of Instruction. We are demanding a long term fix to the system as well as an agreement over restitution for problems/errors going forward. The chancellor directed admin to partially pay people in the amount of $1,000 to each person who didn’t receive a paycheck. This choice was made unilaterally and we had asked people to hold off on signing the waivers that came along with the $1K. We are in the process of negotiating a more rational solution to this, but there still isn’t an agreement on this.
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| **Grow the College**1. Anti-Class Cuts: Our leadership met with the district yesterday (9/17) to push back on the cuts for Spring. They said that every dept. chair gets an FTEF budget and an FTES goal, and within that the dept. make their own schedule. They are focused on a “productivity” model. Academic Senate has rejected the district’s enrollment management policy. But the district is going ahead with it anyway. Karl: There aren’t equal cuts among the departments. Some are being cut way more than others. What was their rationale for the percentage of cuts in different departments? Their answer was very unclear (Wynd pushed them hard on that). Kristina Whalen tried to validate that as well, but it seems clear that they don’t have a real sense of numbers and rationale. What happens if departments don’t reach their FTES? The answer is that’s when the cancellations will happen when the semester begins. Simon: Productivity targets are pushing loads higher than the average of the state of CA in some departments. The chairs received a document outlining the cuts to each department. In meeting with the DCC they acknowledged errors and inconsistencies. There’s an estimate of 100 PT faculty losing their jobs, and possibly even going into FT assignments.
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| **Political and Community Organizing**1. Political event turnout for Election 2018
	1. Li Lovett is running for School Board for the K-12 schools. There is a kickoff event for her on Thursday 9/20 6-9 pm, Calle 11, 1501 Folsom St. at 11th. Carnaval Dance troupe is performing.
	2. We will need the BOS to improve and strengthen Free City. We need to work hard to support our BOS candidates. Anything you can do to sign up for our 7 events that we’ve committed to for Gordon Mar and Li Lovett.
	3. We are running a joint phone bank for Prop C and Tony Thurmond
	4. 10/21 and 22 we will be caravanning to Modesto to do voter outreach with the Red to Blue effort.
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| **Living Contract Committees**1. Committee update: as part of the contract we settled for the next 3 years, we have put several items into a living contract to work on these proposals. Non-Credit load, Lab Load, Service Duties and Sabbatical pay. We need to do research, get faculty feedback, and then the committee needs to come up with a proposal and a strategy to win. This means an organizing plan, work around making sure the proposal benefits the whole college, etc. Each committee will be bottom-lined by one of our executive board. We are working on mission statements, composition of the committees, and at least one meeting by the end of October for their first meeting. There are different timelines for these initiatives.
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| **Member Organizing**1. Membership Drive Kickoff/Training:
2. Val Bachelor from CFT worked with our Precinct reps to train us on outreach to our faculty this week. We will be asking people who aren’t members to join the union, and asking members to step up and get more involved with our political work this fall leading up to the 2018 election.
3. Alayna went over the membership form language and AFT 2121 policy regarding when people can drop if they decide to do so. Here is that language clarified:

Form language is as follows:* 1. Anyone can drop from May 16 to May 31, 2021 (this is the drop period that depends on the end of our Collective Bargaining Agreement with the district)
	2. Each person can drop during their individual annual window. If someone signed July 15th 2017, they could drop June 1-15th of any year. (starting 45 days and ending 30 days before the anniversary of their joining our union)

AFT 2121 policy is as follows:1. Any member can drop any year from July 1-July 30th
2. July 1-30, 2021 (the 30 day period after expiration of collective bargaining agreement).

This is not the focus of what we want to talk with people about, but it’s important that faculty understand that we are asking them to make a commitment to our union for a full year. We need to be sure that our union has a strong financial footing so we can continue to do the good work that we do for our faculty. |
| **m/s/p Adjournment to COPE meeting**1. **m/s/p $500 to each of our BOS: Mar, Walton, Haney**
2. **m/s/p $500 each to Board of Ed: Lovett, Collins, Moliga**
3. **m/s/p $500 each to our BOT: Rizzo, Davila, Selby**
4. **m/s/p Prop C – Homeless Housing initiative $2,000**
5. **m/s/p Prop E – Arts funding $250**
6. **m/s/p endorse Prop 1 – Housing California and fund $1000**
7. **m/s/p Prop 10 – repeal Costa Hawkins $2,000**
8. **m/s/p– SF Labor Council Independent Expenditure $10,000** (labor unions are united on the issues this year) Alisa Messer will be working on this. Independent Expenditure allows a group to spend money campaigning without the limits set on direct donations. This gives us an opportunity to maximize our resources and work together with other groups. It will focus on Prop C, Mar(D4), Haney(D6), and Walton(D10) and Prop 10. Some may go to Tony Thurmond and college BOT as well.
9. We’ve already given to Tony Thurmond’s campaign directly.

Events coming up:Sat 9/23 Phone Bank for Gordon Mar 10-1Wed 9/26 Phone Bank for Matt Haney 5:30Sat 9/29 Mobilization for Matt HaneyWed 10/3 Doorknocking for Shamann Walton 5:30Sat 10/6 |
| 1. Alisa: Labor Council IE is separate from the campaigns. Labor Council has hired a campaign manager to run the work of our labor siblings. For the first time in a long time almost every union is aligned on our supervisorial endorsements.
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| 1. Adjournment
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