

Minutes - AFT 2121R General Membership Meeting
October 15, 2020
2:13 - 4:35 PM

Present: Susana Atwood, Ron Bixler, Guy De Primo, Ann Killebrew, Kim Lee, Jim McKinney, Doug Orr, Anne VanDerslice, Debra Wilensky

- I. Agenda: Adopted unanimously
- II. Secretary: Doug Orr volunteered to take minutes (Guy De Primo also took detailed notes)
- III. Minutes for September 17, 2020: No corrections.
Adopted, 7 yes and 1 abstention.
- IV. Black Lives Matter
 - A. Ann Killebrew: Our BLM resolution was endorsed unanimously at the AFT 2121 Executive Board Meeting on October 6, 2020. The resolution will be on the agenda for the next AFT 2121 General Membership Meeting.
 - B. There was no report on police civil code regulations.
 - C. Doug Orr (?): Our BLM resolution was discussed at the CFT Legislative Action Committee. (?) It is to be brought up for endorsement at (?) [Poor notes here.]
 - D. Ann Killebrew: Oprah is running Zoom book clubs around the book Caste.
- V. AFT 2121 Political Actions – Delegate Assembly report
 - A. Doug Orr: AFT 2121 Precinct voting ends tomorrow.
 - o The retiree precinct is precinct 41. It was recommended to Ann that an email blast about the precinct election go out today.
 - B. Doug Orr: At the AFT 2121 Delegate Assembly meeting, September 22, 2020
 - o The minutes from previous meeting were not approved.
 - o CCSF has lost its space at the Airport - the landlord no longer wishes to rent to us. The Administration plans to move the Aircraft Maintenance Program to Evans, but did not talk to the community which will be affected by noise and pollution problems. Additionally, this program needs lots of space and may crowd out some of the other programs at Evans. AFT 2121 is looking for other space at the Airport.
 - o AFT dues are down \$134,000 due to layoffs. This is significant, but not a crisis for the AFT 2121 budget. Some delegates complained about the fees (correct word?) we send to AFT. It was pointed out that AFT spent 1.9 million on the campaign to save CCSF.
 - o Jenny Worley has resigned from the Executive Board. Tehmina Khan was appointed to fill her position.
 - o A resolution was approved that requests that at all official CCSF meetings, the following statement be read: CCSF acknowledges that it sits on the ancestral homeland of the Ramaytush Ohlone.
 - o Resolution also included the demand that CCSF continue to offer courses on ethnic and cultural diversity.
 - o There was discussion of a big issue right now, how to do teaching evaluations and tenure evaluations during this period of remote learning.
 - o The administration still has not presented a concrete budget proposal. Rather, they continue to float doomsday scenarios to panic faculty and students. They are only

discusses cuts. There is no discussion of increasing revenue. They have not yet issued the needed budget proposal for the next 4 years.

- A series of 3 training sessions for Precinct Reps Started September 29. The second was October 14. The purpose is to prepare faculty to fight back against the cuts the administration is proposing. It is unfortunate that a lot of reps are not attending.
- AFT 2121 volunteers have been doing phone banking and letter writing for Propositions 15 and 16.
- The AFT General Membership meeting will be on October 20.
- C. Ann Killebrew: At the AFT 2121 Executive Board Meeting,
 - The Executive Board agenda had time limits for each agenda item. Lots of time was lost fighting over time extensions.
 - Ann reviewed the major items in her written report on the meeting that was sent out on Oct 15, 2020.
- D. Ann Killebrew: Are there volunteers to be alternate representatives for Delegate Assembly and Executive Board meetings? The volunteers would be asked to attend when our official representatives cannot make a meeting.
 - Debra Wilensky and Doug Orr volunteered.
 - The call for volunteers will be repeated at the next General Membership Meeting.

- VI. Prop 15 Committee Report: Susana Atwood (and Kim Lee?):
- The committee contacted all 205 retirees on its list, either by phone call or by letter, asking them to commit to phone banking, texting, or letter writing in support of Prop 15. If they would not commit, they were asked to talk to friends about Prop 15. The virtues of reaching out by texting were discussed.
 - The availability of and interest in Prop 15 window signs was discussed. Susana has some signs available (at her San Francisco address). Ann has signs (at her East Bay address) and will send out an offer to deliver them.

- X. OPEB and CCSF Budget Oversight.
- Susana Atwood reported: After much back and forth with our administration, the staff at the San Francisco Welfare Trust figured out that CCSF has been contributing too much.
 - With advice from the Welfare Trust staff, CCSF now proposes a plan to fully fund our OPEB obligations with payments for 24 years, starting in 21/22, of 1% of total salaries. It is still unclear whether faculty will be paying any of this.
 - Kim Lee: raised several points:
 - When writing letters to the Board, emphasize commitment of retirees to City College and efforts to save the jobs of part-time faculty.
 - It was good that AFT 2121R voted for demanding a robust, detailed plan for repaying the OPEB funds. Thankfully, the SF Welfare Trust Fund staff looked at the ramifications ...
 - Regarding the amount that should be taken from employee paychecks, those hired before January 9, 2009, shall contribute 0.25%. On July 1 of each subsequent year, add 0.25% up to a maximum of 1%. See A8 432 Parts A and B.
 - [Unclear to me (Guy)! Kim said she would send you the chart.]
 - [Also unclear to me (Doug). When I read this section it applies to City workers, but it is not clear it applies to CCSF employees.]
 - Jim McKinney: Regarding budget oversight, the district is not able to manage a budget in a way that makes sense.
 - Doug Orr: The administration has not been able to figure out what a budget means since the ACCJC crisis. Our financial people turn over every nine months.

- Kim Lee: At the Board of Trustee meeting on Thursday, one Trustee asked, is there a Plan B if OPEB funds don't come? The answer was no.
- Susana Atwood: Sitting on the District's Budget Committee is agonizing. They really don't know what they are doing. They are missing internal controls. Currently there are three high-level district finance positions vacant. A new position has been called for, Internal Audit Director, who will report directly to the Board of Trustees. This could help fix the problems. Susana has been appointed to the hiring committee for this position.

VII. CARA Action Update: No report.

VIII. Membership Committee and Financial Planning Committee

- Ann Killebrew: We need volunteers for a Membership Committee. The committee would update our one page membership application, (update? develop?) a one page flyer about the advantages of membership, (update? develop?) our webpage on membership, and run a membership campaign. Anne VanDerslice indicated interest in volunteering. It was agreed to postpone starting this committee until the next General Membership Meeting, which will be after the Nov 3 election.
- At the last General Membership Meeting, a Financial Planning committee was formed with volunteers Ron Bixler and Susana Atwood. It was agreed that the committee would begin working after the Nov 3 election.
- Debra Wilensky volunteered to join the committee and asked about sending out an email blast asking for more volunteers.
- It had been agreed at the previous General Membership Meeting that an email blast would go out after the Nov 3 election.

IX. Health and Dental

- We have received a list of 188 retired faculty who are in the CCSF Dental plan. Many of them are not AFT 2121R members. So far, 44 have sent in their signup for STRS automatic payment of the dental plan premiums. All 188 must sign up by Oct 31 for STRS payment to be agreed to by the district.
- It is unclear how HR came up with the requirement for 100% participation for anyone to be considered. AFT 2121 president Malaika Finkelstein has been working on this since May.
- Ron suggested it looks like HR is attempting to move all retirees off the CCSF dental plan.
- After some discussion, no action was taken.

XI. Treasurer's Report

Ann Killebrew: Dues are holding steady at \$140 per month.

XII. CFT Councils and Committees

Doug Orr: The CFT Retiree Policy Committee met September 26.

Brief summary

1. The Department of Labor (DOL), under Trump appointed Secretary Eugene Scalia, son of former Supreme Court justice Antonin Scalia, has proposed a rule change that makes it almost impossible for pension fund trustees to use Environmental, Social, or Governance (ESG) criteria to make investment decisions. This is designed to reduce the flow of financial resources toward a low-carbon economy. The DOL shortened the comment period for this rule-making from 90 to 30 days, so the comment period is now closed.

ACTION ITEM -Motion: The committee suggests CFT Executive Leaders write a letter in opposition, in case the comment period is extended. CFT Executive Leaders advocate for AFT to write a letter in opposition. M/S/C

Note: after the meeting, we found out the AFT wrote a letter before the deadline.

2. The DOL has also proposed a new rule that will make it almost impossible for pension fund trustees to use their proxy voting rights to force a change in corporate behavior. This rule is designed to block the growing efforts to force corporations to address the issue of climate change and diversity on corporate boards and management. The comment period for this proposal closes on October 5, 2020.

ACTION ITEM -Motion: The committee suggests CFT Executive Leaders write a letter in opposition to the DOL. CFT Executive Leaders advocate for AFT to write a letter in opposition to the DOL. CFT communication to Congress to oppose these policies. CFT advocate to AFT to communicate with Congress to oppose these policies. M/S/C

3. CalSTRS is asking for stakeholder input on possible changes to the formula for Supplemental Benefit Maintenance Account payments.

ACTION ITEM - Motion: The committee suggests to CFT leadership that the CFT support the change to Option 1 – raising the benefit floor for those members who retired before 1999. We should also ask CalSTRS to be more forceful in advocacy for the legislative change. We ask CalSTRS to creatively consider additional options to increase the pension of retirees from the 1970s and 1980s beyond option 1, not limited to, increasing the Ad hoc COLA. M/S/C

4. The committee discussed the issue of Other Post-Employment Benefits (OPEB) and how misinformation about OPEB could lead to unnecessary conflicts between active and retired CFT members. It is important to know which districts around the state offer OPEB and if they do, how do they handle them.

ACTION ITEM - Committee will create the survey and ask CFT leadership to distribute to local leaders.

ACTION ITEM - Motion - RPC will put together an information sheet on how to retire. Will ask the CFT leadership to distribute this flyer/packet to our members. M/S/C

ACTION ITEM - We need to follow up on previous decision to create informational videos / Zoom meetings / etc for locals about retirement.

5. The committee received a report on the California Supreme Court ruling on pension spiking. That ruling upheld the changes in the Public Employee Pension Reform Act (PEPRA) that eliminated pension spiking, but also upheld the basic principles of the “California Rule.”
6. The committee received a report on the continuing efforts by CalSTRS to move their investment portfolio toward a low-carbon economy.

7. The committee received a report on AB2101, which includes a provision to count all administrative leaves as creditable service, retroactively to the time they started not counting leaves as creditable service.

The committee discussed the on-going process at CalSTRS to change how active and retired members are made aware of penalties that may arise from a District audit. The direction of these changes is to lengthen the statute of limitations for an appeal and to reduce the cost to retirees of any mistake made by the District in reporting salaries, service credit or sick leave

Ann Killebrew: She attended the CFT Council of Retired Members meeting on September 27
There was a discussion of Prop 15 get out the vote efforts.

XIII. CCSF Crises
No discussion

XIV. Honoring Rosemary Brinson

- Ann Killebrew: How might we honor her?
- Doug Orr: Peggy Vota keeps track of all retirees who die. We might talk to Peggy to see what ideas she has.

XV. Other
None.

XVI. Date for Next Meeting.
The date for the next meeting was set as Thursday, November 12, 2020, from 2 - 4 PM.

XVII. The meeting was adjourned in honor of Rosemary Brinson.

Minutes submitted by Doug Orr (based on the much better notes taken by Guy DePrimo!)
Approval Date: 2020-11-12