

Minutes - AFT 2121R General Membership Meeting
November 12, 2020
2:00 - 4:00 PM

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

- I. Agenda:
 - Adopted unanimously.
- II. Secretary:
 - Doug Orr was thanked for assuming the duties of Secretary for the October 15, 2020 meeting.
 - Ann Killebrew reported that Joe Berry, currently AFT 2121R Secretary and AFT 2121R Executive Board Representative, wishes to cut back to only one AFT 2121R office.
 - Guy De Primo was recruited to serve out the remainder of Joe Berry's term as AFT 2121R Secretary and was elected by acclamation. Joe Berry will continue to serve as AFT 2121R Executive Board Representative.
- III. Minutes for October 15, 2020:
 - No corrections.
 - Acceptance moved by Ron Bixler, and seconded by Carole Glanzer. Passed unanimously.
- IV. Election Results:
 - A. Precinct 41 Representative:
 - Doug Orr was congratulated on being elected as our Precinct 41 Representative.
 - B. Prop 15:
 - CA Proposition 15 lost by a small margin. (Here in San Francisco, 71% of voters supported it.) The Retiree Chapter thanks all who campaigned for the measure.
 - C. San Francisco:
 - Elected to the SFCCD Board of Trustees were Shanell Williams, Tom Temprano, Aliya Chisti, and Alan Wong. Chisti and Wong were endorsed by AFT 2121 COPE. AFT 2121 COPE's top endorsee, Anita Martinez, came in fifth.
 - For the SF Board of Supervisors, Connie Chan, Dean Preston, and Hillary Ronen were candidates endorsed by AFT 2121 COPE who won their races. John Avalos lost.
 - D. Losses:
 - CA Prop 16, Diversity, failed.
 - CA Prop 22, Uber/Lyft, passed.

V. AFT 2121 Updates:

- A. Doug Orr reported on the AFT 2121 General Membership Meeting of October 20, 2020. Some of the items discussed and actions taken were:
- AFT 2121 and SEIU 1021 are working together more closely in the face of the current situation at the College.
 - AFT 2121 dues are down \$10,000/month (11%) due to layoffs.
 - AFT 2121 is looking to hire an Organizer, for one-year at an expense of \$91,000.
 - The 3 largest expenses for AFT 2121 are affiliation dues, staff salaries, and rent.
 - We need to organize after the election to oppose any Trump misbehavior.
 - The landlord for the Aircraft Maintenance Program at the Airport is terminating its arrangement of renting a 35,000 square foot site to CCSF for \$1/year. The CCSF Administration is proposing to move the Aircraft Maintenance Program to the 4000 square foot Evans Campus at an expense of \$500,000. Problems include the use of leaded fuel in testing engines, which will release lead into the neighborhood's air, the noise from testing engines, and the crowding out of three other programs including Motorcycle Maintenance, from the Evans site.
 - Impact bargaining - evaluations are paused until an agreement is reached on how to do evaluations in the current circumstances.
 - Our contract expires in 2021. AFT 2121 asked for the contract to be extended; the administration refused.
 - Ways to support the propositions endorsed by the union for this election.
 - Our AFT 2121R Black Lives Matter Resolution was presented at the meeting for endorsement. Doug stopped a series of calls for amendments by explaining that this was an AFT 2121R resolution; the AFT 2121 membership only has the choice of endorsing it or not. The AFT 2121R Black Lives Matter Resolution was endorsed unanimously.
- B. Ann Killebrew reported on the AFT 2121 Executive Board Meeting of November 10, 2020. Some of the items discussed and actions taken were:
- How available COPE funds are split between candidates and issues. A change was adopted.
 - The status of ongoing impact bargaining over evaluations.
 - Tim Killikelly, James Tracy, and Athena Waid were thanked for their outreach work on the election.
 - US Labor Against the War has changed its name and mission. Alan Fisher raised the issue of whether to continue support. It was decided to continue support for this year, obtain and review the group's new bylaws, and readdress this issue next year.
 - The controversy surrounding Supervisor Walton, the Evans campus, and promises to the Bayview community. The Executive Board supports the Evans campus, the continuing provision of job training programs, and revisiting the Airport site problem.
 - The Executive Board is in favor of hiring an Organizer short term, to start January 4, 2021.

- Yvonne Whitelaw, Treasurer, and Alayna Fredericks, Chair of the AFT 2121 Budget Committee, presented similar proposed AFT 2121 budgets. Ann has copies for those interested. They are to be merged into a final proposed budget.
- Among budget items were funds to address continuing union IT issues.
- Among topics to be in the agenda for the next Delegate Assembly meeting are COPE issues, contract bargaining climate and goals, the timeline for bargaining, the negotiating team structure and size (22 members are proposed), and obtaining external assessments for the upcoming contract negotiations.
- The contract negotiations will be the focus for this coming Spring.

C. Call for Representative Volunteers:

- There were no new volunteers at this meeting to be backup Executive Board Representatives or Delegate Assembly Representatives.

VI. CARA Update:

- No report.

VII. Financial Literacy and Retirement Planning Workshop:

- AFT 2121 has asked us to do a pamphlet, but at our September General Membership Meeting, we talked about using Zoom. A committee was established to plan. Volunteers include Susana Atwood, Ron Bixler, Ann Killebrew, Doug Orr, and Debra Wilensky.
- The Flex Day Workshop would be held Thursday, January 14, 2021. Ann will contact the appropriate people to get this set up
- The first planning meeting was scheduled for Thursday, November 19, 2020, at 2 PM by Zoom.
- An email blast will be sent out by Ann soliciting more volunteers for the planning committee.

VIII. Black Lives Matter:

- Our Black Lives Matter Resolution was endorsed at the AFT 2121 General Membership Meeting on October 20, 2020.
- Ann Killebrew reported that Black Lives Matter will continue to be a priority for the CFT Legislative Committee, which is lobbying for legislation regarding police education.

IX. Membership committee volunteers:

- Held over until January.

X. CCSF retiree dental plan dues payment - failed:

- Very few dental-plan retirees responded to the letter from Sharon Hom regarding payment of dental plan dues by CalSTRS. This issue is dead for now.
- We assume that CCSF Human Resources will inform dental plan participants to keep making their payments.

- XI. OPEB and CCSF Budget Oversight Committee:
- Kim Lee reports that the CCSF OPEB withdrawal is on the agenda for the OPEB board meeting on Monday, November 16, 2020. The proposed action is approval. The CCSF plan to repay the withdrawals is quite robust, and its approval by the OPEB Board is part of the process at Monday's meeting.
 - CCSF Budget Oversight Committee: No report.
- XII. Treasurer's Report:
- No report; Susana Atwood was busy with election activities.
 - Ann Killebrew reported progress in having CalSTRS add missing members to their reports of dues paid. From the CalSTRS figures, it is clear that the AFT 2121 figures on dues received from retirees are incorrect.
 - Ann noted that AFT 2121R would like the retiree dues deposited in the AFT 2121 general fund to be acknowledged and shown accurately as a line item in the AFT 2121 budget.
- XIII. Honoring Rosemary Brinson:
- Held over until the next meeting.
- XIV. Other:
- **Motion by Ron Bixler, seconded by Debra Wilensky, to reimburse Susana Atwood for six months of AFT 2121R Zoom account payments at \$14.99 per month (\$89.94 total); specifically the payments to be reimbursed are for Aug 9 - Sept 8, 2020, Sept 9 - Oct 8, 2020, Oct 9 - Nov 8, 2020, Nov 9 - Dec 8, 2020, Dec 9, 2020 - Jan 8, 2021, and Jan 9 - Feb 8, 2021. Passed unanimously.**
- XV. Date for next meeting:
- Thursday, December 10, 2 - 4 PM, by Zoom.
- XVI Adjourn:
- Adjourned at 3:57 PM.

Respectfully submitted

Guy De Primo, Secretary

Approval Date: 2020-12-10