

Minutes - AFT 2121R General Membership Meeting
December 10, 2020
2:05 - 4:23 PM

Present: Susana Atwood, Joe Berry, Ron Bixler, Guy De Primo, Ann Killebrew, Doug Orr, Anne VanDerslice, Debra Wilensky

- I. Agenda:
 - Amended and then adopted unanimously.
- II. Minutes for November 12, 2020:
 - With one revision made in item XII., the minutes were approved unanimously.
- III. Financial Literacy and Retirement Planning Workshop Progress:
 - A. How many retirees accepted the invitation to be breakout room co-hosts?
 - B. How was the first Dry-run?
 - A. and B. were discussed together. Some of the items discussed and actions taken were:
 - Each session needs a co-host who helps attendees with problems and maybe shows the speaker's slides. Susana Atwood will be in the main room all day. Some attendees will be able to move themselves into their sessions, Susana will move the others.
 - The group who came to the first dry run identified and fixed some stumbling blocks. Another dry run is needed soon for practice. The co-hosts need training.
 - What does a cohost do for an attendee who has problems? Send the attendee from the breakout room to the main room to consult with Susana.
 - We need more co-hosts - 11 co-hosts; if some do two sessions, we could get by with 8. So far we have Susana Atwood, Guy De Primo, Doug Orr, Debra Wilensky, Anne VanDerslice, and Ron Bixler.
 - We should send out another email asking for co-host volunteers.
 - AFT staff and leadership, including Athena Waid, will be busy that day so not available.
 - We could ask AFT to send an email to current faculty asking for volunteers. Ron will talk to Athena Waid about sending out such an email. Ann Killebrew asked that suggested language for the email to be sent to her.
 - Joe Berry recently attended a Zoom Higher Educators United conference that ran well. He will inquire whether one of their tech persons would be willing to assist us.
 - A date was set for the next dry run: Tuesday, December 22, starting at 10 AM.
 - C. The question of rules for registration requiring union membership was discussed:
 - The AFT email blast of Dec 7 says the Financial Planning Day is open to all CCSF AFT members.
 - Ron Bixler noted that we cannot set a policy about who is invited independently of AFT 2121.

- Ann Killebrew presented 3 possible choices: AFT 2121 members only, members of any union, or anyone from CCSF. The middle choice came from a discussion with Malaika Finkelstein.
- Susana Atwood reported that the AFT 2121 members-only policy was in place for the previous two years. It was a change introduced after the Janus decision. When non-members showed up, they were sent to the AFT 2121 President for a decision.
- Currently, for the entire CCSF faculty, full and part time, 90% are AFT 2121 members.
- The Financial Planning Day is Independent Flex, so we can limit who is invited.
- We want it clear that the presenters at our Financial Planning Day are welcome to attend other sessions.
- **2020-12-10-1-MSP**
Motion by Doug Orr, seconded by Allan Fisher: The people allowed to attend an AFT 2121/ 2121R Financial Planning Day are members of any union and the Financial Planning Day presenters.
Passed unanimously.

D. Other:

- Susana Atwood, Ann Killebrew, and Anne VanDerslice, who are recruiting for the "What I Wish I Had Known" panel, gave an update. So far, Anne VanDerslice is confirmed.
- The website link for the Financial Planning Day needs to be updated to conform with our motion above about who can attend.
- The Financial Planning Day flyer and link need to be sent to Human Resources soon.
- Anne VanDerslice requested that information on requesting disability accommodations be added to the flyer. Doug Orr will see to it.
- Anne VanDerslice can see to the arrangements for disability accommodation requests. The cost would be \$95 - \$125 per hour.
- **2020-12-10-2-MSP**
Motion by Guy De Primo, seconded by Susana Atwood and Anne VanDerslice: AFT 2121R approves the payment of up to \$900 for requested disability accommodations provided for January 2021 Financial Planning Day participants.
Passed unanimously.
- Susana Atwood suggested having the Financial Planning Day held in honor of Rosemary Brinson.
- **2020-12-10-3-MSP**
Motion by Guy De Primo, seconded by Ron Bixler: AFT 2121R will honor Rosemary Brinson by including in January 2021 Financial Planning Day flyers, "In honor of Rosemary Brinson."
Passed unanimously.
- Malaika Finkelstein will be asked by Doug Orr to include, in her Welcoming Address, a reference to Rosemary Brinson.

IV. AFT 2121 Updates:

- A. Doug Orr reported on the AFT 2121 Delegate Assembly Meeting of November 17, 2020. Some of the items discussed and actions taken were:
- The administration still does not have a real budget plan; they just bring to the Board of Trustees various suggestions on cuts to faculty and staff.
 - AFT 2121 is still prioritizing increasing enrollment and revenue.
 - AFT 2121 succeeded, in impact bargaining, in preserving health benefits for part-timers laid off for this semester; but these part-timers will lose their health benefits if they have no assignment next semester.
 - AFT 2121 is keeping the pressure up for finding a new site for the Aerospace program, and AFT is searching for a new site at the Airport.
 - The AFT 2121 budget has declined from 1.2 million last school year to 1 million this school year, due to declining dues.
 - There is a proposal to come up with an endowed faculty position in African-American Studies.
 - Training for AFT 2121 precinct reps was discussed.
 - The AFT 2121 bargaining team will be increased in size from 8 members plus the Executive Director in previous years to up to 15 members plus the Executive Director. A call for volunteers is out, and there will be a vote for the bargaining team.
- B. Joe Berry had sent by email a report on the Dec 1 AFT 2121 Executive Board meeting. The following items from that report were discussed:
- Regarding item 9, the resolution concerning the identical honoring of all newly elected Board of Trustee members, Joe reported that there was very little discussion.
 - Regarding item 13, Pritchett is the consultant hired by the AFT 2121 Executive Board to do antiracism training workshops. A to do list was developed in the workshops.
 - Regarding item 14, the credit union used by AFT 2121 has merged with a larger credit union. The merged credit union only allows one person to have online access to an account's bank statements. At present, that person is AFT 2121's Executive Director. This lack of access for others has been hampering Yvonne Whitelaw in her duties as Treasurer.
 - Regarding item 11, the budget, the single biggest part of the discussion was about whether or not to dip into the reserves (deficit spend). The Executive Board has approved deficit spending.
 - Regarding item 4, it was reported that James Tracy will be the next head of Labor Studies, so he must step down from his union duties. It was also reported that the hiring for the full-time position in African-American studies will soon be completed.
- C. Other:
- Joe Berry expressed his appreciation for people's understanding of his stepping back for a couple months. Joe has signed the contract for writing his second book.

- V. California Alliance for Retired Americans (CARA) Update:
 - The California Alliance for Retired Americans is busy with get-out-the-vote efforts in Georgia.
- VI. Black Lives Matter Resolution - How to Send It to the 2021 CFT Convention:
 - The deadline for submitting resolutions to the 20/21 CFT Convention is in February.
 - **2020-12-10-4-MSP**
Motion by Joe Berry, seconded by Guy De Primo: AFT 2121R shall submit its Black Lives Matter resolution to the 2020/2021 CFT Convention.
Passed unanimously.
 - Guy De Primo and Joe Berry will read over the resolution and make any needed changes.
 - Ann Killebrew will send Guy De Primo the information about the submittal process.
- VII. CFT Council Updates:
 - A. Council of Retired Members (CRM) Report: Ann Killebrew, Joe Berry, and Doug Orr reported on the CFT Council of Retired Members meeting held on Dec 5 by Zoom:
 - Ann Killebrew: The meeting was fine. Among the items discussed were ongoing issues about chapters, and elections issues.
 - Joe Berry commented that the meeting was well attended. Ann Killebrew added that more people, 10 - 15, attend now that meetings are by Zoom.
 - In response to questions, Ann Killebrew stated:
Currently the CFT has 35 retiree chapters of varying degrees of functionality. Until 2012, CFT had 2 part-time retiree organizers. Currently there are none.
 - Doug Orr: There was a discussion of Prop 15 and why it failed; the NAACP ads had an impact. The CA/HI NAACP President, Alice Huffman, who authorized the ads owns a political consulting firm that did work for the No on Prop 15 campaign. She has resigned in the midst of a conflict-of-interest backlash.
 - Doug Orr: Retiree chapter membership issues were discussed. A retiree chapter member who accepted a part-time teaching assignment was forced out of her retiree chapter. AFT members who move into an administrative position at the end of their career are not eligible for retiree chapter membership. Dennis Cox will bring these issues to the attention of the National AFT, in the hope that language about eligibility for retiree membership can be clarified.
 - B. Community College Council (CCC) Report:
 - Ann Killebrew has forwarded to the membership an email from Jim Mahler that includes the Minutes for the Community College Council meeting held on Dec 5.
 - C. Other:
 - None.
- VIII. Georgia Election for US Senators: How to Volunteer:
 - No report.

- IX. Membership Committee Volunteers Needed to Collect Current Info During Financial Planning Day Presentations: Not discussed due to time issues.
- X. OPEB and CCSF Budget Oversight Committee:
- OPEB:
Susana Atwood reported that the CCSF withdrawal of OPEB funds has been approved by the San Francisco Retiree Health Care Trust Fund Board.
 - CCSF Budget Oversight Committee:
Susana Atwood reported that the Participatory Governance Council Budget Committee is floundering, trying to decide where cuts should happen. The faculty on the committee have formed a caucus and have placed their own item on the January agenda.
- XI. Treasurer's Report:
- Susana Atwood reported that Wendy Leung in the AFT 2121 office has sent us information about AFT 2121R memberships received. So far in 2020/2021, we have had 22 people send in membership payments by check. Combined with the 68 people paying through CalSTRS deductions, that gives us a total of 90 paying members. We have received \$2,172 in income for 2020/2021 so far.
 - Joe Berry stated that getting people to pay through CalSTRS has stabilized our membership. He especially thanked Ron Bixler, Ann Killebrew, and Susana Atwood who did the work to make that happen.
 - Joe Berry suggests that we look into inviting members to do COPE contributions through CalSTRS.
- XII. Honoring Rosemary Brinson:
- See item III. above.
- XIII. Other:
- Bill Shields retired. Ann Killebrew went to his Zoom retirement party. Ann reports that it was set up so people could Zoom in to congratulate Bill one at a time, a very different and satisfying Zoom technique. Joe Berry stated that the party was nice and well-attended.
 - To date, 140 people have responded that they would like to pay their CCSF dental plan premiums by means of CalSTRS deductions. It will take Human Resources some time to get this arranged. In the meantime, those affected must submit their payment for their Jan premium by the end of December.
- XIV. Date for next meeting:
- Thursday, January 21, 2 - 4 PM, by Zoom.
- XV. Adjourn:
- Adjourned at 4:23 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: 2021-01-21