

Minutes - AFT 2121R General Membership Meeting  
January 21, 2021  
2:13 - 4:13 PM

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

- I. Agenda:
  - Amended and then adopted unanimously.
- II. Minutes for December 10, 2020:
  - The minutes were approved unanimously.
- III. Financial Literacy and Retirement Planning Workshop Review:
  - A. How many participants - attendees were there during the day:
    - Overall, there were 197 participants this year compared to 108 last year.
    - Joe Berry's attendance counts for each session and workshop were reported - see the attached Summary. Joe noted that these were the attendance counts at the point in time when he visited each workshop. Actual workshop attendance was likely a little higher as people were entering and leaving workshops.
    - Should next year's Financial Planning Day again be virtual? In favor of virtual is the better attendance and the ability to invite people from beyond our local. The disadvantage is the inability to have spontaneous conversations with other attendees and speakers.
    - Ann Killebrew noted that our virtual Financial Planning Day is a tool that we can share with other locals. We can offer them assistance in doing something similar.
  - B. What feedback has been received?
    - The rating ranges for the first three questions were  
Q1: The workshop topic was important or useful to me. 89% - 100%  
Q2: The material was presented effectively. 69% - 98%.  
Q3: The handouts were useful. 75% - 96%  
See the attached Summary for more details.
    - A lot of positive comments were received from participants.
    - Guy De Primo is to prepare and send speaker evaluation data to Ann Killebrew.
    - Ann Killebrew will send thank you cards and evaluation data to the speakers.
  - C. What happened with union membership?
    - There was no verification or enforcement of union membership requirements for attendance. It became an honor system.
    - In the conference registrations, people pretty much indicated that they were union members.
    - It was discussed whether we should ask Athena Waid or Wendy Leung whether they want to compare the FPD registration list to the AFT membership list. It was agreed that they are too busy with other tasks.

- Further, since more than 90% of CCSF Faculty belong to the union, we are likely chasing a very small number of non-member attendees.

D. Other:

- A big thank you was extended by those present to Doug Orr for all his work for the Financial Planning Day Conference.

IV. AFT 2121 Updates:

- A. Doug Orr reported on the AFT 2121 Delegate Assembly Meeting of December 15, 2020. Some of the items discussed and actions taken were:
- A motion passed allowing the Secretary to record that one meeting for the purpose of writing minutes.
  - Recently, a letter about AFT policies was sent to only some precinct reps. Letters to precinct reps are to go to all precinct reps.
  - Treasurer Yvonne Whitelaw reported that the local's revenue continues to be down.
  - The composition and voting process for the AFT 2121 Bargaining Team was discussed. Nominations were taken for members of the Bargaining Team.
  - A draft resolution in support of the Philippine Human Rights Act was discussed. It will be revised and brought back for action.
  - Whether to write a letter of no confidence in Chancellor Vurdien, Deputy Chancellor Dianna Gonzales, and Vice Chancellor Tom Boegel was discussed.
  - Potential changes in WEP and GPO in 2021 were announced.
  - Bill Shields is running to be a California Democratic Party Assembly District Delegate.

Susana Atwood reported on the AFT 2121 COPE Meeting of January 11, 2021.

Some of the items discussed and actions taken were:

- The California Democratic Party is holding its election of delegates to set party policy. Democrats in each Assembly District elect delegates to represent them. The two Assembly Districts in San Francisco are the 17th District and the 19th District.
- Of the several slates of local Democrats running to be delegates, only the Progressive Power slate running for the 17th District gained AFT 2121 COPE's endorsement. Among the member of this slate are Bill Shields.
- A few individuals running in the 19th Assembly District were endorsed by AFT 2121 COPE.

- B. Joe Berry's report on the Jan 19, 2021 AFT 2121 Executive Board meeting was emailed to our members. It is attached. The following items from that report were discussed:
- The appointment of Fred Glass to the CFT Labor and Climate Justice Education Committee was noted.
  - Joe Berry noted that when the Executive Board goes into closed session and the topic is negotiations or hiring, he only gives us information in very general terms.

C. Other:

The AFT 2121 Affirmative Action Task Force was discussed.

- Joe Berry and Leslie Simon are the Retirees on the Affirmative Action Task Force.
- The Affirmative Action Task Force has been useful. It played a big role in getting Ramona Coates as Interim Chair for African American Studies, in getting a full-time hire approved for African American Studies, and in obtaining funding from the San Francisco Human Rights Commission.
- Ann Killebrew reported that Bill Pritchett, the consultant hired by AFT 2121 to do antiracism training workshops, is providing his third session at no charge.

V. California Alliance for Retired Americans (CARA) Update:

- There was a CARA meeting in San Francisco on January 14, 2021.
- A CARA Action Team Report was sent out on January 15, 2021.

VI. OPEB and CCSF Participatory Governance Committee, Budget Committee:

OPEB:

Susana Atwood reported that the CCSF withdrawal of OPEB funds has been taken.

- The funds have been applied towards balancing the 2019-2020 and 2020-2021 District budgets.
- CCSF faculty payments into OPEB resume July 2021, but at the mandated 1%, not at 2%.

CCSF Participatory Governance Committee, Budget Committee:

Susana Atwood reported on the January 12, 2021 meeting.

- The new CCSF Chief Financial Officer, John Al-Amin, was in attendance.
- John Al-Amin said that retiree health payments are too high. Susana countered that the benefits for 2021 should be \$10 million higher because they are not including the \$10 million that was paid out of the OPEB withdrawal. When you include those costs, retiree health care costs are at the same level that they have been for many years.
- John Al-Amin next said that benefits in general are too high. Susana pressed him for an explanation and he wiggled out of it.
- John Al-Amin said to the faculty members of the committee that you are here to report back to your constituencies. The faculty members of the committee are frustrated.
- On January 31, 2021, ACCJC will decide about our Warning status.
- Governor Newsom has only given us an additional 2 million. We will get a COLA this year.
- Doug Orr reported that Susana Atwood is on the AFT 2121 Budget Subcommittee, and gave a really good report today at that meeting.
- Kudos were extended to Susana Atwood for her service.

VII. Treasurer's Report:

- For July 1, 2020 - June 30, 2021, the AFT 2121 budget lists the following for AFT 2121R:  
expected revenue                      \$1500

- expected expenditures     \$1500
- For July 1, 2019 - June 30, 2020, the actual figures for AFT 2121R were:
  - actual revenue             \$1887
  - actual expenditures       \*
- \* Susana hopes to have this expenditure figure by our next meeting.
- For July 1, 2018 - June 30, 2019, the actual figures for AFT 2121R were:
  - AFT 2121R actual dues revenue     \$1800
  - AFT 2121R expenditures             \$2100
- Ann Killebrew noted that the AFT 2121 Executive Board has stated in past years that AFT 2121 is paying for the Financial Planning Day food, so questions whether those food costs should be allocated to us as our expenditure.
- In past years, it has been difficult to get accurate revenue and expenditure figures from the busy staff of AFT 2121. Susana was thanked for her efforts.

VIII. Responses to honoring Rosemary Brinson during Financial Planning Day

- Ann Killebrew reported that she had received some positive emails.
- Debra Wilensky declared that it was a wonderful lunchtime memorial.

IX. Topics to bring to the CFT Retiree Issues Committee and the CFT Labor and Climate Justice Education Committee meetings on January 30.

Retiree Issues Committee:

- Doug Orr noted that there are a lot more retirees this year than in a normal year, so contributions to CalSTRS will drop and benefit payments by CalSTRS will increase. This event is not significant enough to affect CalSTRS reaching full funding by 2042. The next CalSTRS Board meeting is January 28 - 29, 2021.
- Ann Killebrew suggests that we bring a Financial Planning Day template to the meeting.

Labor and Climate Justice Education Committee

- AFT 2121 has appointed Fred Glass to this committee.
- Suggestions of cards and games for teaching about labor in schools would be appreciated.
- Suggestions on how to teach about labor and environmental studies in K-12 are welcome.
- It would help to find an artist who could improve the appeal of the comics the committee has issued.

X. CFT Matters:

A Delegates for the CFT Convention this Spring:

- AFT 2121 will call for volunteers.
- Responses are due in March.
- AFT 2121R members can volunteer to be a delegate.
- AFT 2121 reserves one delegate slot for an AFT 2121R member.
- More than one AFT 2121R member may be elected as a delegate.
- Ann Killebrew will send out an invitation to volunteer to our members.

B. Submit Black Lives Matter Resolution to the CFT Convention:

- Ann Killebrew reported that the CFT had already passed a Black Lives Matter resolution in June, 2020.
- Guy De Primo reported that almost half of the resolved clauses in our Black Lives Matter resolution are substantially or fully covered in the CFT resolution.
- Ann Killebrew noted that three additional resolved clauses in our Black Lives Matter resolution that cover education requirements for police are item number two on the agenda of the CFT Legislative Committee.
- Doug Orr stated that the purpose of submitting a resolution to the CFT Convention is to set CFT policy. But in this instance the policy is already in place.
- No motion could be made on this topic - by our bylaws - as this topic was not on the final agenda for this meeting. It was the sense of the body that the motion made in December to submit our Black Lives Matter resolution to the CFT Convention be considered unnecessary.

C. Nominees for CFT Committees

- A list of CFT Committees is to go out with the minutes for this meeting.
- The call for nominations was postponed until the next meeting.

XI. How to Retire Pamphlet

- AFT 2121 President Malaika Finkelstein is interested in having this done.
- Sharon Hom has informed us that she has two How to Retire pamphlets ready, one for full-time and one for part-time.
- Are these pamphlets complete? Should we do our own?
- Further discussion was put over to the next meeting.

XII. Announcements

- Susana Atwood informed us that the World Social Forum is being held virtually in four languages from January 23 - 31. The Forum addresses every kind of social, labor, climate, diversity, and equity issue. It is open to all. More information is available at [wsf2021.net](http://wsf2021.net)

XIII. Date for next meeting:

- Thursday, February 11, 2 - 4 PM, by Zoom.

XIV. Adjourn:

- Adjourned at 4:13 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: February 11, 2021

**AFT 2121 12th Annual Financial & Retirement Planning Day, January 14, 2021**

Workshop	Attendance*	Surveys	Session	Attendance*	
1	74	70			
2	55	0	9 - 10:15 AM	149	According to Zoom Conference Attendance was 197.
3	20	9	10:45 - Noon	142	
4	48	23	Lunch	83	
5	29	16	12:45 - 2	132	
6	69	17			
7	43	4	*"Spotcheck" Counts:		
8	34	32	Actual attendance was		
9	55	16	likely a little higher.		

Question 1: The workshop topic was important or of interest to me.

Question 2: The material was presented effectively.

Question 3: The handouts were useful (if applicable).

**Summary - Workshop 1 - Retirement Planning 101 - Doug Orr**

Question	Responses	N/A	0	1	2	3	4	Average
1	70	0	0	0	0	3	67	98.9%
2	70	0	0	0	0	6	64	97.9%
3	68	2	1	0	2	5	60	95.2%

**Summary - Workshop 2 - CalSTRS—My Retirement Decision, 3-5 Years Out - Kevin Dunn**

No Data

**Summary - Workshop 3 - How to Retire from CCSF for Part-time Employees - Sharon Hom & Lynn Tran**

Question	Responses	N/A	0	1	2	3	4	Average
1	9	0	0	0	0	2	7	94.4%
2	9	0	0	2	1	3	3	69.4%
3	8	1	0	0	3	2	3	75.0%

**Summary - Workshop 4 - Social Security and Medicare - Keith Thompson**

Question	Responses	N/A	0	1	2	3	4	Average
1	23	0	0	0	2	6	15	89.1%
2	23	0	0	1	3	7	12	82.6%
3	16	7	0	2	1	4	9	81.3%

**Summary - Workshop 5 - CalSTRS—Part-timer Retirement - Kevin Dunn**

Question	Responses	N/A	0	1	2	3	4	Average
1	16	0	0	0	0	2	14	96.9%
2	16	0	0	0	1	2	13	93.8%
3	12	4	0	0	0	2	10	95.8%

**Summary - Workshop 6 - How to Retire from CCSF for Full-time Employees - Sharon Hom & Lynn Tran**

Question	Responses	N/A	0	1	2	3	4	Average
1	17	0	0	0	0	0	17	100.0%
2	17	0	1	0	6	4	6	70.6%
3	16	1	1	0	4	3	8	76.6%

**AFT 2121 12th Annual Financial & Retirement Planning Day, January 14, 2021**

**Summary - Workshop 7 - Preparation for Retirement - Heather Liston**

\* Insufficient Data

Question	Responses	N/A	0	1	2	3	4	Average
1	4	0	0	0	0	0	4	*
2	4	0	0	1	0	0	3	*
3	1	3	0	0	0	0	1	*

**Summary - Workshop 8 - HSS Health Benefits for Retired Full-Timers -Ruby Diaz**

Question	Responses	N/A	0	1	2	3	4	Average
1	32	0	0	0	1	2	29	96.9%
2	32	0	0	1	0	8	23	91.4%
3	25	7	1	0	0	3	21	93.0%

**Summary - Workshop 9 - What I Wish I Had Known Before I Retired - Valerie Berger, Debra Liu, Terri Massin, Bill Shields**

Question	Responses	N/A	0	1	2	3	4	Average
1	16	0	0	0	0	1	15	98.4%
2	16	0	0	0	0	6	10	90.6%
3	12	4	1	0	1	1	9	85.4%

## AFT 2121 Executive Board Meeting Report

January 19, 2021, 3:30-5:30 pm, Virtual meeting

I missed first 20 minutes of meeting so no report on items 1,2,3,part of 4, and 5. Report of actions follow --

Item	Presenter	Time	Mins
1. Call to Order	Malaika	3:30	
2. Meeting process, agreements	Malaika	3:30	5
3. Approval of Agenda and Minutes (Action item)	Malaika	3:35	10
4. Officers' Reports--Treas reported on evidence that as far back as 2017 entries had been made into the books that kept them from fully reconciling with year end audits. Work is being done to correct this and to secure the books going forward. No evidence of malfeasance so far.	Officers	3:45	10
5. Policy for email votes (Action item)	Malaika	3:55	15
6. Jobs with Justice Rent Relief proposal--MSP to endorse ongoing campaign coming out of passage of SF proposition on this topic.	Athena	4:10	5
7. Labor Council Hardship Fund --SEIU 87 is going on strike and were are requested to donate to SFLC hardship fund at this time. Because of our 2121 budget unclarities, we deferred contribution but want to do so as soon as budget committee meeting and recommends actions.	Alan	4:15	5
8. Health Care for All car caravan endorsement---MSP	Athena	4:20	5
9. Appoint Fred Glass to CFT Labor and Climate Justice Education committee --MSP	Malaika	4:25	5
10. Bill Pritchett 3 <sup>rd</sup> session --continuing to plan for 3rd session, probably late Feb or early March.	Mary	4:30	5
11. AATF/Eboard conversation--report from joint meeting which came from earlier Pritchett session. meetings will continue with expanded group.	Alan/Tehmina	4:35	10
12. Bargaining strategy (Closed session)		4:45	
a. Bargaining team appointment -appointed additional person (to those elected) Richard Compear, FT English) because no one from	Malaika Malaika		5 10



English was elected. b. VONC discussion -Discussed this item for next DA.			
13. February Eboard meeting plan (Closed session)-- discussed having next EB meeting be less formal retreat type session to discuss big picture issues.	All	5:00	20
14. Adjournment		5:20	

**CFT committees** These committees are usually listed in alphabetical order, but have been reordered to put the ones that are likely to be of interest to retirees first. Because these committees are forward looking, there is a preference of including active CFT members and, in some cases, a limit on the number of retirees on the committee. Having said that, retirees with special skill sets applicable to the committee's work are encouraged to participate. For Further info, go to: [www.cft.org/committees](http://www.cft.org/committees)

To volunteer to serve on a committee, send a message to: Ann Killebrew <[aklori@yahoo.com](mailto:aklori@yahoo.com)>

**Retirement Policy Committee** Monitors the activities of the CalSTRS and CalPERS and advocates for retirement security for all members. [This committee also monitors proposed legislation at the state, local and federal level that could affect retirement security.]

**Civil, Human, and Women's Rights Committee** Works to ensure the civil and human rights of members and students, regardless of color, race, gender, sexual orientation, age, religion, disability, or political affiliation.

**Educational Technology Committee** Monitors the emergence of educational technology in order to formulate appropriate CFT policy and guidelines.

**Ethnic Diversity in Leadership Committee** Develops strategies that CFT and locals can utilize to encourage and train an ethnically diverse leadership within our organizations.

**Higher Education Issues Committee** Identifies and monitors significant issues affecting higher education in California.

**Labor and Climate Justice Education Committee** Devises strategies that CFT locals and union members can use to make the study of the labor movement a part of the curricula of California schools and colleges.

**Part-Time Faculty Committee** Advances the interests of contingent faculty in higher education, public and private.

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**Adult Education Committee** Advances the interests of adult education and tracks issues and activities relating to adult education.

**Career Technical Education Committee** Monitors issues and activities relating to Career Technical Education and advocates for CTE programs and their students.

**Early Childhood Education Committee** Identifies and monitors significant educational issues affecting preK-12 schools and educators in California.

**English Language Learners Committee** Advances the interests of faculty teaching English language learners and their students.

**PreK-12 Education Issues Committee** Identifies and monitors significant educational issues affecting preK-12 schools and educators in California.

**Safe and Supportive Schools Committee** Monitors policies and developments that relate to school safety and the development of supportive environments on campus.

**Special Education Services Committee** Keeps the Federation and its members informed regarding special education trends and programs that affect school employees and students.