

Minutes - AFT 2121R General Membership Meeting
February 11, 2021
2:12 - 4:19 PM

Present: Susana Atwood, Ron Bixler, Guy De Primo, Ann Killebrew, Vivian Kobayashi
Doug Orr, Debra Wilensky

I. Agenda:

- The agenda was amended.
- The amended agenda was adopted unanimously.

II. Minutes for January 21, 2020:

- The minutes were revised.
- The revised minutes were approved unanimously.

III. Financial Literacy and Retirement Planning Virtual Workshop Sharing:

- A. A template of our workshops with instructions, developed by Guy, is ready to share.
- The template is about how to offer a Financial Planning day virtually.
 - To indicate the content for a Financial Planning Day, we plan to include, with the template, our one page description of our 9 workshops done last month. Ron Bixler suggested that we also share a flyer from an earlier year when we did more workshops, to give a fuller sense of what we were doing in past years.
 - If we wanted to share a template for offering an in-person Financial Planning Day, we would start from the work that Cliff Lee did.
- B. The CFT Council of Retired Members applauded our announcement that AFT 2121R has this template to share. The CFT Council is willing to work with individual locals who want to develop financial literacy workshops
- This year's CFT Convention workshops, done virtually, are being spread out throughout the Spring. The CFT Retiree Issues Committee is proposing to do Retiree 101, CalSTRS, and CalPERS workshops. We could propose doing a workshop on offering a Financial Planning Day.

IV. AFT 2121 Updates:

A. AFT 2121 Delegate Assembly Meeting:

The next AFT 2121 Delegate Assembly Meeting will be Tuesday, February 16, 2021. The most important item on its agenda is the petition for a vote of no confidence in Chancellor Vurdien, Deputy Chancellor Dianna Gonzales, and Vice Chancellor Tom Boegel. Views expressed about this included:

- What is needed now is the hard work of organizing people and building power; so that, if and when needed, the membership is willing to strike.
- A vote of no confidence this early in the bargaining process simply makes the union look weak. The proper place for a vote of no confidence is if and when you have gone to mediation. It is a message to the mediator.

- The Chancellor is leaving. What is the sense in voting no confidence in someone who is already leaving?
- That we have no confidence in the administration is old news and is sour grapes. To build the union we instead need statements on what we are looking for; on what is the City College we want to see. Building the will to strike is what is important.
- On something like this, the precinct reps should be consulting their precinct members. But will they?
- Those pushing a no confidence vote outnumbered the precinct reps at the last meeting.
- There was a call for people to attend the 3 PM Delegate Assembly meeting on February 16.

AFT 2121 COPE Meeting:

- The COPE meeting scheduled of January 26, 2021, was cancelled.
- Every single person that AFT 2121 COPE endorsed for California Democratic Party convention delegate, lost.
- The next COPE meeting is scheduled for February 17, 2021.

B. AFT 2121 Executive Board Meeting:

Joe Berry's report on the Feb 2, 2021 AFT 2121 Executive Board meeting was emailed to our members.

- The February 2, 2021 Executive Board meeting was a closed session retreat, so there is no business to report.
- Ann Killebrew reported that this month, two executive board officers have resigned and two people have come back onto the executive board.

C. Other:

- None.

V. Membership:

- A. Do we want to form a standing committee?
- B. Who should be contacting new retirees to join?
- C. Who should be asking former members to pay their dues?
- D. Who can create interesting retiree activities while Covid 19 exists?
- E. Other

A. - E. were discussed together.

- Ann Killebrew stated that we need a standing membership committee to look at
 - attracting more people to join when they retire.
 - increasing compliance among our membership with paying their annual dues.
 - reestablishing, once social distancing is over, a selection of membership activities, to draw people in.
- Susana Atwood, Ron Bixler and Doug Orr all felt that establishing a membership committee now does not make sense. Among the reasons were the number of our members who are currently active is very small, reaching out to people when

under COVID restrictions is difficult, and what we currently have to offer people as enticements to join is lacking. And then, doesn't the list above call for two committees - shouldn't membership activities be the charge of a different committee, a social committee?

- Ron Bixler believes that, to draw more people in, our focus should be on membership activities. We have our regular things, following and supporting the union, but there needs to be more work around our purpose as an organization to involve our retirees with.
- Doug Orr shared with us a 6-page Newsletter that Bill Philips in Santa Cruz sent out to their retiree chapter members about COVID matters including how to get the vaccine. Maybe we could put out a one-shot newsletter to show we are doing other things besides Financial Planning Day.
- Debra Wilensky noted that we used to, when we did something like a hike, do email blasts to the membership. Didn't this serve the same purpose? Others noted that, after a while, people stop reading blasts.
- Other possible newsletter topics were discussed, but Doug Orr presented a strong case for doing a newsletter focused on COVID and borrowing items from the Santa Cruz newsletter.
- By consensus, this matter was tabled.

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

- A. Report from the February 4 meeting:
 - The meeting is today, February 11.
 - Tina Martin had a letter to the editor published in the San Francisco Chronicle on February 10, praising the people working at the CCSF COVID vaccination site.
- B. Dues of \$50 for CARA membership for AFT 2121R need our vote.
 - **2021-02-11-1-MSP**
Motion by Susana Atwood, seconded by Ann Killebrew and Doug Orr,
to pay CARA our \$50 membership dues.
Passed unanimously.

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

- A. OPEB:
 - No report.
 - OPEB is done. Remove OPEB from future agendas.
- B. CCSF Participatory Governance Committee, Budget Committee:
Susana Atwood gave a wide ranging report.
 - The four faculty members, Simon Hanson, Carol Meagher, Michael Needham, and Susana Atwood have formed a faculty caucus. The new Chief Financial Officer, John Al-Amin, just wants to provide information, not get input. It is frustrating.
 - The Board of Trustees Audit Committee met today, February 11, from 11 - 12. (Their last meeting was in May 2020.) For every agenda item, CFO John Al-Amin

gave an explanation why the item was not yet completed. With his two deputies having quit, his office is very understaffed right now.

- At the meeting, Mary Bravewoman talked about the budget from the AFT 2121 point of view.
- Vice Chancellor Tom Boegel produced an 8-page instructional-budget memo on February 8 setting a target of 6000 FTES per semester and setting the cuts for departments.
- The outside audit through June 2020 has not yet been completed. Big items were missed. Our reserve will be under 5%; bad for ACCJC.
- Our new internal auditor reported that he has completed two audits. An audit of administrative salaries was submitted on January 19. Only the Chancellor summary of the audit was given to the Board of Trustees and they did not ask for the full report. He has also completed a requested internal investigation; internal investigations remain confidential. His next two assignments are an audit of consultant expenditures and an audit of faculty salaries.
- In summary, cuts for this Fall semester are drastic. It is unclear whether the Academic Senate or any of the PGC committees will have any impact on that.
- The Peggy Vota luncheon is now the CCSF Virtual Retirees. (Ann Killebrew noted that under Peggy, the group was apolitical. Leslie has made it political.)
- Leslie believes that we need a recall campaign for the Board of Trustees. That won't help for the Fall. Leslie believes that cutting courses is a self-fulfilling prophesy to non-existence, that we need to recruit more students. Susana agrees.
- Doug Orr reported that Leslie wants a discussion list established for all CCSF retirees interested in saving the college, and is willing to be the moderator. The problem for us is this might dilute membership in AFT 2121R. For now, we do not see an expedient way to formally coordinate with the CCSF Virtual Retirees.

VIII. Treasurer's Report:

- No report.

IX. Reports from the CFT Retiree Issues Committee and the CFT Labor and Climate Justice Education Committee meetings on January 30.

A. Retiree Issues Committee:

- A resolution has been submitted to the CFT Convention resolving that all locals should keep track of their retirees.
- Doug Orr reported that the Marin County Board of Education has sent a State-level Pension Reform Resolution to the California Legislature.
- Several of its whereas clauses are factually incorrect.
- The resolved clauses include
 - reducing the formula for pension benefits to the pre-1999 formula.
 - lowering the estimated-return rate on pension assets from 7% to 6%.
 - reducing the SBMA inflation stop-loss from 80% to 50%.
 - changing the defined-benefit structure for new hires from defined-benefit to defined contribution.
- They want to destroy the defined-benefit program for CalSTRS and CalPERS.

- We need to fight this.
 - The California Retired Teachers Association (CalRTA) has written a 5-page letter of opposition.
- B. Labor and Climate Justice Education Committee
- Members reported on individual school successes having virtual classes that interspersed labor and climate justice issues.
 - Jim Miller of San Diego reported that his new global studies class is going well.
 - Fred Glass reported on
 - the federal PRO Act, which would give everyone the right to form labor unions.
 - the call for mobilizations in California on February 13 in support of the PRO Act.
 - the February 7 resolution in support of domestic labor.
 - the February 4 resolution in support of Filipino domestic labor.
 - the appointment of James Tracy to be the new Chair for the CCSF Labor Studies Department.
- X. Delegates for the CFT Convention this Spring:
- Send names to Malaika.
- XI. Book: Free City
- It is now available in some bookstores.
- XII. Other:
- The CFT Convention is March 26 - 27. CFT Convention workshops will continue to be held in the weeks following.
 - For the CCSF Retiree Dental plan, 190 participants signed up for the automatic CalSTRS deduction of the dental premiums that starts April 1. CCSF Human Resources would like more participants to sign up.
- XIII. Date for next meeting:
- Thursday, March 11, 2 - 4 PM, by Zoom.
- XIV. Adjourn:
- Adjourned at 4:19 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: March 11, 2021