

Minutes - AFT 2121R General Membership Meeting
March 11, 2021
2:29 - 4:43 PM

Present: Susana Atwood, Joe Berry, Ron Bixler, Guy De Primo, Allan Fisher, Ann Killebrew, Doug Orr, Leslie Smith, Debra Wilensky, Sally Winn

I. Agenda:

- The agenda was adopted unanimously.

II. Minutes for February 11, 2021:

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

III. Check-In

- Leslie Smith - CFO John Al-Amin reported at the Board of Trustees Budget and Audit Committee that CCSF has received an extension to report on how it will/has spent Federal dollars related to COVID.
- Joe Berry - his book, Power Despite Precarity, will be published by Pluto Press in June.

IV. Guest presenter: Leslie Smith was invited to discuss the CCSF Virtual Retirees.

There was a wide-ranging discussion of who the CCSF Virtual Retirees are, what the CCSF Virtual Retirees are doing, and on the central issue of the moment, the budget crisis.

- All are welcome at CCSF Virtual Retiree meetings.
- The one officer for the CCSF Virtual Retirees is its Secretary, Jane Sneed.
- Doug Orr shared with us the CCSF Virtual Retirees Mission Statement. [See first attachment.] Leslie Smith noted that the group's goal is to support City College. Their focus is on unity in support of the college; right now the focus is on the budget cuts.
- Guy De Primo shared with us Article III. of our AFT 2121R Bylaws on our Objectives, so we could see the overlap.
- The CCSF Virtual Retirees agreed on promoting the AFT 2121 Retiree Chapter.
- Next month's meeting will discuss communication; the current proposal is a newsletter with links, and then a "sidebar" for those wishing to participate at a deeper level on issues.
- They keep minutes brief, to protect members employed by the college from retaliation.
- The Academic Senate, at its meeting yesterday, passed a resolution that details all of the education code violations that are occurring in conjunction with these layoffs. [See second attachment.]
- The CCSF Virtual Retirees think a three-pronged strategy for opposing the budget cuts could work:
 - Use a Temporary Restraining Order (TRO) based on the Academic Senate Resolution documenting education code violations. Filing a TRO stops the whole process immediately, and holds until it goes to court. Bezemek could do it.

- Get the Labor Council and every single labor organization in San Francisco to tell the Board that if they vote at the April Board meeting for layoffs, they will never get a labor endorsement again.
- For City College, fix the registration system, fix the marketing, and improve the admissions website and help - to grow the college.
- Leslie Smith offered the following political insights:
 - San Francisco has a gigantic budget problem.
 - SFCCD, a state/local agency, is not part of the City and County of San Francisco. SFCCD should be looking for assistance at the state level.
 - AFT 2121 should meet with Phil Ting, Chair of the Assembly Budget Committee, and with Governor Newsom.
 - FACCC, if approached, would be willing to help.
 - We need to gather local and state political support and go to the legislature, to let them know that we are being destroyed by our local administration and Board of Trustees.
 - The press is beginning to see it. We need to talk in the press about the reduction in educational access and the impacts on students, the negative impact on inter-generational poverty, the anti-immigrant aspects - ESL has dropped from 25,000 to 4,000 students, the loss of the disabled students program, and the cancellation of 90% of the older-adult program when classes were 100% full.
- Leslie Smith reported that the direction at the state level is the opposite of what is happening at City College:
 - The community colleges are getting growth money this year.
 - In Assembly and Senate committee discussions on community colleges, everyone is focused on life-long learning and job reemployment. Transfer is not being discussed.
 - On the CCC Chancellor's Office website, life-long learning is right there next to transfer.
- Joe Berry will inquire about Phil Ting with and pass on the Temporary Restraining Order suggestion to the AFT 2121 Executive Board.
- Ann Killebrew noted that she was surprised by the lack of broadcasting by AFT 2121 to other groups about the situation at the college.
- Doug Orr stated that our situation has been communicated to the leadership of CFT, and they have been talking quietly to people around the state.
- Ann reported that, this week, Jeff Freitas wrote her that he has had to pull back; he has offered CFT help and AFT 2121 has not said yes, we need your help.
- Joe Berry noted that with everything going on, this is a difficult, stressful time. It is really important that people talk to each other in a way that does not assume bad faith. All of us have been guilty of that, in tone, in content, by omission, by commission. It will kill our joint struggle if we don't clean that up. That means a substantial number of people having to swallow their tongues if we are going to generate the struggle necessary, which will have to be on the level of the struggle against the ACCJC.

V. Financial Literacy and Retirement Planning Virtual Workshop Sharing:

- A. How might our workshops template with instructions be shared with other locals? Doug Orr reported that the CFT Retirement Issues Committee will host four virtual Convention workshops.

- Retirement 101 - Doug Orr Thursday April 8 4 PM
- CalSTRS Part-timer Retirement Thursday April 15 4 PM
- CalSTRS Full-timer Retirement Thursday April 22 4 PM
- CalPERS Retirement Thursday April 29 4 PM

- B. CFT is interested in a convention workshop run by us to discuss our Financial Literacy workshops.

Ann Killebrew reported that convention workshop organizers have not followed up on having a workshop presentation on our Financial Planning Day.

VI. AFT 2121 Updates:

- A. AFT 2121 Delegate Assembly Meeting:

Doug Orr reported on the AFT 2121 Delegate Assembly of February 16, 2021.

Discussion and actions included:

- There was a lengthy battle over the agenda.
- There was a good discussion, time-restrained, on bargaining campaign planning - how to build power for a bargaining campaign.
- There was a discussion, time-constrained, on the Vote of No Confidence resolution regarding Vurdien, Gonzales, and Boegel. No vote was taken.
- Susana Atwood noted that support for passing the Vote of No Confidence now, as opposed to later in the bargaining campaign, appeared to be about 50-50. It is on the agenda for the March 23, 2021 General Membership Meeting.

AFT 2121 COPE Meeting:

- No report.

- B. AFT 2121 Executive Board Meeting:

Joe Berry's reported on the March 9, 2021 AFT 2121 Executive Board meeting. [See third attachment.]

- Retiree dues: In 7 months AFT received \$2,295; only \$875 had been budgeted.
- How we retirees might help with internal organizing should be figured out soon.
- FT layoff appeals and bargaining strategy, were discussed in closed session.
- The Executive Board called all the Full-timers who got layoff letters to connect, to encourage them to come to the March 12 demonstration at City Hall, and to encourage them to post individual videos on the impact of the cuts on our AFT 2121 YouTube site.
- AFT 2121 is encouraging people to appeal their layoff letters. There will be a mass hearing as mandated by education code. Bezemek will be questioning people and challenging the layoff letters on as many different bases as we can.

- Joe explained that if all of these layoffs were to go through, it would mean that over half of the current CCSF faculty would be out as the vast majority of part-time faculty would be laid off too. An even higher percentage of people of color would be out.
- Joe noted that no district has ever implemented all March 15 letters; the next deadline is May 15, and then the real deadline is do they rescind any layoffs before school starts.

C. Pink Slips and Demonstration Friday, March 12.

- The physical demonstration is at noon at City Hall. Physical bodies have much more impact; demonstrators on Zoom are much easier to ignore.
- The virtual press conference is 11:30 - 1 by Zoom.

D. Other:

- Affirmative Action Task Force
The Task Force is looking into how the cuts will affect affirmative action.

VII. CFT Legislative Committee report:

Ann Killebrew and Doug Orr attended the March 9 meeting.

- Doug Orr said that the knowledgeable CFT staff lead a discussion of 38 pages of CFT-sponsored bills and bills of possible interest. Decisions were made on which bills to support, support if amended, watch, or oppose.
- Ann Killebrew observed that the meeting was well organized. She would like to see more bills that apply to Black Lives Matter issues, especially police education.
- Doug Orr reported that the packet included AB17 on police hiring, AB26 on police excessive force, and AB89 on police educational requirements.

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

A. Meeting Report

- Two weeks ago, Tina Martin sent out the report on the February 11 CARA meeting in San Francisco.
- Tina Martin is attending today's CARA meeting in San Francisco.

B. Payment of our \$50 CARA membership dues were approved at the February 11, 2021 AFT2121R General Membership Meeting.

- Ann has submitted the payment request to Wendy Leung.

IX. CCSF Participatory Governance Committee, Budget Committee:

Susana Atwood's report engendered a wide-ranging discussion.

- Susana reported that a selective list of the expenses that are causing our budget crisis, presented by CCSF Chief Financial Officer, John Al-Amin, begins with the Retiree Health Contribution of \$10,800,000. So the big piece of his \$27,000,000 list is attacking retirees. Administration is trying to pit full-timers against retirees.
- The March 10, 2021 CCSF Press Release includes this same list.

- In the Press Release, the administration says, and we agree, that the current legislative funding model for community colleges must change. We need to put pressure on the legislature to properly fund education.
- There was agreement that our first need is to grow the college. There needs to be an effective campaign to increase enrollment.
- Leslie Smith inquired how utilities, which John Al-Amin claims have increased by \$1,000,000, could go up during COVID. Susana Atwood explained that it had to do with the utilities billing CCSF late and with some legal reason why CCSF was not allowed to shut off utilities during COVID.
- Doug Orr stated that the Press Release is trying to make it look like the only thing to do is cut salaries; it is an anti-labor, union-busting process from the administration.
- Leslie Smith reported that the legislature might raise this year's COLA.
- Leslie noted that the last K-14 funding proposition failed in November. There is some support for a wealth tax proposition.
- Leslie explained that federal stimulus money is one-time with strings; for past stimulus money, the administration has had department chairs submit plans for its use and presented a proposal to the Board. The new stimulus money will be handled similarly.
- Ron Bixler suggested that we use the stimulus money to launch an enrollment campaign. Susana Atwood reported that Chancellor Vurdien and Chief Financial Officer John Al-Amin, believe that such a use of stimulus funds is prohibited.
- Joe Berry noted that the district has refused to project any plans for the Fall. Doug Orr stated that this is consistent with the past several years. Doug believes that Tom Boegel is shrinking CCSF to a 30,000 student, transfer-centered institution.
- Doug Orr suggested that we use the stimulus money to fix the online registration system.

X. Treasurer's Report:

- Over the period July 1, 2020 - January 31, 2021, Retiree Chapter dues revenue was projected to be \$875. Actual dues revenue was \$2,295.
- Susana Atwood reported that she has sent in the paperwork for the reimbursements approved for her this past few months. Payment has not yet been received.
- Guy De Primo is to send Susana Atwood a copy of the approved minutes for each meeting.

XI. Reimbursements

- A. Yvonne wrote instructions for completing the AFT 2121 donation or reimbursement form to be mailed to Wendy Leung.
- B. Ann Killebrew sent a copy to Susana Atwood to use, and completed a form for the CARA dues.

C. Other

● **2021-03-11-MSP**

Motion by Ron Bixler, seconded by Doug Orr, to reimburse Susana Atwood a total of \$109.96 for the following Retiree Chapter Zoom account expenditures: \$14.99 per month for the four months January - April, 2021 and the \$50 large meeting charge for the January Financial Planning Day.

XII. CFT Committee Meetings and the CFT Convention

A. CFT Retiree Issues Committee:

- The AFT 2121 resolution on the social security windfall elimination provision and the government pension offset is in the list of resolutions for the convention. It should pass, for the third time.
- Doug Orr encouraged people to attend the Ceres 2021 Conference from March 22-25. Ceres offers businesses and investors initiatives around dealing with climate change and the transition to net-zero carbon emissions. Go to www.ceres.org for more information.
- Doug noted that for at least 3 years, CalSTRS has been pushing for corporations to report their carbon footprints in their annual reports. In the last two weeks, the SEC has taken up this issue and will vote on it soon. Additionally, the Federal Reserve Board has taken the position that carbon footprint reports should be required for corporations.
- Leslie Smith noted that the 2021 Federal Infrastructure Bill has a solid chance of passing. It would be the largest labor bill coming out of Congress in decades. It will be closely connected with the green movement.
- Leslie Smith stated that labor and climate are absolutely linked.

B. CFT Labor and Climate Justice Education Committee

- Ann Killebrew reported that the committee is thinking about whether to offer any convention workshops. A final decision will be made next week.

XIII. Membership:

A. Same issues from last month.

B. Cadre of members interested in membership, not meetings.

C. Topics for a newsletter; possibly a one time Covid Newsletter?

- This topic was postponed until the next meeting.

XII. Other:

- For those appointed as delegates to the convention, you should have gotten an email that has the resolutions and an email about getting on a committee to look at resolutions before the convention.
- Doug is forwarding the two emails to those who requested them.

XIII. Date for next meeting:

- Wednesday, April 7, 2:00 PM, by Zoom.
Meetings generally last somewhat more than two hours.

XIV. Adjourn:

- Adjourned at 4:43 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: April 7, 2021

Mission Statement

CCSF Virtual Retirees

We retirees along with staff, faculty, and administrators close to retirement are dedicated to working together to build the best City College of San Francisco. We share our experiences—professional and personal—and as life circumstances change, one thing remains constant—we continue to care about CCSF and each other.

We are a virtual, interactive group to promote a sense of community within the college and to nurture an environment that promotes the highest quality educational standards to best serve all communities and ensure student success.

We join together to keep in touch, share our stories, stay informed about CCSF, and continue to work effectively to ensure CCSF is the best it can be, giving hope and opportunity for ALL individuals who are drawn to San Francisco from near and far, regardless of background, age, ethnicity, orientation, or citizenship status.

Approved by group on January 5, 2021

Resolution 2021.03.10.6A Resolution on Effects of Programmatic Reductions

Resolved, that the Executive Council approved the Resolution on Effects of Programmatic Reductions

Moved: Lou Schubert; **Seconded:** Connie Staff

Motion Carries Unanimously.

Not Present: Pablo Rodriguez

Approved Resolution Effects of Programmatic Reductions

Whereas, California Code of Education 78106 (a) states, in part, that “Every vocational or occupational training program offered by a community college district shall be reviewed every two years by the governing board of the district;”

Whereas, California Code of Regulations Title 5, Section 51022 states, in part, that “(T)he governing board shall adopt and carry out its policies for the establishment, modification, or discontinuance of courses or programs;”

Whereas, California Code of Regulations Title 5, Section 55130 states, in part, that “(T)he development, establishment, and evaluation of approved educational programs included representative faculty involvement;”

Whereas, the Accrediting Commission for Community and Junior College Accreditation Standard II.A.15 states “When programs are eliminated or program requirements are significantly changed, the institution makes appropriate arrangements so that enrolled students may complete their education in a timely manner with a minimum of disruption;”

Whereas, Board Policy 6.17 City College of San Francisco Program Revitalization, Suspension, and/or Discontinuance states, in part, that “Program suspension can be recommended only at the conclusion of an established collaborative process that analyzes appropriate data and applies established criteria. The plan must include provisions for students already enrolled to complete their education in a timely manner with a minimum of disruption;”

Whereas, Administrative Procedure 6.17, City College of San Francisco Program Revitalization, Suspension, and/or Discontinuance states, in part, that the PRSD procedure may only be suspended on an emergency basis if “The appropriate dean(s), the appropriate department chair(s), and a majority of the faculty in the department support the suspension or discontinuance of the program;”

Whereas, the actions of the Board of Trustees on November 14, 2019 in suddenly cancelling 350 sections and laying off part-time faculty effectively resulted in the effective loss of (number) Noncredit and Credit Certificates without following the PRSD process;

Whereas, the actions of the Board of Trustees on February 25, 2021 in agreeing to potentially lay off 163 full-time faculty as well as all part-time faculty effectively will result in the effective loss of (number) Noncredit and Credit Certificates without following the PRSD process;

Be it Resolved, that the Academic Senate is of the opinion that the CCSF Board of Trustees and Administration are out of compliance with California Code of Education, California Code of Regulations, Accreditation Standards and its own policies.

Be it Further Resolved, that the Academic Senate requests that the CCSF Board of Trustees and Administration bring the College back into compliance by instituting appropriate PRSD procedures for all programs impacted by the above mentioned Board actions.

AFT 2121 Executive Board Meeting Agenda

March 9, 2021, 3:30-5:30 pm, Virtual meeting

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	5
4. Officers' Reports Pres reported on general situation and the need for big strategy discussion for bargaining and fighting the layoffs. Treas. reported continually declining dues income, but retiree dues above budget. In 7 months received \$2,295 while only budgeted for \$875.	Officers	3:40	10
5. Email vote ratification (Action) MSP	MSP	3:50	5
6. Funding requests (Actions) a. Jobs with Justice membership dues, \$1,000 b. SF Labor Council Hardship Fund to support Local 87 strike, \$500 MSP all these as well as payment to retreat facilitator Liz Moore of \$200 which was mistakenly not paid to her before.	Alan	3:55	5
7. Organizing process (Discussion) Discussion of internal organizing. Good full discussion and some plans. Not yet clear how we retirees might help best, but soon. Closed meeting at this point and so asked guest to leave (Wynd was the only guest).	Malaika	4:00	20
Adjourn to closed session: 8. FT layoff appeals Discussed our attempts to have all the EB call laid off FTERS 9. Bargaining strategy Long discussion on goals of current fight and how we should approach to fight, including bargaining. Some details available if requested, but basically a closed meeting for tactical security reasons. Not enough time so a second meeting was planned. I had to leave so not sure of date of time yet.		4:20	70
10. Adjournment		5:30	