

Minutes - AFT 2121R General Membership Meeting  
April 7, 2021  
2:05 - 3:57 PM

Present: Susana Atwood, Joe Berry, Ron Bixler, Guy De Primo, Ann Killebrew, Doug Orr, Bill Shields

I. Agenda:

- The agenda was revised.
- The revised agenda was adopted.

II. Minutes for February 11, 2021:

- The minutes were approved unanimously.

III. Check-In

- Joe Berry:  
Joe's new Book, "Power Despite Precarity: Strategies for the Contingent Faculty Movement in Higher Education," is in copy editing. It will be out from Pluto Press the first week of August.  
Labor folk singer Ann Feeney, a good friend, died a month ago. Among her songs is, "Have You Been to Jail for Justice."
- Ron Bixler:  
This past month, Ron has had two angioplasty procedures to place stents in two arteries. His cardiologist was a former ESL students. His health prospects are good.
- Doug Orr:  
Doug attended the three-day CERES Conference on how investors and corporations are dealing with climate change. It is encouraging to see what corporations are doing and planning to do, but discouraging to see how much damage is being done and how much more needs to be done.  
Doug is walking and improving slowly after his recent surgery.
- Susana Atwood:  
Susana is in Brazil on vacation and taking care of some personal affairs.
- Bill Shields:  
Bill offered his solidarity. He could not stay for the full meeting.

IV. Doug Orr has arranged for CFT to zoom four virtual Financial Literacy and Retirement Planning workshops in April.

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|---------------------------------|-------------------|------|
| ○ Retirement 101 - Doug Orr     | Thursday April 8  | 4 PM |
| ○ CalSTRS Full-timer Retirement | Thursday April 15 | 4 PM |
| ○ CalPERS Retirement            | Thursday April 22 | 4 PM |
| ○ CalSTRS Part-timer Retirement | Thursday May 7    | 2 PM |

To register, go to: <https://www.cft.org/convention-workshops>

- Ann noted that she has received two CFT emails about the workshops.
- Susana Atwood suggested that we ask Athena Waid to send out information about the workshops to AFT 2121 members.

- A. Members of various locals may clamor for more workshops.
- B. The workshop planning template=scenario is ready to share.
  - Ann Killebrew stated that if participants in the CFT workshops want to organize workshops for their locals, we could advertise that we have a template to share.
  - Doug Orr said he would mention that at his presentation.

V. AFT 2121 Updates:

- A. AFT 2121 General Membership Meeting:  
Doug Orr reported on the AFT 2121 General Membership of March 23, 2021.
  - There was a discussion of strategic planning for negotiations.
  - There is a structural budget problem to resolve. But the administration has no idea what the actual budget is.
  - The administration continues to oppose spending Higher Education Emergency Relief Funds in ways requested by the union.
  - Susana Atwood stated that the presentation by Alayna Fredericks on the budget and the strategy was excellent, and should be posted on the AFT 2121 website.
  - The no-confidence vote was discussed, and tabled. It is not the right time, and it is not right to treat all three administrators the same.
  - Ann Killebrew and Joe Berry said that Diane Gonzalez just sounds better; there is a good cop, bad cop thing going on.

AFT 2121 COPE Meeting:

  - AFT 2121 COPE met on March 24, 2021.
  - No one in the group had attended, so there was no report.
- B. AFT 2121 Executive Board Meeting:
  - The April 6, 2021 Executive Board meeting was postponed until next week, so there is no report.
- C. Pink Slips and AFT 2121 Actions:
  - In negotiations, the administration is now proposing 52 full-time and 100 part-time layoffs.
  - The AFT Executive Board tried to call all full-timers who received pink slips, to check in, to let them know the union is there, to get them to apply for a hearing, and to get them involved in union actions.
  - At the urging of Joe Berry and others, the union is now reaching out to all part-timers who face layoffs to ask them how they are doing, how do they feel, how are they being impacted, how is their department being impacted, and to invite them to be involved in actions.
  - Those present were invited to join this evening's phone banking to part-timers. Volunteers will be given a script. Tim and Kathy Burke are leading the phone banking.
  - Joe Berry noted that connecting with people builds solidarity, so down the road we will have a credible strike threat.
  - Ron Bixler inquired whether the union has been looking into full-time service

areas. Joe Berry said yes - it will be messy as service areas have changed since AB1725 was passed.

D. Other:

- Supervisor Ronen is chairing a hearing on April 9, 2021 on Impacts of Proposed Cuts to Courses and Staff Layoffs at City College of San Francisco.

VI. CFT Virtual Convention report:

A. Sharing

- Susana Atwood felt the convention was not a good use of her time. The resolutions could have been passed by the CFT Executive Board.
- Joe Berry reported that a couple of the speeches were really good and there was some good discussion. The CFT convention was more democratic than the national AFT convention. The lack of breakout sessions was detrimental. Overall, he agreed with Susana.
- Doug Orr agreed with Joe on there being some good speakers and discussion. Doug noted the lack of interaction of people in workshops. The purpose of a convention is to energize people; this virtual convention failed to do that.
- Ann Killebrew noted that the issue of downsizing and layoffs, which is happening all over the state, was not addressed. CFT should be creating a united front against slash and burn.
- Joe Berry noted that there was no focus or discussion of strategic stuff like the Prop 13 loss or the wealth tax proposal.
- Joe was offended that CFT spent all this money mailing us convention packets and t-shirts, but there was no talk about a relief fund.
- Joe Berry requested that Ann Killebrew ask the CFT Retiree Council to do a convention debrief at their next meeting, and present points from our discussion at that debrief.
- Ann Killebrew requested that we send her ideas for the convention debrief request; she will send it to Dennis Cox or Jeff Freitas.

B. Legislation Related to the Convention

- Ann Killebrew reported that CFT staffer Tristan Brown is gung-ho on legislation. He has offered to take input for legislation and see where it could be directed.
- A couple of the approved CFT convention resolutions had to do with the higher education budget. Tristan will push these.
- Jeff Freitas is having a higher education budget meeting on April 14. We could put together our concerns to send to him before the meeting.

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

A. Meeting Report

- No verbal report given.
- The next CARA meeting in San Francisco is tomorrow, April 8.

- B. CARA dues approved but not paid:  
Margaret Shelleda of the CARA Board of Directors inquired, again, why we have not paid our dues. Ann Killebrew wrote to Yvonne Whitelaw to ask again that the dues be paid.

VIII. CCSF Participatory Governance Committee, Budget Committee

Susana Atwood's report focused on CCSF Chief Financial Officer John Al-Amin:

- CFO John Al-Amin has cut back the CCSF Participatory Governance Committee, Budget Committee meetings to once a month.
- CFO John Al-Amin repeats reports at the CCSF Participatory Governance Committee, Budget Committee, the Board of Trustees Audit Committee, and the Board of Trustees Meeting.
- CFO John Al-Amin continues to be very narrow in his interpretation of how we can use Higher Education Emergency Relief Funds.
- CFO John Al-Amin continues to pick on the cost of retiree health care in his cherry-picked list of budget items he claims are unfunded.
- CFO John Al-Amin did agree at one meeting that, on the year to date figure for retiree health care, he was wrong and Susana was right.
- Doug Orr reported that at the last negotiations meeting, Vice-Chancellor Diana Gonzalez was starting to show displeasure with his not listening to any arguments.
- Joe Berry stated that people saying we need to hire a high-powered budget expert are wrong. Our AFT 2121 budget team - Susana Atwood, Doug Orr, Alayna Fredericks, Mary Bravewoman, Chris Hanzo, and staff - are blue ribbon, the best he has seen in 50 years in the labor movement. What is hindering us is a lack of real budget numbers from the administration.

IX. Treasurer's Report:

- A. Report
- No report
- B. Approvals of Reimbursements for Scheduled Expenses:
- Susana Atwood has not submitted her request for the most recent motion covering four months of Zoom fees. She has requested and not received the reimbursement approved in the previous motion. She did receive the reimbursement before that.
  - Ron Bixler suggested including a cc to AFT 2121 Executive Director Alayna Fredericks in reimbursement requests.

X. Membership

- A. Same issues from last month.
- Ann Killebrew thinks there will be people retiring, not just being laid off. We want to follow up and draw them into the Retiree Chapter.
  - Joe Berry agreed with Ann and noted that because of the layoff threat this year, we may have a big retirement bulge this year.
  - Joe Berry heard from an ESL instructor who sent a dues payment by check in

- March 2020, and the check was never cashed. Susana and Ann will be followed up.
- Doug Orr asked about the time period needed for a full-timer to vest in SFHSS health benefits. The group did not know the answer for sure. Joe Berry noted that to advise people, you need to know the history - old rules may apply to some.
- Ann Killebrew noted that a CFT Convention resolution requires locals to save data on members who leave or disappear. At AFT 2121, staffer Wendy Leung is being reminded every semester to save the membership list, so AFT 2121 is in compliance.
- Susana Atwood conveyed a question from a part-timer about whether retirement from CCSF would force retirement from SFSU under a SFSU rule. For part-time employment, the group thought not.

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

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

- Ann Killebrew observed that our Retiree Chapter membership brochure is out of date and needs to be reexamined.

XI. Other:

- Calling Part-timers - see V. C. above.

XII. Date for next meeting:

- Wednesday, May 12, 2:00 PM, by Zoom.  
Meetings generally last somewhat more than two hours.

XIII. Adjourn:

- Adjourned at 3:57 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: May 12, 2021