

Minutes - AFT 2121R General Membership Meeting
May 12, 2021
2:07 - 4: PM

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

I. Agenda:

- The agenda was amended.
- The amended agenda was adopted by acclamation.

II. Minutes for February 11, 2021:

- The minutes were revised.
- The revised minutes were approved by acclamation.

III. Check-ins

Time was provided for those present to share.

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

A. Meeting Report: Tina Martin

- May 20 is a National Day of Remembrance honoring the 182,000 persons who died in nursing homes due to COVID-19. There will be an event from 2 - 3 PM online.
- May 21 is CARA lobby day, by Zoom. We will talk to legislators about priority bills. I will send a list of the priority bills in the written report.
- We need to write to Governor Newsom to ask him to request the federal waivers needed for a single-payer California health care system.
- Tina Martin will tell CARA about the faculty vote. She asked what else should she tell CARA? What is the most important action for CARA to take now in support of CCSF?
- Susana Atwood asked that on lobby day, CARA point out that hold harmless alone is not enough money to cover CCSF's budgetary needs. Going forward, CCSF needs \$40 million / year above hold harmless in permanent funding. (This past year, hold harmless was \$183 million.)
- Joe Berry noted that we need freedom from the funding restrictions when we get out of hold harmless.
- Joe Berry asked that Tina explain that when the press says, "City College says," it is quoting the Board of Trustees and Administration. They are not hearing from the students and faculty.

B. Dues for CARA

- A dues check was sent by AFT 2121 to CARA.

V. Doug Orr had arranged for CFT to zoom four virtual Financial Literacy and Retirement Planning workshops in April and May

- 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

Doug Orr presented the first workshop and attended the second workshop listed above. They went really, really well.

A. Members of various locals may clamor for more workshops.

B. Plans for more workshops?.

- CFT organizer Zev Kvitky has left. With Zev gone, developing new workshops is not going to happen at present.
- Doug Orr has received a request from an AFT local for a workshop. Now that contract bargaining has concluded, he will have time to respond.

VI. AFT 2121 Updates:

A. AFT 2121 Delegate Assembly Meeting:

- The AFT 2121 Delegate Assembly met on April 27, 2021.
- The agenda for the meeting is at https://drive.google.com/file/d/1D5hKh_P4vmvm81kZueTNlzIPtioXASel/view
- Doug reported on this meeting's content under item VI. C. below.
- The next AFT 2121 Delegate Assembly meeting has been rescheduled to May 25, 2021.

AFT 2121 COPE Meeting:

- AFT 2121 COPE met on April 28, 2021.
- No report.
- The next AFT 2121 COPE meeting has been rescheduled to May 26, 2021.

B. AFT 2121 Executive Board Meeting:

The AFT 2121 Executive Board met on May 11, 2021.

Ann Killebrew reported that, among the items discussed, were:

- The new agreement amends Article 7, Section 3 to allow union officers who are part-time to be on release time for their union work, and in the fourth semester and beyond, the release time continues their standing with the college as employed.
- Mary Bravewoman expressed her appreciation to all those who worked to obtain this agreement, and noted that she was exhausted.
- Dayna Holz reported that the job of verifying the ballots, of verifying that each voter was an AFT member in good standing, was massive, especially given the short timeframe.

- Next steps to be looked at internally included getting precinct reps more active in keeping members current, keeping members engaged and active, inviting members to invite non-union colleagues to join, planning for a safe return to campus, setting some next goals for the executive board, and initiating planning for the next contract negotiations.
- Eleven expenditure items were ratified.
- Susana Atwood asked that Joe Berry request, at the next Executive Board meeting, that the AFT 2121 audit being presented be posted on the AFT 2121 website. If not the audit, then a summary, with a link to the full audit. If it is not posted, would Joe request a copy of the audit for Susana in her role as Retiree Chapter Treasurer?
- Joe Berry agreed to ask. He noted that the CPA who prepared the audit report will be there. Joe invited Susana, as Retiree Chapter Treasurer, to attend the next Executive Board meeting to observe and ask questions.
- Recently, an Executive Board report was circulated that contained matters not meant for the general public. The question was raised whether we should submit Executive Board reports at all to the general membership. The report in question was meant to be internal and circulated in error. Reassurances were given of the care taken in preparing Executive Board reports for general membership meetings. The reports will continue.

C. Pink Slips and AFT 2121 Actions:

- Doug Orr discussed the negotiations that lead to the agreement to take salary reductions, that was passed by the membership.
- The administration was going to recommend layoffs, to the Board of Trustees on May 10, of 52 full-time and 269 part-time faculty, unless we reached an agreement.
- There was a major battle over the budget figures right to the end.
- Susana Atwood found 13 million dollars misallocated in the budget presented by the district. The district was forced to use her corrections, but would budge no further. We were forced to negotiate using a budget deficit figure of 22.6 million dollars, which we believe is way too high.
- Faculty salaries and benefits are 59% of the district's total salaries and benefits. So our share of the budget deficit is $59\% \times 22.6 = \$13.4$ million. The known retirements this year will save \$4.8 million. The agreement had to cover the remaining \$8.6 million. That is what we did. The salary reductions range from 4% to 11%, with an average of 9%. The faculty has done its share to close the negotiated budget deficit figure.
- The administration has rammed salary cuts on faculty because their stated goal is to shrink the college.
- Joe Berry stated that we should be very proud of our union and of the majority of its members who, in solidarity, voted for temporary pay cuts to save the jobs of their colleagues. Bill Shields, similarly, said people deserve credit for doing a great job in tough circumstances.
- Joe expressed the view that we should frame this not as a victory, but as a tactical retreat. We should say that this is what we were forced to do.

- Susana Atwood pointed out that we got a clause into the agreement that says if the District receives additional revenue during the year 2021-2022-- they must meet with the union within 60 days. That clause is a victory.
- Susana Atwood said that there has not been enough praise given to Mary Bravewoman and Alayna Fredricks who put together all the pieces in the negotiations. In negotiations, Claire Heimer did an excellent job in her presentation of the sliding scale for pay cuts.
- Ann Killebrew remarked that she did not realize the strain from all that has been happening at CCSF until the 82% vote for the agreement and its acceptance by the Board of Trustees. The relief was enormous.

D. Other:

- None.

VII. CFT Virtual Council reports:

A. Community College Council (CCC)

- Ann Killebrew reported that the meeting's main focus was legislation.
- CFT staffer Tristan Brown was on top of what legislation is important and what legislation the CFT is pushing.
- The issue of layoffs at many colleges across the state was discussed.

B. Council of Retired Members (CRM)

- Ann Killebrew said that elections for officers were held. For President, John Perez did not run again; Dennis Cox was elected. Sandra Baringer was reelected Secretary. Cecilia Boskin, from UTLA, was elected Vice President for Southern California. Ann Killebrew was reelected Vice President for Northern California.
- Issues discussed included how to recruit more retirees into retiree chapters and how to establish more retiree chapters.
- The national AFT staff have created charter documents that say nothing about retirees and yet they want us to use these documents. We are trying to negotiate documents that are good for the national AFT and that allow Retiree Chapters in California to be chartered nationally.
- Doug Orr noted that Dennis Cox is the new CFT representative to the national AFT Retirees Committee. Dennis reported that the national Retirees Committee wants retiree chapters to be politically active, period. Dennis is trying to get the national Retirees Committee to understand that retirees want more, they want to socialize. So Retiree Chapter charters have to allow for a broader purpose.

C. Legislative Update

- Ann Killebrew reported that lots is going on. The most important things were:
- AB 1177 would establish public banking - out of the Post Office.
- SB 8 is another wealth tax bill; it might take two years to craft the bill so it will get out of committee.

- CFT is working to have some educators join the committee writing a Black Lives Matter bill.
- Doug Orr noted the following important bills:
- AB 1432 would kill CalBright.
- AB 1040 would require ethnic studies in community colleges.
- AB 375 would increase the load limit for community college part-timers from 67% to 85%.

VIII. CCSF Participatory Governance Committee, Budget Committee

Susana Atwood's report included the following points:

- The committee continues to have less and less power under CFO John Al-Amin.
- There is still no proposed budget for the district's next fiscal year.
- The new budget director the district has just hired says it will take at least two months to prepare a proposed budget for the district's next fiscal year.

IX. Treasurer's Report:

A. Report

- Susana Atwood has obtained a retiree dues report from AFT 2121 for the period from July 2020 through April 2021.
- Dues from retiree chapter members for this 10 month period come to \$2097.28, which is very good. AFT 2121 had expected to receive \$1500 in retiree due for this fiscal year.

B. Approvals of Reimbursements for Scheduled Expenses:

Last month's 2021-03-11-MSP motion to reimburse Susana Atwood for Zoom account payments had an error; it called for reimbursing a January 2021 payment that had already been reimbursed in a 2020-11-12-1-MSP motion. The following two motions fix that error.

- **2021-05-12-1-MSP (unanimously)**
Motion by Ann Killebrew, seconded by Ron Bixler to rescind previous motion 2021-03-11-MSP.
(That motion read: 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.)
- **2021-05-12-2-MSP (unanimously)**
Motion by Ron Bixler, seconded by Doug Orr, to reimburse Susana Atwood a total of \$124.95 for the following Retiree Chapter Zoom account expenditures: for a \$50 large meeting charge by Zoom for the January Financial Planning Day and for five months of AFT 2121R Zoom account payments at \$14.99 per month - covering the months Feb 9 - Mar 8, 2021, Mar 9 - Apr 8, 2021, Apr 9 - May 8, 2021, May 9 - Jun 8, 2021, and Jun 9 - Jul 8, 2021.

X. 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?
 - Ann Killebrew noted that we need a list of the people retiring this May, so we can invite them to join the Retiree Chapter. We used to get this from Trinh Tran of the Faculty Association.
 - Susana Atwood noted that AFT 2121 had a list of the those retiring in bargaining.
 - We need a letter of invitation to retirees. Ann Killebrew volunteered to write a draft letter of invitation and send it around to us for suggestions.

XI. Other:

- Bill Shields requested time in a future meeting to talk about an Oral History Project.
- AFT 2121 is planning an outdoor end of semester party in McLarin Park. Retiree chapter members are invited. Date and time to be announced.
- Joe Berry leaves for Vermont next week and will return in August. If, during that period, the AFT 2121 Executive Board should meet not using Zoom, Joe would need a substitute.

XII. Date for next meeting:

- Tuesday, June 8, 2:00 PM, by Zoom.
Meetings generally last somewhat more than two hours.

XIII. Adjourn:

- Adjourned at 4:10 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: June 8, 2021