

Minutes - AFT 2121R General Membership Meeting
September 21, 2021
10:35 AM - 12:20 PM

Present: Susana Atwood, Joe Berry, Guy De Primo, Ann Killebrew, Bill Shields, Debra Wilensky

I. Agenda

- The agenda was amended, and adopted as amended.

II. Minutes for August 10, 2021

- The minutes were unanimously approved.

III. Check-ins

Check-ins were skipped in the hope of ending the meeting early.

IV. AFT 2121 Reports

A. Delegate Assembly - Doug Orr - Met on August 31, 2021. No verbal report.

- Doug Orr's written report is attached.

B. COPE - Doug Orr - Met on August 31, 2021. No verbal report.

- Doug Orr's written report is attached.

C. Executive Board - Joe Berry - Met on September 7, 2021.

- Committed \$5,000 to sponsor Beatriz Herrera for the Surge Institute Fellowship training program for leaders of color in education. Beatriz ended up not being selected for the program.
- Voted to join Higher Education Labor United, which formed after last July's Higher Education Summit and is fighting to improve the higher education reform package that is before Congress. Joe Berry represents both AFT 2121 and COCAL at this coalition. Their vision statement is at <https://higheredlaborunited.org/about/vision-platform/>
- Renewed the Executive Director, Alayna Fredericks, contract.
- Discussed strategic planning issues.
- Joe Berry's written report is attached.

D. Other - None.

V. CFT Reports

A. Community College Council (CCC) - No report.

- The next meeting is Friday, September 24, 2021, 3-7 PM.

B. Council of Retired Members (CRM) - No report.

- The next meeting is Friday, September 24, 2021, 3-7 PM.

- C. Retirement Policy Committee - No report.
 - The next meeting is Saturday, September 25, 9:30-noon.
- D. Labor and Climate Justice Education Committee - No report.
 - The next meeting is Saturday, September 25, 9:30-noon.
- E. Legislative Update - No report.
- F. Other - None.

- VI. California Alliance for Retired Americans (CARA) - Tina Martin. No verbal report.
 - For the September 9, 2021 meeting, Tina Martin's written report is attached.

VII. Oral History Project (OHP)

- A. Project Updates - Bill Shields
 - OHP is meeting on a monthly basis.
 - A list of potential interviewees has been drafted.
 - Research at the AFT 2121 office resumed yesterday.
 - We are making good progress going through the files on the early history of the union.
 - Alan D'Souza had requested that we look for information on the city's funding of the adult education programs that were then transferred to the college. Yesterday, we found none. Proposed next steps for Alan: Check with the CCSF librarians and with Kit Saginor - the actual documents for the separation of CCSF from Unified should be in our library, and should list what programs went where and have financial details. Interview people who were around then including Anita Martinez and Lauri Fried-Lee. Look for information in AFT Local 61 and SFUSD records.
 - Please help us. Get involved. Help could be providing archival material or suggesting someone to interview. Any and all levels of help are welcome.
- B. 50th Anniversary Celebrations
 - OHP is working closely with Alan D'Souza on the 50th, as is Joe Berry.
 - Looking forward to having live and/or digital 50th Anniversary events in 2022.
 - OHP continues to suggest a panel discussion with a panel of retirees.
- C. Publicity and/or News Article for CFT - No report.

VIII. CCSF Reports

- A. CCSF-PGC Budget Committee - Susana Atwood
 - The Board approved 2020-2021 budget has an extra surplus of \$1.6 million from grant overhead fees and increased local sales tax income.
 - Recall that the proposed 2021-2022 budget had a \$7 million deficit.
 - The Board approved 2021-2022 budget has a \$500,000 surplus, and includes a \$9 million cash reserve.

- The 2021-2022 budget includes \$7 million in cuts to classified salaries which have not yet been negotiated and \$800,000 less in unemployment taxes. It also includes paybacks of \$1.6 million to Free City, \$1.2 million for failure to keep time and effort records and the rest for other incorrect charges.
- This 2021-2022 budget reflects the salary levels and class cuts we agreed to in our negotiations.
- Tom Boegel keeps reporting that hold harmless ends for CCSF on June 30, 2024. The correct date is June 30, 2026.
- The Board of Trustees wants to use some of the \$500,000 surplus to pay lobbyists on the local, state, and federal level to get us more funding.
- Bill Shields noted that a large amount of Workforce and Economic Development training funding may be coming from the Federal Infrastructure bills, which would provide a real influx of money to our vocational programs.

B. Chancellor Search

- The group shared information and opinions on the three finalists. Consensus was that David Martin is the best of the three. He has worked at CCSF before. His CPA background would be useful given our situation.
- We can, as individuals, lobby the trustees in support of David Martin.

C. Other - None.

IX. AFT 2121R Reports and Business

A. Treasurer - Susana Atwood - No report.

B. Approvals of Reimbursements for Scheduled Expenses - None.

- Susana Atwood has finally received all previously-requested Zoom reimbursements.
- Wendy has asked why we don't get a free zoom account from the International. Ann and Susana did request the free account, and received no response. Ann noted that having our own account keeps it simple.

C. Financial Literacy and Retirement Planning Workshops

- It was suggested that we start by reviewing the evaluations from last year.
- We need to decide on the number of sessions and on how long (number of hours) the conference should run. Guy De Primo passed on Doug Orr's recommendation that we use the same schedule setup as last year. We viewed last year's schedule.
- Ann Killebrew proposed running a second afternoon session. But problems include finding session co-hosts, and the drop-off in attendance in the afternoon.
- It was decided to again have the Financial Literacy Day planned and run by volunteers, that we did not want to formalize this as an ad hoc committee.
- Susana Atwood will contact Doug Orr and Ron Bixler about calling a Financial Literacy Day planning group meeting.
- Guy De Primo will send last year's Summary of Evaluations to Susana to pass on to Doug and Ron.

- For the panel presentation, the planning group will come up with names of potential panelists and approach AFT 2121 for contact information.

D. Membership Recruitment - Ann Killebrew

- I receive intermittent and incomplete responses to my requests for names and addresses of retirees. So for recruitment, I do not have enough information to move ahead.
- I would love to have a committee working on this.
- Susana Atwood stated that, rather than pleading for contact information month by month, we need access at the beginning of each year to the total union membership contact list.
- Bill Shields requested that recruitment invitations include the exciting possibility of being involved in AFT 2121's 50th Anniversary Celebration.

E. Social Activities

- Last Friday's McLaren Park walk was a big success. Ten people came. Susana Atwood was thanked for putting it together.
- It was decided to continue having our own events and not join walks organized by other groups such as the Crosstown Trail Walks and the San Francisco Bay Trail. However, their maps are available for ideas.
- The next walk will be segment 1 of the Crosstown Trail, starting at Candlestick Point State Recreation Area. The date chosen is October 1, 2021. Meet at 10:45 AM, walk at 11 AM, and bring a bag lunch.
- AFT 2121 has tickets available for the San Francisco Labor Council COPE banquet and asked if any of us would like to attend.

F. Other

- As per the motion at last month's General Membership Meeting, the executive board wrote and sent a letter opposing the hiring of Chancellor Oakley as Special Advisor to US Secretary of Education Miguel Cardona. A copy of the letter is attached.

X. Date for next meeting:

- Thursday, October 14, 2021, at 11:00 AM, by Zoom.
Meetings generally last somewhat more than two hours.

XI. Adjournment - Adjourned at 12:20 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: October 14, 2021

AFT 2121 Delegate Assembly Meeting

Agenda August 31, 2021, 3-5 pm, Virtual Meeting

Item

1. Call to Order
2. Land acknowledgement
 - Alan D'Souza read the current land Acknowledgement statement
 - Yvonne Whitelaw noted the efforts to make land acknowledgement statements more meaningful. She provided a link to the Native Governance Center web site, <https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/> as a guide to this effort.
 - Malaika Finkelstein asked for volunteers to work on this.
3. Meeting process, agreements
 - This process was accepted without protest
4. Approval of agenda (Action item)
 - The agenda was accepted without protest, with item 6.5 added.
5. Officers' reports
 - **President:** Malaika clarified some misinformation that is running through the rumor mill. Malaika and Mary Bravewoman are meeting with the leadership of SEIU to ensure a united front with the administration. AFT2121 and SEIU are working with the administration on efforts to secure additional funding from the city.
 - The rumor that classified staff being paid time and a half for returning to campus is wrong. Everyone returning to campus, both classified and certificated are receiving 1 ½ sick leave accrual.
 - SEIU is still in concession bargaining, but whatever the outcome, the result will come out of their proportionate share of the college budget, and not from the AFT share.
 - Malaika commented on the absurd "tool" that Tom Boegel presented at the last BOT meeting and the confusion it is creating. [editorial comment: the real "tool" is Tom B.]
 - **Treasurer:** The audit for the fiscal year 2020 is done. There was a decrease in dues revenue of \$62K, leading to a deficit of \$11,245. Tracking the current year, dues revenues are down somewhat more. All of this is a result of the cuts in classes and faculty positions.
 - **Secretary:** There were four breakout rooms on flex day to receive concerns from AFT 2121 members. With respect to (wrt) return to campus, members expressed the need for clear and consistent policies, and the need for an anonymous mechanism for reporting violations by the administration.
 - Wrt concession bargaining, there has been a lot of confusion about the college budget, and members stressed the need for all sections of the college to share in the pain of concessions.
 - Wrt communications, there was a discussion of the plan for the next nine months to members, politicians and the public about funding issues, and also on how to increase member engagement, even in these trying times of Covid.
 - Wrt outreach and enrollment, there is a need for more media outreach, but that is not the single issue. There is also the problem with the registration system. There is a need to have a unified voice on these issues.
6. Affirmative Action Task Force update
 - No report. The chair of the task force had to leave the meeting early.

6.5 Return to campus committee report

- Despite rumors and comments on EFF and elsewhere, AFT 2121 does have a return to campus committee, as does SEIU and the faculty Senate. These committees meet regularly, both individually and together. Of those that want to return to campus, most are on the same page. All have expressed the need for clear and consistent policies, and the need for an anonymous mechanism for reporting violations by the administration. All have expressed concerns with the adequacy of ventilation systems in many classrooms.
- There have been almost 300 responses to the AFT 2121 return to campus survey.

7. Appointment of Precinct 7 Representative (Action)

- Sue Englander did not receive an assignment for fall and is likely to not receive one for spring, so she is asking for a replacement as precinct rep. 7. She suggested Megan Sweeney and Malaika has nominated her as the replace. This nomination was approved by acclamation.

8. Medical Rates (Action)

- Health insurance rates are negotiated citywide by SF Health and Human Services. While CCSF has some input to the negotiations, ultimately CCSF has no say of the plans selected and rates that are set. The target goals are at least one plan that is free to an individual subscriber and no plan that is so unique as to make the other plans unacceptable, i.e., ensure a selection of plan providers. Once rates are set, the college proposes a cost sharing agreement with employees.
- The administration has proposed maintaining the existing proportionate share of medical insurance premiums. The premium rates for all plans have increased, with Kaiser increasing the most. Given the administration has tried to ding faculty on everything else, maintaining proportionate share seems like a good option. The vote to accept the proposal passed with one abstention.
- Simon Hansen noted that benefits constitute a rising share of the college budget.

9. Chancellor search

- Malaika reported that all three are “likable” and not “evil”. The union at Monterey Peninsula Community College District were pleased with David Martin’s role in their recent contract negotiations. The union at Portland Community College-Rock Creek thinks Christopher Villa “is just phoning it in” and is using different schools as career stepping stones. It was noted that both Villa and Kristina Whalen are supporters of the new CC funding plan and are supportive of Lumina initiatives. Whalen also does not have any finance or CEO level experience. AFT 2121 has not taken a position in support of any candidate.
- [editorial comment: given the budget situation, David Martin is the only candidate who can see through JAA’s nonsense.]

10. Bargaining report

- We are still trying to set a time for the first restoration bargaining session. Given the larger size of the bargaining team and team members work schedules, it has been difficult setting a time.

11. Organizing to save classes

- Several AFT 2121 members and retirees attended the Organizing for Power Conference this summer. There were almost a thousand union members from many countries sharing their experiences in building power campaigns. Many talked about the importance of one-on-one meetings with members. Also, many talked about the need to be at peak power before issuing a vote of no confidence or the threat of a strike.
- Athena discussed the need to do periodic “structure tests” to assess the unity and power of a local. These tests are escalated to access the actual level of commitment, e.g. asking members to wear a button or t-shirt on a particular day, asking members to attend a rally, asking members to sign a strike pledge card, asking members to donate money to a strike relief fund.
- Athena noted that the concession bargaining saved the jobs of almost half of the bargaining unit, which is critically important. If the bargaining unit had been cut in half, there would be no power to bring to the table next time.

- There was a discussion of the importance of always referring to the union as “we” and “us” and not “they” and “them”.

12. For the Good of the Order (Announcements)

- Several members spoke about the need for phone banking and doorbelling for the No on Recall.
- Doug Orr reported on the proposed settlement in a class action suit brought against the CalPERS long-term care insurance system.
- Joe Berry announced the retiree chapter Oral History Project and invited members to join in the effort. He mentioned the upcoming 50th anniversary of AFT 2121. He also mentioned the New Deal for Higher Education conference. {Joe should add more detail here}.
- Yvonne mentioned the Affirmative Action Task Force has been working on creating an endowment for the African American studies program. The BOT has put up \$?? for the endowment.

13. Approval of minutes (Action)

- The minutes of the May 25, 2020 DA were approved without protest.

14. Adjournment

- The meeting was adjourned at 5:05 pm

AFT 2121 COPE Meeting Agenda August 31, 2021, 1:30 to 3 pm,
Virtual Meeting

Item

1. One-on-one discussion with Supervisor Matt Haney

The majority of the meeting was allocated to this discussion. It started with comments from him and then a Q&A.

- He spoke of his support for CCSF and the concept of a true community college. He stressed the need for workforce development and lifelong learning in addition to degree preparation.
- He spoke about his support for both local and state funding initiatives. But he noted the problem of getting the money into the budget and then the mayor either does a line item veto or just does not allocate the money. He stressed the need to put pressure on the mayor and then need of a united voice from all of labor in the city. [we need to get the SF labor fed on board.]
- Stephen Brady brought up the issue of the aircraft mechanics program being forced out of SFO and the almost impossible plan by the BOT to try to wedge it into the Evans campus. Haney was not aware of this problem and he agreed that the city and BOS should push to keep the program at SFO. [we will see what comes of this]
- Jessica Buchsbaum described the decimation of the ESL program, which has seen its FTEF fall from 120 to 70. She described trying to merge ESL classes of different levels into a single course. This is untenable and if it continues, she fears the complete loss of the program. Haney spoke about the critical need of this program to the citizens of SF.
- Dayna Holz spoke about the pay cuts and the need for additional funding in the near term, by January, not after a ballot initiative. Without immediate additional funding, we will be back in exactly the same place as last May with the issuing of 161 pink slips to full-time faculty and hundreds of part-time faculty.
- Adele Failes-Carpenter talked about the need to eliminate the new funding model and described how it completely undermines non-credit programs. These programs serve the poor, immigrants, and those seeking to change careers. [They also form a funding base for the credit programs]

Discussion after Haney left

- Joe Berry noted he did not seem to be up to speed on the Arts building bond money being misspent. He also voted the wrong way on the Balboa reservoir.
- Alisa Messer expressed disappointment that several progressives are jockeying for the open Assembly position. It will be hard for AFT2121 to choose who to support. Haney does understand the issues we face, but will he really follow through on them as a champion. He did not do much to help us during the concessionary bargaining in the spring.
- It was noted, after he left, that he has been in elected office for only nine years (on Board of Education then the Board of Supervisors), and is already trying to run for an open Assembly seat. It was also noted that it is too bad several progressives will be doing battle with each other over this seat.

2. Get out the vote on the No on Recall election

- There was a discussion of the various options to support the get out the vote efforts for the No on the Recall election. These include phone banking with the CFT, the SF labor fed and others. There are also opportunities to do doorbelling around the city.

AFT 2121 Executive Board Meeting Report, by Joe Berry for AFT 2121R

September 7, 2021, 3:30-5:30 pm, Virtual meeting

Item	Presenter	Time	Mins
1. Call to Order	Malaika	3:30	
2. Land Acknowledgement, Meeting process, agreements	Malaika	3:30	5
3. Approval of Agenda and Minutes (Action item)	Malaika	3:35	10
4. Officers' Reports	Officers	3:45	10
5. Email vote ratification (Action) – MSP all <ul style="list-style-type: none"> a. Endorse the unionization campaign at Dandelion Chocolate. b. Commit up to \$5,000 to sponsor Beatriz Herrera for the Surge Institute Fellowship training program for leaders of color in education. c. Allocate \$250 to purchase two tickets and listing in the event slideshow for the August 11 Senior and Disability Action virtual celebration. d. Approve Fall 2021 AFT release time. e. Endorse AB 937, state-wide legislation to end transfers of prisoners from local jails to ICE. f. Sign on to a letter in support of the Veritas Tenants Association's attempt to force the company to negotiate with the tenants. 	Dayna	3:55	5
6. Endorsement: Higher Education Labor United (HELU) (Action) MSP (This is the national coalition effort to improve the higher ed bills on the table in DC especially regarding labor conditions (contingency, racism, etc.)	Joe	4:00	10
7. Funding requests (Action): <ul style="list-style-type: none"> a. SFLC COPE banquet \$2000 MSP b. UFW event \$500 tabled indefinitely 	Malaika	4:10	15
8. Closed session: <ul style="list-style-type: none"> a. Strategic Planning b. Exec Director contract renewal (Action) MSP 	Mary Malaika	4:25 5:15	50 15
9. Adjournment		5:30	

Agenda also included item from Alan to beef up bylaws and policy regarding right of the union and its subordinate bodies to exclude non-AFT 2121 members, who are in the bargaining unit, from meetings except upon specific invitation. No action taken but discussed and placed for future agenda.

From: Tina Martin <tina_martin@sbcglobal.net>
Subj: CARA Action Team Report for September 2021
Date: Sept 10, 2021
To: Tina Martin <tina_martin@sbcglobal.net>

Dear Retirees,

The September 9th meeting of California CAT, California Alliance for Retired Americans Action Team, focused on legislation I've shared with you before--now getting closer to the governor's desk at a time we're not sure who will be governor when it gets there, a conundrum that has caused us to continue our work on the recall election. (Did you realize that the day after the election, if Governor Newsom is recalled from office, we'll have a new governor? The day after?! There will be no two-month period before an inauguration!)

We also talked about upcoming speakers for our CARA meetings and our Fabulous Friday Forums, the Guaranteed Health Care for All campaign, and our October convention.

At the end of the meeting Michael Lyon announced that CARA members will go to Sacramento for an action with HEAT (Higher Education Action Team) on September 20th, when the demands will be that the state Board of Governors (1) mandate that campuses require vaccine cards, n95 masks and proper ventilation and (2) fund lifelong learning throughout the state.

Now for the details.

Two long-time faithful CARA members, Daisy Brooks and Denise D'Anne, have died recently, so we discussed how we could pay tribute to them.

CARA would like to invite members of La Colectiva and Mujeres Unidas as well as members of the Independent Living Center and the Women's Center to come to a SF CAT meeting and perhaps also be speakers at one of our Fabulous Friday Forums.

We looked at the results of a survey we took of CARA members to see how many wanted a return to in-person meetings and how many preferred Zoom. We also discussed the possibility of a hybrid meeting with a Zoom Room providing a large screen as well as an outdoor meeting. Some members prefer the Zoom because commuting and mobility are no longer a consideration. Another advantage of Zoom is that we can have speakers from far away. Others prefer the in-person and have never attended meetings since the pandemic distancing began. The Community Living Campaign is creating a Zoom Room and will let CARA use it so we can have a hybrid meeting. In the meantime, we're checking with the Longshoreman Building personnel to see whether the space they let us use before the pandemic is still available. We appreciate the beauty of that place and the fact that it's across the street from the Unitarian Church where the SDA (Senior and Disability Action) meets on the same day at an earlier hour so that all they have to do is cross the street to join a CARA meeting. But that's relevant only after we start having in-person or hybrid meetings.

Jodi Reid said that she mis-reported that August 30th was the final day for legislation. It's just the day by which all legislation had to be out of committees. CARA has been supporting Home Safe, AB 695, which is now on the floor of the Senate and is likely to pass because the money for this has already been budgeted. This is the bill that offers support to people over 60 who are risk of losing their homes. An example given earlier was of a hoarder in Placer County, considered a very conservative area, who

nonetheless got help through a pilot program there to get rid of the items that created fire danger and attracted rodents so that he didn't have to be evicted. The other bill is the nursing home transparency bill that demands that nursing homes disclose not only their costs in running the nursing homes but also the profits they get from subsidiary businesses like security and food services. The point is that workers are underpaid and sometimes the places are understaffed because the nursing facilities are pleading poverty when they really are making hidden profits that would enable them to take better care of their staff and their residents.

CANHR, California Advocates for Nursing Home Reform, is among the bills that are two-year bills, not to be voted on until 2022.

Recall: The LA Times listed 10 polls, all of which indicated that the percentage of voters likely to vote NO on the recall of Gov. Newsom is going up. However, as some have said, "I'm sure Newsom isn't going to be recalled. I haven't been so sure of anything since I knew that Hillary Clinton would have a landslide victory over Donald Trump in 2016."

Democrats have sent in almost two times as many early ballots as Republicans have at this point.

We have to keep working hard on the No on Recall campaign. We have proof that people are getting the postcards in spite of the small print on the labels; many have called to say so, and no postcards have been returned to CARA, whose address is given as the return address. We have Jodi to thank for buying the post cards stamps, requiring her to go to more than one post office. The final cost came to \$7000, but the Democratic Party and the Labor Federation have promised to reimburse CARA.

We discussed the success of the August 27 visit to Speaker Pelosi's office, where her representative Kevin Ortiz received the binder of 400 stories CARA collected from people testifying to the importance of having Long-Term Support and Services. This was to support the \$400 billion designated to, among other things, expand services that Medicare offers to include vision, dental, and hearing. Since there's talk of reducing the \$400 billion to \$200 billion, we want to emphasize that the expansion can be paid for by allowing Medicare to bargain for prices. Speaker Pelosi is the chief negotiator so we'll be making calls to her delegation.

At a recent meeting, her chief of staff Dan Bernal, said "Nancy has been for single payer (since) before I was born." This surprised some, who thought she was an obstacle to single payer and had supported President Obama when, in spite of having a Democratic majority in both houses of Congress, he said that suggesting single payer was "a non-starter." David Williams and Michael Lyons are drafting a letter to thank Dan Bernal for meeting with us and asking for confirmation of Speaker Pelosi's support for single-payer. (Did he mean she was for it before he was born but not after?)

For the Guaranteed Health Care for All Campaign we have to be able to say we have a financing plan--a way forward to pay. The commission on this is meeting three times this month: September 21st, 23rd, and 28th. CARA wants to impact what comes out of this commission and be sure it addresses inequity. We have a seat on the board of Healthy California, which is making strides forward.

As I've reported more than once, the CARA convention is October 26th and 27th. If you would like to join the convention, please register right away because CARA will need to send you a packet of things that can't be sent through email--including your BINGO card! (Josh Kornbluth will do the calling for Bingo.) You can also sign up of 2 workshops of your choice. Topics will include climate weirding, Social Security, and long-term care. Remember this is on Zoom and it's FREE. Gavin Newsom is scheduled to be there, hopefully as governor. We'll also have other state leaders such as Weber and Bota.

CARA members are going to meet at Jodi's open garage to stuff packets for you and other attendees. She says she can no longer use her children as indentured servants because they've escaped to college campuses.

CARA is still engaging with the Bicycle Coalition and Parks and Recreation to be sure that disabled people are being considered when decisions are made on JFK Drive, parklets, the Great Highway, Market Street, and Slow Streets.

Some CARA members will also be meeting with the Transit Justice Commission. One important concept in mode of transport is that transfers should be kept at a minimum for disabled people.

With hopes that you're getting to where you want to be with the smallest carbon footprint possible, this report is respectfully submitted~

Tina



AFT 2121
Retiree Chapter

Ann Killebrew, President

311 Miramar Avenue,
San Francisco, CA 94112

AFT2121R@gmail.com
(415) 585-2121

September 16, 2021

Opposition to the Hiring of CCC Chancellor Oakley
as Special Advisor to Education Secretary Miguel Cardona

Dr. Miguel Cardona
Secretary of Education
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202

CC: Kamala Harris, Vice President of the United States
Dr. Jill Biden, First Lady
Dianne Feinstein, Senator, U.S. Senate
Jackie Speier, Congresswoman, U.S. House of Representatives
Nancy Pelosi, Speaker of the U.S. House of Representatives
Cindy Marten, U.S. Deputy Secretary of Education
Randi Weingarten, President, American Federation of Teachers
Kathryn Lybarger, President, California Labor Federation
Art Pulaski, Executive Secretary-Treasurer, California Labor Federation
Jeffrey Freitas, President, California Federation of Teachers
Jim Mahler, President, CFT Community College Council
Dennis Cox, President, CFT Council of Retired Members
Mike Casey, President, San Francisco Labor Council
Malaika Finkelstein, President, AFT 2121, City College of San Francisco

Dear Secretary Cardona,

We are writing to oppose the hiring of California Community College Chancellor Eloy Oakley as Special Advisor to U.S. Secretary of Education Miguel Cardona. A motion opposing the hiring of Chancellor Oakley for this position, based on his record as California Community College Chancellor, was passed at the August General Membership meeting of the AFT 2121 Retiree Chapter.

Below are just a few particulars that call into question his capacity to deliver worthy advice.

In Spring 2019, multiple statewide faculty organizations, including the California Federation of Teachers and the California Community College Academic Senate, passed votes of no confidence in Chancellor Oakley. The core issue was Chancellor Oakley's failure, even more his refusal, to confer with teachers. It is not just that he did not listen or consider our advice. He would not even include us at the table at meetings, in violation of California state law. Will someone who never listens to teachers have a well-rounded understanding of educational issues?

In creating his California Community College Vision for Success, Chancellor Oakley and his planners worked from their assumptions, their biases, about what matters. The data you see and use dictates the direction you take. They focused on economic forces, such as workforce needs, narrowly defined. They saw as important only measurable completions that fit workforce needs. This they translated into a need for increased efficiency, to be prompted by a switch to performance-based (on measurable completions) funding, a funding model whose effects on completion have proven to be minor to non-existent, and which is tied to numerous negative unintended consequences.

Chancellor Oakley and his planners engaged in analysis that was not thought through. For example, in the California Community College Vision for Success, they quote statistics about projected shortages of BA earners in California in the coming years. Based on this, they set among their goals increases in AA completion and in transfers. But not one word is said about the fact that the UC and CSU systems are already filled to capacity. They have more applicants than spaces, and every year they turn away qualified AA degree applicants from our community colleges because of that lack of space. Our sending them more transfer-ready applicants to turn away will have no effect on BA production or on our transfer rate.

Chancellor Oakley and his planners believe that the California Community College equity problems will be solved by the focus on efficiency, that by *lowering* the cost per completion for all students, completions will become equitable. This flies in the face of previous California state studies showing that many minority students fail to continue due to family and economic difficulties.


In the California Community College Vision for Success, Chancellor Oakley and his planners set as the first goal: "Focus relentlessly on students' end goals." First, this is simplistic; students often have multiple goals, to prepare for one thing but also pursue side topics. Second, their restriction of measured end goals to completions ignores the successes and cuts funding for the many students whose end goals are something else, such as employed workers picking up a course to update their skills, or immigrants wanting to learn English. Third, there is nothing here about students being allowed to change their minds, to discover their love is something else, because that would violate efficiency. They are offering oversimplified analyses and solutions. Citizens deserve better than this version of Big Brother knows best.

You can find other, worthier individuals to advise you on higher education policy. Please do so.

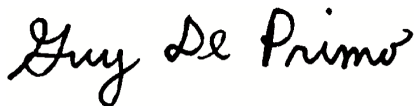
Respectfully yours,



Ann Killebrew
President



Susana Atwood
Treasurer



Guy De Primo
Secretary



Doug Orr
Delegate Assembly Representative



Joe Berry
Executive Board Representative

AFT 2121 Retiree Chapter
311 Miramar Avenue
San Francisco, CA 94112
(415) 585-2121
AFT2121R@gmail.com