

Minutes - AFT 2121R General Membership Meeting
October 14, 2021
11:07 AM - 1:35 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, and adopted as amended.
- II. Minutes for September 21, 2021
 - The minutes were approved.
- III. Financial Literacy and Retirement Planning Workshops (FPD)—Zooming for January 2022
 - Susana Atwood, Ron Bixler, and Doug Orr held a planning group meeting.
They recommend:
 - Have AFT 2121 send out a message that FPD will be on January 13, 2022.
 - Keep the same workshops as last year.
 - Keep the same time slots as last year.
 - Have the morning welcome done by us, the Retiree Chapter.
 - Union news should be given at lunchtime.
 - Find volunteers:
 - Contacting speakers - Doug Orr, Ron Bixler, Joe Berry, and Ann Killebrew.
 - Panel, What I Wish I Had Known, coordinator - Bill Shields
 - Session hosts/monitors for nine sessions - Joe Berry, Guy De Primo.

More needed.
 - **2021-10-14-MSP-Unanimously**
Motion by Susana Atwood, seconded by Joe Berry: The Financial Planning Day Schedule of Workshops for January 13, 2022 is to be a repeat of the January 14, 2021 Schedule.
 - Alternate topic if needed - Non-financial aspects of retirement.
 - The panel should include one, preferably two, part-timers.
 - Zoom coordinator - Susana Atwood.
 - Slides - same design as last year - Doug Orr.
 - Workshop evaluations - Guy De Primo.
- IV. California Alliance for Retired Americans (CARA) - Tina Martin.
 - The 18th Annual CARA Convention is October 26 - 27 by Zoom.
 - Registration is free.
 - Register by tomorrow, to receive the convention packet by mail.
 - Tina will inform CARA about our Labor Archive at SFSU, and that we may be approaching them about an Oral History Project for Labor Elders.

V. AFT 2121 Reports

A. Delegate Assembly - Joe Berry.

- Last met: September 21, 2021. Next meeting: November 16, 2021.
- The Executive Board wants to make the strategic planning process democratic and transparent, something most unions don't even attempt.
- Hence the SWOT analysis at this meeting and to be done in the local precincts.
- This is valuable in building our strength and capacity.
- AFT 2121 has affiliated with Higher Ed Labor United; Holly Stevens has been appointed to be our delegate. Higher Ed Labor United is advocating for higher education in College for All, Budget Reconciliation, and Build Back Better.

B. COPE - Joe Berry.

- Last met: September 21, 2021.
- David Campos, who is running State Assembly, spoke.
- Matt Haney, also running for State Assembly, spoke at the last COPE meeting.
- Next meeting: November 16. Endorsement decisions will be made.

C. Executive Board

- Scheduled meeting: October 5, 2021. Ann Killebrew attended.
- The AFT 2121 2021-2022 budget was discussed. Due to retirements, and some faculty leaving the union, dues now are \$20,000/month less than they were three years ago.
- Special meeting: October 13, 2021. Joe Berry attended.
- Strategic planning was discussed in executive session. About half the precincts had reported back on their SWOT discussions and that input was reviewed.
- In general, the Executive Board is trying to figure out how to maximize our influence on getting more revenue into the district and on getting the district to spend what it has properly.
- There are time pressures because in the Spring, we will again face threatened layoffs and our contract is up.
- Progress is being made in repairing our relationship with our local SEIU Chapter.
- Next meeting: November 2, 2021.

D. Other

- Susana Atwood and Ann Killebrew attended the San Francisco Labor Council COPE Gala on September 30, 2021.
- It was a strong show of labor in San Francisco, with 200 - 250 people present.
- It honored Susan Solomon of UESF and Olga Miranda of SEIU 87. The interviews with them were fabulous.

VI. CFT Reports

- A. Community College Council (CCC) - No report.
 - Last met: September 24, 2021. Next meeting: December 4, 2021.
- B. Council of Retired Members (CRM) - Ann Killebrew.
 - Last met: September 24, 2021. Next meeting: December 4, 2021.
 - The CRM is still trying to get more California retiree chapters started. Out of 134 locals, there are only 30 retiree chapters of which about half are active.
- C. Retirement Policy Committee (RPC) - Doug Orr.
 - Last met: September 25, 2021. Next meeting: December 4, 2021.
 - The committee will be sending out a survey to local presidents on what post-employment benefits their districts provide and how they pay for them.
 - The committee discussed:
 - ongoing negotiations with CalSTRS about who repays retirement benefits when a district gives wrong information to CalSTRS.
 - CalSTRS engagements on climate change issues. CalSTRS successfully placed three alternative-energy sensitive members on the board of Exxon-Mobil.
 - the CalPERS long-term care insurance class-action settlement.
- D. Labor and Climate Justice Education Committee - Ann Killebrew.
 - Last met: September 25, 2021. Next meeting: December 4, 2021.
 - Committee members shared a variety of examples of how they are structuring their classes to include climate change issues.
 - A lot of climate justice classwork is going on in San Diego.
 - Fred Glass's Golden Lands, Working Hands film series is to receive wider distribution.
- E. Legislative Update
 - Joe Berry: Governor Newsom vetoed AB 375, the CFT-supported bill to raise the limit for part-timer course load from 67% to 85%. His message did say he was "committed to considering options to support our community college part-time faculty in my forthcoming January budget proposal."
- F. Items for the December 4 committee and council meetings
 - Susana Atwood suggested two questions for the Legislative Committee:
 - What is our progress in getting rid of the student-centered funding formula?
 - Is there any chance of ever getting course repeatability back again?
 - Bill Shields suggested that, given our efforts for Governor Newsom in the recall election, all appropriate bodies be lobbying him for his support for our issues.
- G. Other - None.

VII. Oral History Project (OHP)

A. Project Update - Bill Shields

- OHP met this week. Research at the AFT 2121 Office continues next week.
- We are closing in on an early days timeline covering the late 1960s and the 1970s.
- We hope to be able to contribute to an ongoing series of event for the 50th Anniversary.
- The OHP Invitation to Join letter has been sent to Malaika Finkelstein for her input.
- We hope to recruit people from AFT 2121 to get involved in the project, during January Flex.
- We hope to have our first training for interviewers in late January or early February.
- We are working towards having a first group of interviewees selected, invited, and confirmed.
- There is an emerging frame: We fought hard for collective bargaining rights and benefitted tremendously from them. Now they are under assault by the right wing and by the attack on City College. We can use the lessons of history revealed by our project to support the union in its current fight.

B. Publicity and/or News Article for CFT - No report.

C. Other

- Ann Killebrew proposed that for Financial Planning Day, the keynote topic be the AFT 2121R Oral History Project, how it celebrates the 50 years of AFT 2121, and that there will be a 50th Anniversary celebration sometime.
- Bill Shields agreed to do a 15 minute Financial Planning Day keynote with the involvement of Joe Berry and Alan D'Souza. Bill sees the keynote as being, here is what OHP is about, here are a few initial lessons, more to come, please join us.
- The keynote would be at lunch time, as will be an update by Malaika Finkelstein on what is going on with the union.

VIII. CCSF Reports

A. CCSF-PGC Budget Committee - Susana Atwood.

- The audit of the June 30, 2021 final figures keeps getting pushed back.
- The June 30, 2021 report that showed a 1.6 million dollar surplus has been replaced with a new June 30, 2021 report that shows a deficit.
- As of June 30, 2021, if we take the prior-year deficit and add it to the current year, our total reserve is -600,000 dollars.
- The 1.6 million dollars disallowed for Free City has been moved into the prior year.
- The net is that going into the current fiscal year, we are behind the approved budget by about 1 million dollars.
- No spreadsheet was provided showing how we are doing this fiscal year.

- B. Chancellor Search Results
- The new Chancellor, David Martin, starts November 1, 2021.
 - Joe Berry suggested that we communicate with David Martin saying our leadership would like to meet with you as the main carriers of the institutional memory of the college to discuss with you your perspective, get to know you, and welcome you back to the district.
 - Bill Shields suggested that we run this by Malaika Finkelstein before proceeding.
- C. Other - None.

IX. AFT 2121R Reports and Business

- A. Treasurer - Susana Atwood.
- A current list of retiree dues payments by check has been requested from the AFT 2121 office.
 - As of June, we have about 20 people who have renewed their dues by check.
 - As of August, we have 75 people who are paying through CalSTRS dues deductions.
- B. Approvals of Reimbursements for Scheduled Expenses - None.
- C. Membership Recruitment - Ann Killebrew.
- Alayna Fredericks is gathering the names of people who retired in the last two years, so we can ask them to become members.
 - After a current list of retirees who paid dues by check is received, a new "please pay your dues" email/ mailing will be sent out.
 - Outreach during our Financial Planning Day should help as well.
- D. Social Activities
1. Walks in SF? Where? When?
 - Our Saturday, October 2 walk, planned for Candlestick Park, had its venue changed - we had a great walk at India Basin and Heron's Head Parks.
 - Our next walk will be on Mount Davidson on Thursday, November 4, meeting at 10:45 AM and walking at 11 AM. We might start from the Graduate Student Housing on Medical Center Way - we need to check on parking.
 2. Fund raiser to create a CCSF Retiree scholarship fund?
 - Ann Killebrew: Several year ago, Ron Bixler proposed and we discussed having a scholarship. The thought was, if we had a fundraiser, then we would figure out a purpose.
 - Many issues and COVID have intervened. Do we ever want to have a scholarship, and figure out its purpose? Scholarship fundraisers would then be social activities.
 - Bill Shields: A nice idea, we could tie it in to the 50th Anniversary Celebration.
 - Susana Atwood: We might need to go through the City College Foundation.
 - It was agreed to continue this conversation at next month's meeting.

E. Other

- AFT 2121R agendas and minutes should be sent from the AFT 2121R email account.
- The new UAW UC Student Researchers local was certified by the state Labor Board. They are in a fight to get UC to recognize them - UC contends they are students, not employees, and will not negotiate.
- In a Sept 10 email, AFT 2121 asked members to take action and sign their petition.
- AFT 2121R will resend this request to take action.
- The AFT 2121R Executive Board will sign the petition on behalf of the entire AFT 2121R.
- The AFT UC Lecturers are preparing for a possible strike in their negotiations.
- The Full-time Caucus was discussed. This minority of a minority is weakening the union as it goes back into bargaining to restore the salary cuts.

X. Date for next meeting:

- Until further notice, General Membership Meetings shall be on the third Thursday of each month at 11:00 AM, by Zoom.
Meetings generally last somewhat more than two hours.

XI. Adjournment - Adjourned at 1:35 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: November 18, 2021

Note: ● indicates an item requiring action.