

Minutes - AFT 2121R General Membership Meeting  
November 18, 2021  
11:07 AM - 1:52 PM

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

- I. Agenda
  - The agenda was amended, and adopted as amended.
- II. Minutes for October 14, 2021
  - The minutes were approved.
- III. California Alliance for Retired Americans (CARA) - Tina Martin.
  - No verbal report was given.
  - The next CARA meeting in San Francisco is Thursday, Dec 9.
- IV. AFT 2121R Reports and Business
  - A. Treasurer's Report - Susana Atwood.
    - Ann Killebrew has four people to process for CalSTRS dues deductions.
    - Susana Atwood received the September list of retiree dues payments by check. Three new dues payments by check have been recorded.
  - B. Approvals of Reimbursements for Scheduled Expenses - None.
  - C. Membership Recruitment - Ann Killebrew.
    - Alayna Fredericks has provided a list, with addresses, of the 52 faculty who retired in the 2020-2021 academic year.
    - Ann will mail these retirees an invitation to join our Retiree Chapter.
    - An updated membership form was reviewed and approved.
    - Ann will use this updated membership form for her mailing.
    - The Secretary will post this updated membership form on our Retiree Chapter webpage.
  - D. CCSF Retiree Scholarship?
    - Ann Killebrew:
      - A long time ago, Ron Bixler suggested creating a Retiree Scholarship.
      - We could start by generating a scholarship fund.
      - The Scholarship fund could help a person, a department, a student group or committee.
    - Ron Bixler:
      - With an application process and winners chosen, some retirees expressed concern about the disappointment of applicants who did not win.
      - Another approach would be to have no application process; instead departments would select deserving winners.

- We need several people with the time and commitment to carry through a scholarship process. We here, who are active, are too stretched to take this on now. We need to wait until we have people with both the interest and time.
- It was agreed to put the proposal to establish a retiree scholarship on hold until we are back in person.

#### E. Social Activities

1. Report on the November 4 walk along the Great Highway
  - The six who came had a very pleasant walk along the beach, and then ate their bag lunches next to the tulip garden, all accompanied by interesting conversation.
2. Next Walk in SF? Where? When?
  - Our next walk will be in Glen Canyon Park on December 9, meeting at 10:45 AM and walking at 11 AM. We will meet at the Glen Park Recreation Center, 70 Elk Street. Parking may be found on Elk, Chenery and Bosworth Streets.

#### F. Other

- The Secretary was thanked for his work editing the membership form.

### V. AFT 2121 Reports

#### A. Delegate Assembly - Doug Orr.

- Met: November 16, 2021. Next meeting: December 14, 2021.
- Academic Calendar
  - The administration proposed adding one more Flex Day to each semester next year. The Delegate Assembly voted 20-1 against.
  - Due to various state regulations, there was no way found to take more days off at Thanksgiving.
- Strategic Planning
  - The Delegate Assembly broke up into six breakout rooms to discuss various proposed strategies for dealing with the situation at City College.

#### B. COPE - Doug Orr.

- Met: November 16, 2021. Next meeting: December 14, 2021.
- The main topic was a discussion of who to endorse as the replacement for David Chu as Representative for California's 17th State Assembly District.
- COPE voted to do a single endorsement.
- COPE voted to open voting for 36 hours; voting is open now. Note: Retiree Chapter members are COPE members and can vote.
- There was a presentation about and a request for support for using 64 million dollars of Prop I money to acquire land for building low income housing and acquire Ellis Act properties to keep low income housing in the market. COPE sent this to the AFT 2121 Executive Board with a request that they endorse it.

- C. Executive Board - No report.
  - Met: Nov 2, 2021. Next meeting: Dec 7, 2021.

D. Other - None.

VI. Financial Literacy and Retirement Planning Workshops - January 2022

- Doug Orr
  - The schedule has been updated for this year. It was reviewed and edited. It needs the link for registration, when available.
  - The slides have been updated for this year. To be reviewed at the next meeting.
  - Speakers confirmed are Kevin Dunn, Heather Liston, Ruby Diaz, and Doug Orr.
  - Remaining to be confirmed are Social Security - Doug will do, and CCSF Human Services - Ann is doing.
  - The co-host volunteers at the last GMM were Joe Berry - attendance counts, and Guy De Primo. The new volunteer today is Ron Bixler - for Heather Liston's workshop. We need to find more co-hosts.
- Bill Shields
  - Is organizing and will moderate the panel presentation.
  - Has a list of recent retirees provided by Susana Atwood.
  - Was encouraged to balance the panel - full-time, part-time, different departments
  - Was advised by Doug Orr that those who have been retired for a year or two may have more to say than those who just retired.
  - Was advised by Susana Atwood to use the college directory to find email addresses for recent retirees.
  - The handout for the panel needs to be updated - we will all work on this.
- Susana Atwood
  - To register more than 100 people, we have to pay Zoom \$50, which is good for 30 days. Last year, registration began Dec 3. We paid the \$50 around Dec 15. We hit 100 registrants on Dec 22. The Workshops were on Jan 14. Total registration last year was 256. Our max, for the \$50, is 500.
  - Last year, the registration page asked people to pick their workshops, but later we let people choose workshops and move between workshops freely.
  - We agreed that this year the registration page will only ask for first name, last name, email, are you a member of AFT 2121, and do you need disability accommodations.
  - Susana Atwood shared her list of instructions for setting up the event in Zoom.
- Guy De Primo
  - Will update the co-host instructions.
  - Will need a set of this year's slides for preparing the co-host slide packs.
  - Will update the Update Your Zoom instructions. Susana Atwood and Guy De Primo will figure out how to share this with the registrants.
  - Will puzzle over the Note to Retirees document.
  - Will update the Links for Financial Planning Day sheet.
  - Will update our Google Forms evaluations website.

- The day will be in honor of the AFT 2121 50th Anniversary.
- Can we find someone to handle disability accommodations? Should we remove the registration field offering them? We agreed to all seek more facts about this matter and consult soon. DSPS will be asked for advice.
- We will need to get handouts from presenters in advance to post on the AFT 2121 web site. The web site was set up last year by Athena Waid and needs to be prepared for this year. Doug Orr and Guy De Primo will get handouts to Athena Waid to post.
- We will have AFT 2121 send out the schedule and flyer on Dec 8, not earlier, so we keep registrations below 100 until we are within a month of the Jan 13 Workshops date.

## VII. Oral History Project (OHP)

### A. Project Update - Bill Shields

- OHP met on November 9. In future, we have agreed to have an OHP meeting on the second Monday of every month.
- Guy De Primo wrote some 50th Anniversary posts to submit to the AFT 2121 50th Anniversary Committee for their consideration.
- A workgroup met at the union office on Friday, November 12 and will meet again on Monday, November 22.
- The workgroup is culling union archival material to put together a 1970s timeline for the local. What we are identifying in the timeline are key issues, key moments, and key players.
- The timeline may be used by OHP, the 50th Anniversary Committee, and the union.
- The timeline shows that, from the very beginning, this local has been fighting for collective bargaining rights, for a strong union, for protecting and advancing the interests of part-timers, and more.
- Our first interviews will be with 1970s key players who are still around.
- We hope to get some interviews done in time to use for preparing a 50th Anniversary Celebration panel.
- Bill Shields will be making a pitch about the Oral History Project at lunch time at the Financial Planning Day.
- Catherine Powell at the SFSU Labor Archives is available to do training of interviewers in late January or early February. She also wants to work with us on how best to record these interviews. She says Zoom is of questionable use for archival purposes.
- The archives likes physical stuff, flyers, pictures, buttons, picket signs.
- Tanya Hollis is the new Director of the SFSU Labor Archives. We need to talk to her about establishing an AFT 2121 collection there.
- Bill Shields has talked with Hene Kelly - we are being watched by the Federation of Retired Union Members (FORUM) and the California Alliance for Retired Americans (CARA) as a prototype for a project like this at the Labor Council level.
- Jane Hundertmark, CFT Director of Publications, has suggested that we write a 500-700 word article about our project with pictures, and submit it.

### B. Other - None.

## VIII. CFT Reports

- A. Community College Council (CCC) - No report.
  - Did not meet this past month. Next meeting: December 3, 2021.
- B. Council of Retired Members (CRM) - No report.
  - Did not meet this past month. Next meeting: December 3, 2021.
- C. Retirement Policy Committee (RPC) - Doug Orr.
  - Did not meet this past month. Next meeting: December 4, 2021.
  - Bill Shields asked where we can learn about the WEP. Doug Orr recommended the CalRTA website, [calrta.org](http://calrta.org)
  - The Other Post-Employment Benefits (OPEB) Survey put together by this committee will go out to union locals after Thanksgiving.
- D. Labor and Climate Justice Education Committee - No report.
  - Did not meet this past month. Next meeting: December 4, 2021.
- E. Legislative Update - Doug Orr.
  - Susana Atwood asked whether there is an actual CFT Legislative Committee. Doug Orr said yes.
  - There was a meeting a month ago, at which everyone attending provided their ideas. The chair, Jim Mahler, tasked our two CFT Legislative Reps with going through the list and identifying the things we could take forward this year.
  - One problem we face is that under COVID, a rules change was initiated that limits the number of bills each member of the legislature can put forward.
  - At the meeting on November 17, the Legislative Reps responded with a document listing green items - easy to move forward, yellow items - hard to move forward, and red items - impossible to move forward.
  - One that is likely to happen is changing the formula for the CalSTRS Supplemental Benefit Maintenance Account (SBMA).
  - Another that applies to us and is likely to happen is requiring all the charter schools to participate in CalPERS and CalSTRS.
  - Due to staffing shortages, there was an executive order waiving, the 180-day waiting period before teacher retirees can again teach. We will be pushing for a two-year extension of the waiver.
- F. Items for the December 4 committee and council meetings
  - Susana Atwood for the Legislative Committee: Getting rid of the student-centered funding formula should be the first priority for community college issues.
- G. Other
  - UC-AFT reached a contract settlement and did not strike.

## IX. CCSF Reports

### A. CCSF-PGC Budget Committee - Susana Atwood.

- Met: October 26, 2021. Next Meeting: November 23, 2021.
- John Al-Amin provided final closing numbers for 2020-2021. They do not show a deficit for the year.
- Much time was spent on Tom Boegel's spreadsheet which tries to prove that increasing enrollment will not get us out of our financial crunch, that we have to continue cutting. We are analyzing it to find its errors in logic.
- At the Tuesday November 16 Board of Trustees meeting, John Al-Amin finally reported on 2021-2022.
- Al-Amin's 2021-2022 spreadsheet showed a negative cash flow of 24 million dollars for the first 4 months. It doesn't matter, it is just the state being late sending us money, and we have an agreement with the City to cover that timing difference. But Al-Amin is saying the cash reserve need to be 24 million dollars.
- Susana Atwood and Doug Orr have gone over the 7.9 million dollar additional CalSTRS contribution which Al-Amin has been reporting. They figured out that the correct number is \$749,000 and will try to get Al-Amin to adjust that.
- Susana Atwood and Doug Orr have noticed differences in our 2021-2022 revenue as reported by the State Chancellor's Office and by John Al-Amin. They are investigating.
- In bargaining, we have gotten admissions from Al-Amin and/or the Administration that we can use Higher Education Emergency Relief Fund (HEERF) money to cover any losses we have in sales tax revenue, and that the number they were using for expenses due to the 2019 Retirement Incentive (SERP) was too high.

### B. Other

- Chancellor David Martin requested that Doug Orr be allowed to sit in on his meetings with AFT President Malaika Finkelstein and Vice-President Mary Bravewoman.

## X. Date for the next General Membership Meeting:

- The next meeting will be on Thursday, December 16, 2021 at 11 AM.
  - 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 1:52 PM.

Respectfully submitted,

Guy De Primo, Secretary

Approval Date: December 16, 2021

Note: ● indicates an item requiring action.