

General Membership and COPE Meeting Minutes  
 October 22, 2019, GMM 3:00-5:00pm, COPE 5:00-5:30pm  
 Ocean Campus, MUB 261

Attending: Harry Bernstein, Jenny Worley, Jessica Buchsbaum, Simon Hanson, Ron Richardson, Thomas Wang, Tim Killikelly, Tehmina Khan, Alison Datz, Wynd Kaufmyn, Nicole Bahrens, Karl Westerberg, Barbara Johnson, Julieta Kusnir, Kathe Burick, Carolyn Cox, Steven Brady, Erik Christianson, Carla Crocomo, Dayna Holz, Dianne Wallis, Alisa Messer, Lori Admokom, Dennis Mullen, Michele Ochoa Oross, Yvonne Webb, Amber Strauss, Mike Estrada, Joe Berry, Allan Fisher, Rodger Scott, Karen Saginor, Doug Orr, Susana Atwood

Staff: Alayna Fredricks, Athena Waide

Item
1. Call to Order
<b>2. m/s/p Approval of Agenda and Minutes of 3/19/2019</b>
<p><b>Political and Community Organizing</b></p> <p>3. CHEF: Community Higher Education Fund – We are putting this together as a ballot measure for the city to support the things that the state is no longer supporting at the same level. We are at the very beginning of formulating this, so now is the time to share ideas of what you feel should be included. While we are preparing that – we are working on smaller programs to connect some of our departments with related City departments that we serve or support. So we are working with them to look at other ways to fund our work through the city. The first one is working with the Office of Community and Immigrant Engagement to build their translation capabilities to serve the people of San Francisco. We are also looking at working with the Older Adults, Early Childhood Education and other departments to begin working on these connections.</p> <p>4. CTU Solidarity – Our colleagues in Chicago are on strike, and we’ve been asked to support with a delivery of coffee to their picket line, as well as a solidarity pic. <b>m/s/p \$50 coffee delivery to the picket line and \$500 to the CTU Strike Solidarity fund</b></p>
<p><b>5. FACCC (Faculty Association of California Community Colleges) presentation</b> Stephanie Goldman <a href="mailto:sgoldman@faccc.org">sgoldman@faccc.org</a> Associate Director, and Lidia Stoian <a href="mailto:lstoian@faccc.org">lstoian@faccc.org</a> 916-447-8555 In the fight to save CCSF, the then director, Jonathan Lightman was in the trenches with us. At the capital working to lobby at the Capitol on behalf of the Community College Faculty of California. Work mostly in the Chancellor’s office, department of finance, battles of Student Centered Funding Formula, over PT equity, and money that’s going to CalBright. Current legislation: AB 595 – individual tax ID #s for CTE programs, AB 706 related to retirement, AB 500 maternity leave, and AB493 Student emergency grant. They work closely with unions. You can contact their office and take advantage of talking with them. PT Equity – 1) what kind of bills can we run 2) work on the budget, AB 897 – change the law so PTers can work 80% of FT. They would like all of our faculty to become members. They have a one academic year free</p>

membership deal.

## Grow the College

### 6. Fighting Class Cuts: open discussion

- Librarians and Counselors' hours have been cut, and this looks like a work speed-up because the workload remains the same with fewer FTEF.
- Release time is being eliminated
- Library: CHNB library is closed on Fridays now = people understand the problem with that.
- AFT 2121 asked faculty to report cancelled classes, and we've been working with the DCC
- Lab coordination/support for faculty in the sciences has also been reduced – microbiology has less time to prepare materials, so that work isn't being done, or the Faculty have to pick it up. This is also on top of the lab load differential that penalizes instructors teaching labs. They are at .85 even though labs tend to take more time to prepare than lecture courses.
- Civic Center ESL – several classes with 18-19 students were cancelled, so our citizenship class is now level 1-9, and listening speaking class also level 1-8. Our Teachers' Resource Center staff retired, and that position hasn't been replaced. Bookstore open one day/week for 3 hours. We feel like they are trying to do away with our campus.
- Evans – lost our tool room person so now they teachers are expected to distribute tools to the class at the beginning of each class, leaving students in a health and safety risk at the beginning of class. A lot of our courses are maxed at 25, but we are held to the same standards as other classes for a minimum of 20. Students in the process of getting permission to enroll when they cut the class. When this happened last summer, we discovered that admin don't want classes to get to 20, because they feel they will lose money on them if they run with 20 students
- English – just got a message from Chair – almost no PT faculty got classes for Fall, but then there was enormous demand for the classes, and there was a lot of hardship for faculty and students. We are being set up for more insecurity. No PT faculty have been offered classes yet. It's 60% of our department (40 people). At the beginning of the semester, many people were assigned late start classes, that were filled to capacity and many people over-enrolled their classes in order to help students.
- PE/Dance – we've gone from 4 tap classes to 1 and 5 ballet to 3, Chair is cutting swim and work out hours to save classes.
- Music – there were 6 retirees teaching PT and because of the lower allocation of hours, all but one will lose their jobs. Music is down from 100 sections to 50 sections. So 12 FT faculty down to 5, and numbers are incredibly tight.
- ESL- spring 2020 to spring 2019, 12% lower. Any PT under 6 semesters is not being offered hours for Spring.
- In terms of reassigned time, we can't NOT do the work, and at the same time, doing the work without the release time really = a work speedup. At our next BOT meeting, we're asking people to come and speak to the issues of Counseling, Library and Release time issues.
- Any administrative raise should be tied to increases in enrollment. That's what they keep saying they are going to do
- We say "no class cuts" = that's a scheduling class issue. There are deep pockets for projects out of the bond funds. There are new admin positions, some of which were advertised last week. Thursday night = \$ for project engineering. The money is being spent in other areas very deeply. What is the board spending money on? How can we impact that. We are not spending as if we're in cut mode. If we were managed properly, we'd be spending that money on keeping our programs open.
- What about a walkout or some action short of a strike. Mediation is being used in a lot of arenas – that could be helpful
- There was a budget meeting at CHNB, and Ivy Lee seems interested in advocating.
- This is a question of power, and when we exercise a credible threat of disruption, they move. It's not an absolute absence of money, it has to do with what pot it's in and how it's being spent. We need to take a lesson from the people in Chicago and LA. We can move the money, but the only way to do that is to organize enough people to have a credible threat of disruption.

- We don't have the leverage to make them listen right now. So our greatest strength lies in mass mobilization and civil disobedience. I think if we occupy the Chancellor's office for several days the labor community and other groups will be with us.
- Since none of the trustees are running with any opposition, what kind of pressure can we put on the trustees who are not on our side. Could we target some of the trustees, keeping them in the public's eye with a letter writing campaign to the public.
- At a future meeting can we discuss a vote of no-confidence?
- The musical theater program for the first time in our history has been cancelled. That department has had a phenomenal showing at least one Board Meeting. It's very hard to know what to do. It fits into the broader context because the reality is that with the budget the chairs were given they simply can't offer the classes. The person involved is African American, with fully enrolled classes. It was a huge success, and she was one of our grow-your own students. It's a tragedy that it's been cut just because of the austerity measures.
- In order to have mass mobilization we do need to have one-on-one conversations and move people to be involved.

### **Member Organizing**

#### 7. Organizing priorities:

- Continue very strongly to come out against class cuts.
- Strong Union membership, the foundation of our strength.
- Mobilize the community and our members toward the CHEF program.
- Identify opportunities for us to imagine other collaborations between city departments and your department or program.

#### 8. Turnout for November 2019 Election: Mobilizing for Dean Preston for District 5 supervisor, which will give us a progressive super-majority at the BOS.

### **Contract Enforcement**

#### 9. Current Contract:

Overview of the assignment rights we have in our contract:

- FT need to get their FT load – this is assigned in order of seniority first.
- PT assignments are offered after FT.
- PT have a right to get their modal load (or most common load) based on the modal load formula. The idea is that they should get the load they are used to. This also happens in the order of seniority.

Hierarchy of rights:

1. FT right to 1.0 load
2. PT re-employment right to specific class
3. PT seniority/modal load
4. FT preference
5. PT preference

Department chairs also have the right to consider the needs of the department. They have to present a valid case/argument around this. Please refer to the booklet on this topic and to the relevant contract language. Please be in touch with your Precinct Rep if your assignment doesn't match the above.

#### 10. Affirmative Action Task Force (formerly Diversity Committee): Presentation of a slide show of the report written by Aliyah Dunn-Salahuddin. Our faculty lacks ethnic diversity. Needs

assessment to identify the gaps in attempts to diversify the faculty. Our students of color continue to matriculate at lower rates. It's important that we increase the numbers of faculty of color, in particular African American, Native American and Latinx.

Recommended action plan: Our union can work with the onboarding process to make sure people feel welcome and have a firm grounding. 1) Incentivize and institutionalize existing mentorship networks – stipend, PD retreats, special events: Mentor & Mentee dinner. 2) Reestablish the Grow Your Own Program 3) Improve image and visibility of the union 4) Change the hiring process to be more equity minded 5) address the reality of housing and the cost of living in the bay area.

Report to be posted online. Patricia Nunley will take over the AATF.

#### 11. Officers' Reports:

Academic Senate is concerned that City Online has shortened all online classes to 16 weeks. This change was made unilaterally without negotiation only for City Online. There's a concern that the district has done this without consulting either AFT 2121 on working conditions, and AS on the academic impact.

#### 12. Unfinished and New Business

- a. Additional Flex day proposal -- discussion item (Michelle Simotas): AS and PD committee – a proposal for an extra required flex day. Our faculty need more training to be better at their jobs. We need more diversity training. [richardson@ccsf.edu](mailto:richardson@ccsf.edu) with feedback
- b. Support for Indigenous Mayan land -- discussion item (Amber Strauss) - tabled
- c. Teach-in on Balboa Reservoir: Presenting Thursday 10/24/19 – an overview about the Balboa Reservoir and the PAEC. VA 114-115 8:10, 9:40, 11:10. Mockup of an alternative development.
- d. Commonwealth Club – presentation about CCSF related to environmental issues and problems. 11/18, 110 Embarcadero 6-7 pm.
- e. Friday, noon, Fred Harris – piano recital
- f. Teachers' union in Chile is asking for support.
- g. Lina Johnson passed away 1955-1992 Memorial 11:00 Friday.

#### 13. Adjournment to COPE – in memory of Lina Johnson

#### COPE

14. Phil Ting fundraiser **m/s/p \$250 one opposed, one abstention – with the addition of the comments listed below.** (longtime supporter of CCSF in our accreditation fight). Some members expressed concern about Phil Ting's positions on completion in 4 and limiting what residents can do in responding to real estate development proposals.
15. Join COPE – we will be doing a COPE drive in preparation for the election season.
16. Please turn out for Dean Preston 631 Haight, Chesa Boudin 15<sup>th</sup> st btw Guerrero and Valencia.

#### Adjournment