

Minutes *AFT 2121 Retiree Chapter Meeting 7 May 2018*

Meeting began at 2:15, Chaired by Chair Ann Killebrew, with Joe Berry, Kim Lee, Patricia Seid, Steve Goldston, Rosemary Brinson, Joann Hendricks, Doug Orr, Karen Saginor, Ron Bixler, Jim McKinney, and Gus Goldsten present.

Review, add to and accept agenda. Ann. Passed with additions under other below.

Review minutes from last meeting with corrections. Ann. MSP with correction of spelling of Rodger Scott's name.

Check in. All. 10 minutes.

All of the thank you notes for the financial literacy workshop are mailed. Went out as personal notes on paper. Ann. Appreciation expressed to Ann.

Delegate assembly report. Jim. Attached and previously circulated. 10 minutes. Attached and noted ED hiring process nearly and an offer is being made to unanimous choice of EB. Also, TA reached on contract and noted that it included lump sum increased in salary schedule cells, increasing the money raise between columns and the addition of seniority increments, rather than straight % flat raise. Will go to DA and then to ratification vote.

Executive Board Report. Doug. 10 minutes.

CFT Committee and Council separate scheduling. Ann and Doug. 10 minutes. Ann reported on Comm. on Labor in Schools and environment presented many teaching tips of use by active teachers.

Ann reported on Comm. on Labor in Schools and environment presented many teaching tips of use by active teachers.

Doug reported on Retirement Issues Comm. (report circulated on paper) Key issues Charter schools and STRS, and discussion of divestment versus engagement regarding STRS investments. Three resolutions from committee went to CFT and all have been approved by State Council.

Sliding scale dues structure for retirees. All. Discussed general issue of differential dues and various possible alternatives. Decided to stay with what we have with Jim and others going to talk more with those who have expressed criticism of present dues structure.

Retiree by laws revision after Constitution. Ann, All. Tables to be reviewed after election.

Recruiting new members, renewals for June-July 2018-2019. Ann, all. 5 minutes. Ron is continuing to check list as Treasurer and Kim agreed to divide up list for calling our members (both lapsed and otherwise) focusing on current matters and not just renewing. Karen and Doug will compose script for calls and letter to go out.

Issue of recruiting new retirees tabled for next meeting, though it was reported that a number (5) had been recruited at the FA party.

Faculty Association Retirement Party, Thursday 3 May. See above

Retirement e-mail. Karen, 3 minutes. covered as above.

Chis Hanzo's Retirement Party Picnic in the Park, June 10 , Linley Meadow,

Meeting day changes. All. 4 minutes. none

Goals for 2018. All, 5 minutes tabled

Other:

JOE asked for approval to pursue getting dates for us to volunteer at KPFA radio as we do for KQED, as he has now made contact with the correct person there. MSP

Discussion of substitutes when officers are absent was deferred to next meeting.

Dates for next meeting June 4, 2018, 2 PM. Staying with the pattern of First Monday of the month.

Adjourn

Respectfully, submitted,

Joe Berry, Secretary



# Don't forget to VOTE!

By now you should have received in the mail your ballot for the 2018 AFT 2121 General Election. Ballots **MUST** be returned by mail using the enclosed business reply envelope. **PLEASE DO NOT USE** interoffice mail or drop off at the union office. The deadline for your ballot to arrive at the union's P.O. Box is Monday, May 7, 2018. The retiree candidates in this election are:

**Retiree Chapter Rep (Precinct 41): DOUG ORR**  
**SF Labor Council Delegates: RODGER SCOTT**  
**ALLAN FISHER**

**(write-in candidate)**

In addition, at the end of this report on the Delegate Assembly (please see below) is Jenny Worley's message in support of the Solidarity Slate.

Date: Thursday, April 19, 2018  
Subject: Delegate Assembly, Tuesday, April 17, 2018  
To: Hilda Ayala, Joe Berry, Ron Bixler, Augusta Goldstein, Stephen Goldston, Denise Jindrich, Ann Killebrew, Renato Larin, Kim Lee, Nancy Mackowsky, Tina Martin, Jim McKinney, Doug Orr, Karen Saginor, Rodger Scott, and Debra Wilensky  
CC: Organizing and Outreach: Athena Waid,  
[awaid@aft2121.org](mailto:awaid@aft2121.org),

Hi All,

Please find below the agenda, followed by my notes, from Tuesday's Delegate Assembly Meeting (4/17). The next meeting of the Retiree Chapter is scheduled for 2:00 p.m., Monday, May 7, in the union office. Jenny's message in support of the Solidarity Slate follows my notes.

In Solidarity,

Jim

AFT 2121 Delegate Assembly Agenda, Tuesday, April  
17, 2018, 3:00-5:00 p.m.

CCSF Downtown Campus, Room 821

Item	Presenter	Time	
1. Call to Order	Tim	3:00	1
2. Approval of Agenda and Minutes	Tim	3:01	4
<b>Member Organizing</b>	Marco Audrey	3:05	2
3. Janus check-in: Membership			
4. Last week's negotiating meeting—great turnout!!!			
5. Turn out for BOT 04/26/2018, Ocean Campus, MUB 140, 4:00 p.m., "I love my job because..."			
<b>Contract Negotiations</b>	Chris/Tim	3:30	3
6. Strike Authorization			
<b>Grievance Reports</b>	Malaika	4:00	2
<b>Political and Community Organizing</b>	Athena, Alan, & Tim	4:25	2
7. City and statewide elections			
8. Officers' Reports	Officers	4:50	5
9. New AFT 2121 Executive Secretary		4:55	2

search			
10. Unfinished and New Business		4:57	2
11. Announcements		4:59	1
12. Adjournment		5:00	

## Member Organizing

- Marco and Audrey reported that with active recruitment of new hires, union membership remains steady at over 86% notwithstanding faculty retirements and departures. Ideas were discussed on how to improve ways of informing newly hired faculty about the importance of joining the union, especially during HR orientations. Also, with the looming prospect of a detrimental Janus v. AFSCME Supreme Court ruling, the significance of members recommitting to the union by filling in membership renewal forms was stressed.

## **Contract Negotiations**

- Over 125 members of the faculty attended the last open contract negotiating session, and the team representing the administration was reported as visibly taken aback by the size and intensity of the turnout. Momentum appears to be growing for reaching settlement on a new contract, and a new proposal from the administration is expected this week. Precinct Reps were encouraged to contact members who attended and thank them for coming out.
- Tim reported that the bargaining team is working to achieve a membership maintenance agreement with the administration, which would stabilize union budget planning by allowing only designated time periods when faculty might withdraw from the union. The union would still be responsible for collective bargaining, handling grievances, and representing all members of the faculty, regardless of whether or not they are dues paying members of the union. The prospect of confrontation from outside, deep-pocket financing of disruptive union-busting campaigns was also mentioned.
- In preparation for the next meeting of the Board of Trustees on Thursday, April 26, the union is planning a teach-in at 3:30 in MUB 261 to prepare for the meeting. Topics to be addressed include how collective bargaining works and how

it impacts not only faculty salaries and working conditions, but also how it improves the quality of education that students receive. Those attending the BOT meeting should get there by 4:00 p.m. in order to fill out speaker cards for two-minute stories and presentations. Teachers are encouraged to share their feelings about the importance of their work, their love of teaching, and the difficulty of trying to live in one of the most expensive areas in the country. Folks are also encouraged to wear AFT 2121 t-shirts and buttons, carry placards and banners, distribute handouts and write letters to the members of the BOT.

- • Also, a rally is also being planned for faculty, students, and community support groups at 12:00 noon on Wednesday, May 2, in Ram Plaza, after which there will be a march to support the AFT 2121 team in negotiations.

## **Grievances**

- • Malaika mentioned several areas of ongoing grievances, including the categorical v. contractual status of some counseling positions, delays and errors with column and step placement on salary schedules, missing sick-leave data, etc. She reported that the administration has been disturbingly behind in addressing many of these problems, but is now looking into reassessing payroll, salary schedule placement, and sick-leave information. Faculty were encouraged to notify the union, to check WEB4 sources, and to use CCSF “Report Payroll Problem” forms.

## **Political and Community Organizing**

- • Alisa reported that the City of San Francisco is now beginning to reimburse CCSF for the invoices it has received from the college. AFT 2121 representatives were described as “the adults in the room” as the contentious relationship between the city and the college continues to be worked out,



but \$2.7 million of an estimated \$4 million in funding is now coming. While the issue of “enrollment” continues to be a focus in discussions, Alisa reported the real focus is how lives are being changed by this new opportunity for students to attend college. Stories of how individual lives are being transformed should be sent in to the union. Increased enrollment is not really about numbers, but about increased opportunities for students, she said. It was noted by some that CCSF is sending out somewhat misleading advertising for its summer courses that touts the new “Free City” program, but unfortunately the original memorandum of understanding (MOU) exempts CCSF summer school classes from the Free City program.

- • Alisa reminded San Francisco residents of the importance of voting for Jane Kim and Mark Leno as their top two ranked choices in the upcoming mayoral election. The AFT 2121 COPE made a dual endorsement. Both candidates were enthusiastic supporters of the Free City campaign, and this mayoral race is a winnable one for a progressive candidate. To that end, Alisa is hosting a party at her home with Jane Kim on Friday, April 20, 5:00 to 7:00 p.m., 440 Otsego Avenue (near Ocean Campus); RSVP at [alisamesser@gmail.com](mailto:alisamesser@gmail.com).
- • It was also noted that although the CFT has endorsed Tony Thurman for California State Superintendent of Public Instruction, AFT 2121 still needs to endorse him.
- • Alisa also reminded folks that AFT 2121 COPE has approved independent expenditure funding and is encouraging members to volunteer for phone banking and precinct walking for three June ballot propositions. This also helps us build relationships with other unions and community organizations that have supported AFT 2121 and CCSF in the past. The three propositions are:
  - ✓ Proposition F, City-Funded Legal Representation for Tenants

## Facing Eviction

✓ Proposition C, Commercial Rent Tax for Childcare and Early Education

✓ Proposition G, San Francisco Unified School District, Parcel Tax

- It was also noted that without enough funding to hire paid signature gatherers, the “College For All” ballot initiative looks as if it will not be able to qualify for the ballot this fall. However, organizers are hoping to be able to try again in 2020, and the work done on this campaign should help make the next effort easier and more likely to succeed.
- Alan reminded everyone that starting this weekend, Saturday, 04/21/2018, the SF Labor Council will join with Working America and car caravan to Modesto and go door to door in working-class neighborhoods to help in flipping Congressional District 10 from red to blue in the coming November election. Union members are needed to volunteer to canvass. For more info, go to [www.aft2121.org](http://www.aft2121.org), or contact Conny Ford, VP for the SF Labor Council, at [connyrford@gmail.com](mailto:connyrford@gmail.com) or call (415) 440-8498.

## Officers’ Reports

- Athena reported that this year’s end-of-semester party and Chris Hanzo’s retirement party would be combined into a Golden Gate Park Picnic on June 10. More information TBA.
- It was announced that on Friday, 04/20/2018, the four qualified finalists in the Executive Board’s selection process for a new Executive Director will have an opportunity to meet Union members in MUB 238/248 from 1:00 to 5:00 p.m. There will be copies available of each candidate’s resume, and members will have an opportunity to sit down with each candidate for conversation over the course of the

afternoon, and to give feedback on their impressions of each candidate to the hiring committee. Each candidate's session will begin at the top of the hour, so members attending only some of the sessions should arrive and depart at the top of the hour so as to minimize disruption.

- • Chris also announced that he was prepared to help with the transition to the new Executive Director for a period after he officially retires.

## **Announcements**

- • Kathe announced that there would also be a meeting of the Poor People's Campaign on Saturday, 04/21/2018, at the Taylor Memorial United Methodist Church, 1188 12<sup>th</sup> Street in Oakland. This campaign is preparing for 40 Days of Action across the country, to "challenge the evils of systemic racism, poverty, the war economy, ecological devastation, and the nation's distorted morality!" More information at [www.it.ly/ppc-eastbay](http://www.it.ly/ppc-eastbay) or call (510) 508-7104. Kathe can be reached at (415) 378-9896, and the California Poor People's Campaign can be found on Facebook and at <https://www.poorpeoplescampaign.org>.
- • Harry Bernstein reported that a developer hoping to win a construction contract to build on the CCSF reservoir would be hosting an open house to present its proposal in the plaza near the Philz Coffee, 1110 Ocean Ave., 10:00 a.m. to 2:00 p.m., on Friday and Saturday.
- • Rodger announced that AFT 2121 member Fred Glass will be giving a talk illustrated with historic film clips this Saturday. His book, *From Mission to Microchip: A History of the California Labor Movement* (UC Press, 2016), will be on sale at a discounted price for AFT 2121 members following the program. Light refreshments will be served.

When: Saturday, April 21, at 1 pm

Where: CCSF Mission Campus, Valencia and 22nd  
What: “What California labor history has to tell us about resistance in the age of Trump.” Co-sponsored by AFT 2121, San Francisco DSA, and the CCSF Labor and Community Studies Department

## **Adjournment**

- • Tim adjourned the meeting with a moment of silence in remembrance of the passing of Doris Ward, former member of the CCSF Board of Trustees and the first African American to lead the San Francisco Board of Supervisors. She died on Saturday, April 18, at the age of 86. Note: [SFGATE.com](http://SFGATE.com) — “On the board, she gained a reputation for always battling for the underdog. Ward wrote rent control legislation, fought for divestiture from investments in apartheid South Africa and for better oversight of police, and steadfastly pushed for more affordable housing.”

## **Solidarity Slate needs your help today (AFT 2121 election)**

Thu, Apr 19, 2018 3:59 am  
Jennifer Worley: [jgworley@gmail.com](mailto:jgworley@gmail.com)

Hi Folks –

Earlier this week, you received an AFT 2121 Official Ballot in the mail at your home address. I'm writing with my personal recommendation that you vote in support of the Solidarity Slate, a group consisting of both trusted union leaders and rank-and-file activists. These are the folks

who brought us:

- 12%-19% pay increases in our last union contract
- Victory over the ACCJC and restoration of CCSF's accreditation
- The Free City program that's grown our enrollment for the first time in years
- Open negotiations, an elected bargaining team, and a member-driven contract campaign

PRESIDENT:	Jenny Worley
VICE-PRESIDENT:	Wynd Kaufmyn
SECRETARY:	Jessica Buchsbaum
TREASURER:	Yvonne Webb

EXECUTIVE BOARD:	(Reps-at-large)
	Mary Bravewoman
	Kathe Burick
	Malaika Finkelstein
	Dayna Holz
	Tim Killikelly
	Alisa Messer

LABOR COUNCIL DELEGATES:

Kathe Burick  
Galina Gerasimova  
Tim Killikelly  
Alisa Messer  
Bob Price  
Rodger Scott  
Yvonne Webb  
Kim Wise

Write-in: Allan Fisher

AFT CONVENTION DELEGATES:

Joe Berry  
Jessica Buchsbaum  
Kate Frei  
Ann Killebrew  
Alisa Messer  
Doug Orr

PROPOSED AMENDMENTS (to AFT 2121 Constitution & Bylaws)

1. Rights of retired  
members: APPROVE

2. Non-substantive  
changes: APPROVE

3. Merge Constitution &  
Bylaws: APPROVE

4. Remove option for non-CCSF employees to petition for  
membership: APPROVE

5. Specify that only members can vote on AFT 2121 contract  
ratification: APPROVE

6. Establish Full-time  
Committee: REJECT

7. Option for Precinct  
Elections: REJECT

Please vote TODAY! Ballots must be received by mail, by Monday May 7, at the P.O. box provided on the larger, self-addressed stamped envelope that came with your ballot.