

UNAPPROVED minutes of the AFT2121 Delegate Assembly meeting of 12/16/08

ATTENDANCE: Delegates: Kate Connell, Beth Freedman, Marc Kitchel, Bob Price, John Robinson, Carmen R. Roman-Murray, Robert Schuricht, John Verosky. Executive Board Members: Allan Fisher, Stephen Goldston, Gus Goldstein, Chris Hanzo (Executive Director), Alisa Messer, Ed Murray, Rodger Scott, Kovak Williamson. Members: Patricia Arack (*Union Action*), Charles Belbin, Patty Chong-Delon (Negotiations), Jacob Picheny, Terri Taylor

CALL TO ORDER: The meeting was called to order at 3:04 p.m. at the D'Avila Site of the John Adams Campus.

MINUTES: The minutes of 11/25/08 were approved with the following changes: Correct the spelling of Don Griffin's name. Under "Vice President's Report," "a part-timer local" should read "an AFT part-timer local." Under "Political Action Report," "Allan has formed the UPWA with five other service unions..." should read, "AFT2121 is participating in the newly formed UPWA with 13 other service unions..."

PRESIDENT'S REPORT: Gus Goldstein noted that preparations have begun for the Mar. 16 protest in Sacramento against the budget cuts. Faculty ID cards are available free of charge. Gus has posted her President's activity report online at aft2121.com.

Motion: *We should hold the February Delegate Assembly at Mission Campus. Yes: 10. No: 6. The motion passed.* We agreed that the January, March, and May meetings be held at Ocean Campus with the April meeting TBA.

VICE PRESIDENT'S REPORT: Ed Murray asked that we read Burt Gabler's article on writing textbooks and credit toward salary column movement in the current *Union Action* to prepare for discussion of the issue at the next Delegate Assembly. Robert Schuricht urged faculty to consider allowing salary column movement for work on textbooks. Please let us know if you participated in union-supported election activities so that we can receive credit at the CFT convention.

TREASURER'S REPORT: Kovak Williamson reviewed the current AFT2121 expenditures report. We have been accurate in predicting expenses and are on budget. The local is conservative with its assets by keeping funds in an insured standard money-market checking account and bank CDs. All funds are in the USB bank. Kovak met with a USB bank representative and felt reassured that our money is safe. We had no assets in stocks or mutual funds and have not lost during the current financial crisis. As discussed at previous Delegate Assemblies, our assets have been kept liquid for the possible purchase of a building for our offices. It was recommended that we put our money in two banks so that our assets will be fully covered by the FDIC. Our budget will be on agenda again for the January meeting.

PRECINCT REPORTS: Carmen Roman-Murray reported that the John Adams Campus ESL Department held a book sale, which was a great success. The next meeting of the Part-Timers Committee is Feb. 27 from 3:30 to 5 p.m. at Ocean Campus.

POLITICAL ACTION REPORT: Allan Fisher reported on the AFT Leadership Conference. We must be more active on foreign policy issues and reducing military spending. Newly elected SFCCD Trustee Steve Ngo attended the recent Political Action Committee meeting and is supporting the fightback against the budget cuts.

NEGOTIATIONS UPDATE: We discussed changes to be made in the regular three-year faculty evaluations. Under the current contract we have two options to check off for the overall evaluation: "satisfactory" and "unsatisfactory." A third overall option, "satisfactory but needs improvement," is being negotiated. An unsatisfactory evaluation leads to a peer/management evaluation. A number of faculty are rated "unsatisfactory" now when they should be rated "satisfactory but needs improvement." The new option could be a positive as a faculty member now has a further opportunity to improve. The education code states that we must evaluate every three years. Several faculty gave examples of senior faculty unjustly given unsatisfactory evaluations. Examples were also cited of politically motivated unsatisfactory evaluations, but the union has usually been successful in overturning these. We have training for faculty under tenure review, but need training for regular evaluations of faculty.

Motion: *We should form a three-person committee to write a proposal for faculty evaluations. Yes: 4. No: 12. The motion failed.*

Management is proposing that faculty who receive an "unsatisfactory needs improvement" evaluation be evaluated again after one year; but the Local's position is that more time is often necessary for improvement; also, that a one-year follow-

up evaluation could strain the resources of departments.

Many faculty feel that tenure review committees are too large and that money could be saved with smaller committees. The value of the portfolio has been questioned, as well as the value of having long-term faculty with 10 years or more of favorable evaluations having to go through the tenure review process. We will continue the discussion on evaluations next semester.

CFT DELEGATE NOMINATIONS: We can afford to send 25 delegates to Sacramento Mar. 19-21. We are allowed up to 40 delegates, but with 25 our vote as a local is not diluted.

Motion: *We should extend the number of delegates to the CFT Convention to 40. Yes: 4. No: 12. The motion failed.*

Motion: *We should accept the delegates nominated to the CFT convention and open the floor to additional nominations. Seconded and passed.*

FLOOR NOMINATIONS: Renato Larin, Gregoria Cahill, Torrence Bynum, Kathy Burick, Jessica Buchsbaum, Warren Mar, Nora Goodfriend-Koven, Angie Nalty de Vega, Alex Leyton, Patricia Williams, Barbara Shaw.

DELEGATE NOMINATIONS BY SUBMITTED FORMS: Patricia Arack, Charles Belbin, Rosemary Brinson, Patty Chong-Delon, Kate Connell, Alison Datz, Lu Marla Dea, Michael Estrada, Ann-Marie Fleming, Galina Gerasimova, Fred Glass, Gus Goldstein, Steve Goldston, Herb Green, Hal Hunstman, Carol Jensen, Kimberly Keenan, Tim Killikelly, Marc Kitchel, Cliff Liehe, Susan Lopez, Jim McKinney, Vincent Meis, Alisa Messer, Patricia Mitchell, Ed Murray, Bob Price, Linda Reichman, John Robinson, Carmen Roman-Murray, Robert Schuricht, Rodger Scott, Bill Shields, Shirley Sung, Kovak Williamson, Annie Wong. Resolutions for the CFT convention must be submitted by the January 27 to meet the CFT deadline.

STATE BUDGET REPORT: Marc Kitchel reported on the state budget cuts and their impact on CCSF. The estimated reduction for CCSF in revenue amounts to \$10.6 million, and costs are increasing. The situation is very difficult, and the District is scouring the budget for ways to save money. Other districts have made drastic cuts in classes. That the District plans to suspend subbing in noncredit was misinformation; and such a move would have to be negotiated with the union. Chancellor Griffin's policy is to try to get through the crisis without layoffs. At present, replacement hires and consolidations are going forward.

Motion: *We should extend contract negotiations into the spring 2009 semester. Seconded and passed.*

Negotiations on smoking on campus will continue, but an agreement will not be included in the current contract.

AFT2121's position is to protect faculty and students from second-hand smoke while allowing faculty, students, and staff who need to smoke designated smoking areas. We will also negotiate for a program for those who want to quit smoking. We agreed to discuss this issue further at the next Delegate Assembly.

TEACHER NEXT DOOR PROGRAM: Patti Chong-Delon updated us on efforts to extend to community college teachers the K-12 Teacher Next Door Program, which helps teachers with mortgage loans. A resolution for community college teachers has been drafted by the CCSF Trustees. Gus agreed to talk with Dennis Kelly of SFUSD to discuss our current efforts. **Motion:** *We should support the concept of joining the Teacher Next Door Program. Seconded and passed.* Patti will bring the resolution to the AFT2121 Executive Board for review.

NEW BUSINESS: Bob Price reported that the Bay Area Coalition for Our Reproductive Rights will conduct counterdemonstrations and actions against the "Walk for Life--West Coast," a march against a woman's right to choose.

Motion: *We should endorse the counterdemonstrations and actions recommended by the Bay Area Coalition for Our Reproductive Rights against the January 24 "Walk for Life" in San Francisco. Seconded and passed.*

Visit www.BACORR.org for further information.

ADJOURNMENT: The meeting was adjourned at 5:20 p.m.

Respectfully submitted,
Steve Goldston, Secretary