

APPROVED Minutes of the AFT2121 Executive Board meeting of 1/18/11

ATTENDANCE: Ron Bixler, Rosemary Brinson, Allan Fisher, Gus Goldstein, Steve Goldston, Chris Hanzo, Jim McKinney, Alisa Messer, Pablo Rodriguez, Rodger Scott, Diana Verdugo

CALL TO ORDER: The meeting was called to order at 3:05 p.m. at the AFT2121 offices.

MINUTES: The minutes of 12/7/10 were approved with the following change: Under "President's Report," the fifth sentence should read "A conversation on diversity in hiring included more discussion on part-timers and their important contributions than diversity."

PRESIDENT'S REPORT: Alisa Messer announced that she will attend CFT's legislative reception in Sacramento on Jan. 24 and encouraged us to attend. We are in a good place with the accreditation board with regard to the District meeting its employee retirement and health insurance liabilities. However, the continual health insurance costs are unsustainable for public entities. We must avoid a two-tier system in which new hires don't receive health insurance or one with reduced benefits. CFT is having conversations about hiring an organizer for locals on a statewide level in early childhood education and other areas. At the local level, CFT's Jim Araby has started a political organizing program. Jim wants to work toward student internships. Tomorrow is the deadline for registering for the CFT leadership conference on Feb. 7-8. AFT2121 members Allan Fisher, Gus Goldstein, and Alisa have been working with Jobs With Justice, which has been involved with the California Nurses Association, Local 2, and progressive taxation. JWJ is looking toward working with higher ed and other education groups.

VICE PRESIDENT'S REPORT: Gus reported that Leslie Smith is trying to advance dialogs about both the cuts and possible structural changes.

SF LABOR COUNCIL REPORT: Allan Fisher reported that AFT2121 had a particularly good turnout for the progressive taxation conference. To reduce the budget deficit, Tom Ammanno has written a bill for a split role of commercial and property tax that hopefully will appear on the June ballot. A coalition must be built to support his effort. A measure to continue the 1% sales tax may also be on the June ballot, but a move is underway for a progressive tax that would increase the tax for upper-income brackets.

BUDGET REPORT: As illustrated in an *LA Times* article, the budget deficit would not be resolved even with cuts in all social programs. Governor Brown's budget does not change the situation. California the state with the highest number of millionaires, who are way undertaxed. Much of the media is promoting the view that all we need to do is tighten out belts. However, even a slash-and-burn policy would not solve the problem of inadequate revenue. The situation is no different at CCSF; even if we took substantial salary cuts, the college could not meet basic budget requirements. Our goal is to get out accurate information about the budget. One way is to use the budget quiz developed by our budget analyst Marc Kitchel. We must change peoples's minds about war funding, a major drain on the budget. Allan noted that the New Priorities Campaign, which he's involved in, aims to pressure congress members and other politicians to shift budget priorities toward education and other social programs. Two demonstrations against the state's budget priorities are being planned for March and April .

TEMPORARY UPGRADING: Regular LTS hirings are handled under a full-time hiring process. A full-time temporary hiring process is simplified and less time consuming. A job announcement is issued and a three-person panel is involved in choosing candidates, but an extensive full-time hiring process, with an extensive interview, is not followed. Moreover, faculty can indicate their interest in a full-time temporary position on their preference form. The time employed as a full-time temporary will be limited, but will give faculty an opportunity to serve in a full-time capacity. We have made significant progress and nine people have been upgraded to full-time temporary positions. Day-to-day subs are necessary in emergencies, but some departments continue with day-to-day subs even when they know the instructor on leave will not be returning. We are outlining a process so that day-to-day subbing for an instructor cannot exceed 20 days, and after two weeks the instructor is paid at the regular rate. After two weeks the department chair will decide to put the job into the procedure for upgrading. We are moving forward to correct continuing injustices such as favoritism in hiring for the sub jobs and part-time hiring in lieu of upgrading. A factor in the process should be continuity, so that students' learning is not hampered by too many changes in instructors. Temporary upgrades are not a requirement at this point, but a significant number of chairs are on board. Gus pointed out that the pay discrepancies between ESL credit and noncredit should be made clear. A complete draft of a temporary full-time document will be submitted for approval this semester and we need to get the language into the contract. Consensus exists within the bargaining team for moving forward, but there is concern about how money will be distributed given CCSF's decreasing revenue. Alisa asked that the Executive Board read over the draft for corrections and suggestions.

LAND PARCEL TAX: With few revenue sources, many of the Trustees, faculty, and administration are in favor of getting a parcel tax on the ballot for community colleges. It may still be possible to push for a progressive rather than a flat tax. The process is in motion, and Alisa has met with Dennis Kelly of UESF and others who have worked on a parcel tax. We have lots of work to do in getting community and other groups. The parcel tax would be revenue only for community colleges. November rather than June is a more viable time for getting a measure on the ballot.

**Motion:** *We should support AFT2121's moving forward vigorously toward a campaign for a land parcel tax for community colleges. Seconded and passed.*

**Motion:** *We should approve Galina Gerasimova's appointment as Political Director at 50% release time. Seconded and passed.*

We should pressure the DSPS department to give her a schedule so that she can attend Executive Board and membership meetings in the fall.

NEW BUSINESS: Student fees are, in effect, a tax on our students; we must be clear and stand in solidarity with students against an increase. We must decide our level of participation for Mar. 2, Mar. 14, and other days of action. CFT is working on an action plan, the Fight for California's Future, which aims to unite not only public employees but California as a whole. Diana Verdugo asked that we take a look at the *LA Times* article she distributed on dissident teachers demanding more from the UTLA including perhaps including student test results in teacher evaluations. Santa Rosa Junior College has asked for our guidance in joining CFT.

OLD BUSINESS: At least three of the candidates for CFT offices will address the next Delegate Assembly.

ADJOURNMENT: The meeting was adjourned at 4:57 p.m. in memory of members Patti R. Roberts and Jill E. Ramsay.

Respectfully submitted,  
Steve Goldston, Secretary





temporary upgrading: day-to-day subs are needed and ed code is not clear. we have gotten somewhere that will start a new procedure. people have not gone through upgrade process involves 9 people. agreement. they will earn more equal pay for equal work. quite and achievement. we need to get document in contract. put on preference form. we will limit time as pt upgrade but will give people opportunity. controversy exists within bargaining unit as to day-to-day sub pay. some people will sub for people district knows are not coming back. we are outlining a process for when a day-to-day sub cannot exceed 20 days. if it goes beyond 2 weeks they will go to regular rate. after 2 weeks chair will decide to put job into procedure for upgrade. question is limit resources should we be negotiating for day-to-day subs. new part timers are being hired for example at mission. we have to get document in motion. we are moving forward to correct injustice. complaints of favoritism. we need to look at continuity. the chair shall evaluate. we have to continue evaluations. it's about filling unplanned vacancies or when ramping up enrollment. it's not a requirement at this point, but people are on board. the esl department is on board for example. make sure that esl credit and noncredit discrepancies are clear said gus. we have 900 pters. we need another session before a complete draft will be submitted for approval. the document we had today was close to finality. it's a guideline and we need a timeline to get it into place. there is consensus about doing it but concern about how money will be distributed. eb members should read over and find and give suggestions.

parcel tax: much of the trustees and the college is on board for tax. bd meeting tonight of budget committee is on table. it may still be possible to push for progressive rather than a flat tax. alisa

has met with dennis kelly and other who have worked on this before. the process is in motion and we have a lot of work and community groups may be on board. parcel tax would be only for community colleges. november is the more viable than june ballot.

motion: we support a parcel tax and with aft2121 moving forward vigorously with that. galina gerasimova is political director and she will get training.

motion: we approve galina as political director at 50% release time. smp

we should put pressure on department to give her a schedule so she can attend eb and da in fall.

student fees are a tax on our students and we need to be clear and stand in solidarity with them.

uesf may endorse mar 2. we still have to figure out what to do for those dates.

cft fight for california's future and that's the project that they are working on now mainly.

reaching out beyond education and public employees and california as a whole. it will be an important project that we will be working for.

old business: at least 3 of candidates for cft offices will come to next tues delegate assembly.

new business: santa rosa junior college isnt happy with leadership of independent faculty association. they are asking for our guidance to get into cft.

diana asked that we take a look at utla article.

faculty members jill ramsey and patty roberts have passed away and we adjourn in their memory.

4:57 p.m.