Minutes of AFT Guild, Local 1931 UNION MEETING

# Thursday, October 1st, 2020

**3:00–5:00, General Membership Meeting**

***via Zoom***

In Attendance: Rebeca Alvarez (AFT Office), Robert Anness (Cuyamaca), Jenny Armer (Mesa), Megersa Bayisa (City), Jennifer Bennett (Grossmont), Lee Blackmore (West City), Molly Broene (Cesar Chavez), John Bromma (ECC), Robert Campbell (DSC), Rick Cassar (Miramar), Jenelle Castillejos (District Office), Donna Cecil (District Office), Lisa Chaddock (City), Elissa Claar (Chavez), Jackie Clark (Mid-City), Jennifer Cost (Mesa), Daniel Craig (City), Judd Curran (Grossmont), Victoria Curran (Grossmont), Joycelyn Dela Cruz (District Office), Ian Duckles (Mesa), Greg Duenas (AFT Office), Joshua Eggleton (Cuyamaca), Erin Evans (Mesa), Masha Evpak (North City), Soon-Ah Fadness (City), Sara Ferguson (Grossmont), Olivia Flores (Mid-City), Marne Foster (ECC), Veronica Gerace (Mesa), Lou Ann Gibson (Mesa), Michael Golden (Grossmont), Kristina Gomez (District Office), Daniella Greene (District Office), Seth Greenwood-Slater (Cuyamaca), Mary Gwin (Mesa), Maggie Hadded (Mesa), Sandy Hamel (District Office), Berta Harris (City), Darrel Harrison (Miramar), Edgar Henderson III (City), Edwin Hiel (City), Christine Ho (Grossmont), James Huffman (Mid-City), Carmen Jay (Miramar), Geoffery Johnson (Mesa), Charlene Jones (City), Jennifer Kennedy (District Office), Wendy Kinsinger (Miramar), Irene Lane (Sonnenberg and Associates), Kim Lenox (Cuyamaca), Sylvia Leon (City), Mark Linsky (Retiree Chapter), Sharian Lott (North City), Jim Mahler (AFT President), Manuel Mancillas-Gomez (Cuyamaca), Patti Manley (Miramar), Kelly Mayhew (City), Eva Mercier (Grossmont), Jim Miller (City), Dina Miyoshi (City), Malia Molina (Grossmont), Krystal Monal (Mid-City), Susan Morgan (Retiree Chapter), Cindy Morrin (Cuyaamaca), Pegah Motaleb (Mesa), Clarissa Padilla (Miramar), Eva Parrill (Mesa), Rafael Perez (Cuyamaca), Kevin Petti (Miramar), Sudie Phillips (City), Cleon Platts (Miramar), La Keita Platts (Mesa), Tammie Pontsler (West City), Oscar Preciado (City), Reem Putrus (City), Jhelen Ramirez (District Office), Gregg Robinson (Grossmont), Sharon Sampson (Grossmont), Theresa Savarese (City), Arnie Schoenberg (City), Danielle Short (AFT Council), Tina Solórzano Fletcher (AFT Office), Julio Soto (Grossmont), Jessica Stanfield (Grossmont), Laura Sweeney (City), Scott Therkalsen (Grossmont), Jessica Thompson (City), Osvaldo Torres (Cuyamaca), Desiree van Saanen (City), Carlota Vidrio (City), Ian Villalta (Mesa), Perla Vizcarra (City), Robin Watkins (District Office), Robert Wilmer (City), June Yang (Grossmont) Hadeel Yaqoub (Grossmont).

*Meeting called to order at 3:07pm.*

### I APPROVAL OF AGENDA – agenda approved as submitted.

**II TREASURY/FISCAL** – Gibson

1. **Guild Audit Report for Fiscal Year 2019-20 *Irene Lane, CPA, Sonnenberg and Co.***

* Audit process went smoothly thanks to Rebeca, Jim, Lou Ann, and Board members.
* Auditors had a “clean opinion” of the finances of the Guild and COPE done in accordance with generally accepted accounting principles in the USA.
* Audit report is available to all members upon request.

1. **Other Funding Requests** – none submitted.
2. **Authorization to Transfer $100,000 from General Fund to COPE** Carried: 89% (56) YES - 11% (7) NO

* Details for expenditures were covered in meeting minutes from September 2020.
* Elections are expensive, but we have been successful in the elections that we support (particularly in our local Board elections), and these elections have had a significant, positive impact on our members and our ability to negotiate solid contracts.
* If our political program is weak, then our only option is to go on strike when we are at impasse with the District. Think of these expenditures as “strike insurance.”

**III REPORTS OF COMMITTEES**

1. **Part-Time Faculty – Johnson**

* At the recent CFT Part-Time committee meeting, Jeff Freitas, CFT President, spoke at length about addressing adjunct equity issues and making those a priority for CFT.
* On issue of pay parity, CFT committee will put out a survey to determine how different districts define pay parity.
* Many adjuncts are being forced to do multiple online certifications in multiple districts because there are few reciprocal arrangements across districts.
* Concern with increase in mandated trainings and adjunct being appropriately compensated for the time spent.
* Concern with adjuncts not being able to play a role in shaping evaluation instruments.
* Concerns about biases against women and BIPOC faculty in student evaluations.
* Desire to move forward with legislative efforts to increase part-time load. This bill will return in the next legislative session.
* Adjuncts need to vote for Proposition 15. Will bring over $19 million annually to SDCCD, and over $8 million to the GCCCD and which will dramatically help restore class cuts.

1. **Immigration Rights – Akers**

* No Report

1. **Labor Council – Miller/Robinson**

* SD City Council District 9 Endorsed candidate has withdrawn from the race, Labor Council Exec Council will meet Monday to pull endorsement.
* UNITE Here has been “hammered” by the coronavirus, losing nearly all of their membership.
* Governor Newsom vetoed legislation that would help UNITE Here members as they return to work.

1. **Retiree Chapter – Morgan**

* Approved BLM Resolution that had its origins from AFT 2121 in San Francisco.
* Actively lobbying members to support Prop 15.
* Will be addressed by League of Women Voters on remainder of ballot initiatives.
* Members are actively involved in turning out the vote.
* Monthly meditation classes being offered.
* CFT wants to write an article about our chapter.

1. **VEBA – Robinson/Watkins**

* Bill passed to allow VEBA to do direct contracting with providers outside of insurance companies. This change could potentially save millions of dollars in premium costs.
* VEBA Resource Center is doing well, even in online format. Participation rates are increasing.
* VEBA is offering counseling for people considering early retirements.

1. **Mentoring Program – Fadness**

* General Info
  + - 100% pair rate (Mentors/Mentees)
  + Sent out surveys in August
  + Results
    - Most mentees questions focused on instructional administrative (i.e. Canvas, Zoom, etc.), pedagogical concerns
    - Some comments reveal campus coordinators need to be more proactive in supporting mentors/mentees
  + September
    - Instructional focus on sharing pedagogy and preparing for classroom evaluations;
    - Classified focus on technology and work from home
  + October
    - Had Campus Coordinator meeting last Friday
      * Talked about importance of surveys and encouraging participation
  + Campus Coordinators are meeting w/mentors tomorrow
  + Mentors will meet w/ mentees this month
    - Contract faculty focusing on tenure evaluations
    - Adjunct and Classified focusing on understanding the contract and VEBA benefits
      * Separate workshops to understand the contracts for adjunct and classified are being conducted by Danielle Short
      * One workshop for both is being held by Robin Watkins to review VEBA benefits
    - Classified begin their 8 week class for salary advancement (BUS 150) next week.
  + Soon-Ah will be presenting to SDCCD Board of Trustees next week on the M&M component of City’s Academy for Remote Teaching

### IV MEMBERSHIP REPORT – Solórzano

* Thank you to our organizers Seth Greenwood-Slater and Perla Vizcarra!
* We have 17 new members since our last meeting (mostly adjunct faculty and SDCCD NANCEs)
* City College has 8 areas at 100% membership
* Mesa College has 6 areas at 100% membership
* Miramar has 2 areas at 100% membership
* Cuyamaca has 7 areas at 100% membership
* Grossmont has 10 areas at 100% membership

**V POLITICAL ACTION/COMMUNITY OUTREACH – Miller**

1. **Endorsement of Nora Vargas, San Diego County Board of Supervisors District 1** Carried: 98% (57) YES - 2% (1) NO
   * Her opponent Ben Hueso has come out against Prop 15.
   * Vargas reasserted her support for Prop 15.
   * Is a Board member at Southwestern College. She has been good there and is familiar with adjunct issues.
2. **Volunteer to phone bank to help get Proposition 15 passed:** <https://www.mobilize.us/schoolsandcommunitiesfirst/event/279105/>
   * This proposition is polling slightly positively.
   * There are a large percentage of undecided voters.
   * However, due to the nature of the current electoral environment, historical patterns which suggest the proposition won’t pass, may not apply.
   * It will be a tight race, but the benefits for our members will be enormous.
   * Please talk to 10 people about this measure. Be aware that the NO campaign and the ads are full of lies.
   * Key messaging, “This closes a tax loophole exploited by the largest, wealthiest companies in CA. It won’t impact homeowners or small business and will pump lots of money into our underfunded state budget.” Over $19 million annually to the SDCCD, and over $8 million to the GCCCD.
   * We should be talking to our students about this since they will be hugely impacted (their classes will be cut next year if this doesn’t pass).
3. **Calling swing states for Presidential election:** [**https://www.mobilize.us/aft/**](https://www.mobilize.us/aft/)
   * If you are concerned about the Presidential election, this is something you can do to help.
4. **San Diego Labor, Environmental, and Community Coalition Launch**
   * Was launched and had their first meeting.
   * 16 organizations in coalition.
   * Contact Jim Miller jmiller229@icloud.com if you want to participate
5. **AFT Interns’ Phone Bank for Elena Adams, GCCCD Board**
   * 27 interns are hard at work.
   * Gregg Robinson is hard at work managing the technological dimensions of this incredibly difficult work. Gregg will be on leave due to mental duress for an indeterminate amount of time starting the day after the election.

**VI LEGAL/NEGOTIATION UPDATES – Mahler**

1. **SDCCD Classified Professional Negotiations**
   * Nearly finished.
   * One outstanding item in Article VI regarding the provision that allows admin to bring in new hires anywhere on the pay scale. We feel that is patently unfair to current employees who have played by the rules.
2. **GCCCD Mid-Term Contract Changes**
   * Number of changes made to ensure healthcare for adjunct faculty, changes in plan co-pays, many other contractual provisions addressed.
   * Several, well-attended open forums were held this week.
   * Ballots have gone out this morning and will close next week.
3. **SDCCD Potential Healthcare Monthly Premium Payments**
   * We were able to prevent our members from having to start paying a premium for healthcare benefits each month in exchange for working on a new RAF agreement. A lot of behind the scenes work went into making this happen.
4. **EDD Appeals – Short**
   * Was a busy summer due to so many adjunct faculty losing their jobs.
   * Many appeals were motivated by the way GCCCD pays for Flex hours.
     1. Three cases went before an administrative judge and we were able to win these successfully for our members.
   * If anyone is denied EDD benefits, please contact the Guild right away without delay.
   * We have never lost an appeal for any adjunct faculty member.
5. **Whistleblower Policy Update (attached) – Short** Carried: 98% (49) YES - 2% (1) NO
   * Two major changes:
     1. Clarified process for reporting
     2. Clarified a review process for how complaints are dealt with
   * Also made some modifications to prevent bad faith whistleblower complaints.
   * Updated version will be posted on Guild website www.aftguild.org

**VII STATEWIDE LEGISLATIVE UPDATES – Mahler**

1. **CFT Legislative Committee Meets October 9th**
   * Reintroduction of Medina Bill on adjunct max load is top priority.
   * Also making Juneteenth a State Holiday.
   * Send any ideas to Jim for legislative proposals.
2. **Meeting with Lt. Governor Eleni Kounalakis**
   * Was appointed to Statewide Board of Governors for Community Colleges
   * Had a positive meeting with CFT leadership (Jim included as Community College Council President).
   * She was very critical of Calbright.
   * Discussed problem of contingent labor.

**VIII UPCOMING MEETINGS/CONFERENCES/EVENTS**

1. [CFT Classified Professionals Conference](https://www.cft.org/classified-conference), Saturday, November 14th, 12:00-5:30pm
   * Is free to register, and free all-you-can-eat buffet all day long.
   * Would be good to have a strong turnout from our local.

**IX PILLARS OF THE COMMUNITY – Laila Aziz**

* Works with incarcerated and previously incarcerated students and general criminal justice reform.
* Started by Professor Paul Alexander at City College.
* This is one of the many organizations that the Guild donates to as part of our Community Outreach Efforts and Social Justice Unionism.
* Began with a concern about a ballot measure, which allowed government enormous leeway in how to identify gang members and then giving them increased punishments, often for crimes that the individuals didn’t commit, but based on people that they may have interacted with.
* From these origins they have expanded into explorations of and advocacy around other issues related to negative impacts of the criminal justice system on communities (particularly communities of color).
* Now working to educate people on how to deal with the court system and mounting effective defenses against the enormous injustices in the criminal justice system.
* Also educating family members on how to participate in the defense of their loved ones, and how to visit them if they are incarcerated.
* Have also been involved in numerous legislative efforts around these issues.
* Focused in reducing or eliminating “sentencing enhancements” which serve to punish people with long prison sentences for often very minor crimes.
* Have had successful efforts in eliminating or reducing the severity of these enhancements.
* AFT was thanked for its continued support.
* Question about Proposition 25. Pillars is taking no position.
* Two things AFT can do to help:
  + Request for a 30 second video from teachers and educators speaking out against Proposition 20 and urging a No vote. A link for submission will be provided.
  + Need volunteers for:
    - When the Courts reopen
    - Cop Watching
* Information on these items will be distributed to members.

**X FOR THE GOOD OF THE ORDER**

* “Defeat by Tweet” as a way to donate to electoral turnout for people with less time but more money. <https://defeatbytweet.org/>

### XI ADJOURNMENT – 4:52

###### NEXT AFT GUILD UNION MEETING: 3:00pm, November 5th, 2020 – *Zoom*

