Minutes of AFT Guild, Local 1931 UNION MEETING

# Thursday, August 31st, 2023

**11:45am – 2:00pm, General Membership Meeting**

***Educational Cultural Center and via Zoom***

In Attendance: Damella Abbott, Ivonne Aguila, Jessica Aguilar, Marco Aguirre, Maria Allan, Joyce Almario-Greno, Esteban Alvarado, Rebeca Alvarez, David Anton, Don Aragon, Andres Avellaneda, Nancy Bahena, Brandi Bass, Linda Bautista, Lee Blackmore, Beth Bogage, Sarah Boswell, Rochelle Bradford, Molly Broene, John Bromma, Mary Burns, Sebastian Canek, Ildifonso Carrillo, Sheyla Castillo, Lisa Chaddock, Elissa Claar, Brenda Corona Torres, Jennifer Cost, Jane Cranston, Beatriz Cruz, Caylor Cuevas, Sha Curington, Victoria Curran, Peggie Daley, Sheila L. Davis, Badia Dizaiy, Elisia Doonan, Larissa Dorman-Cobb, Ian Duckles, Greg Duenas, Donna Eckstein, Rawya El Malt, Michael Escalona, Blanca Estrada Miranda, Leticia Estrella, Erin Evans, Fawnee Evnochides, Masha Evpak, Soon-Ah Fadness, Olivia Flores, Laura Flores De Gayton, Liz Flynn, Marne Foster, Miguel Galindo, Sonia Ghattas-Soliman, Cynthia Giammarinaro, Johanna Gleason, Carol Goldstein, Alan Goodman, Carolina Gonzalez, Victor H. Gonzalez, Ingrid Greenberg, Seth Greenwood-Slater, Carla Grossini-Concha, Francisco Guevara, Leah Gualtieri, Mary Gwinn, Abdullahi Haybe, Melissa Hough, Kevin Jagnandan, Ella Jaravata, Geoff Johnson, Margaret A. Jones, Jordan Kauffman, Hana Kassas, Jennifer Kennedy, Pamela Kozminska, Kirsten Lachenmayr, Diana Larsen, Mark Linsky, Alfredo Lopez Chaparro, Ricardo Madueno Montanez, Jim Mahler, Manuel Mancillas-Gomez, Maria Monta, Cristian Montana, Francisco Manzano, Rose Marine, Carmen Martinez, Kelly Mayhew, Kathleen McIntyre, Jonathan McLeod, Ardith Melzer, Mary Meske, Eric Miller, Pegah Motaleb, Denise Munoz, Henry Nguyen, Julie Nguyen, Rachelle Panganiban, Rafael Perez, Kevin Petti, Pete Phounsavath, Shirley Pierson, Cat Prindle, Reem Putrus, Edith Quintero, Sany Ramirez, Paul Reineke, Roberto Reyes, Maria Reza-Brunjes, Gregg Robinson, Liz Rodriguez, Angie Sanchez, Nonna Sadoudi, Shahrokh Safavi, Nicola Salmon, Tatsuko Sandin, Augusto Sandroni, Charlene Schade, Arnie Schoenberg, Jean T. Scott, Karah Seaboldt, Taya-Simone Selmon, Danielle Short, Stewart Simon, Amanda Simons, Terry Sivers, Tina Solórzano Fletcher, Diya Spellman, Andrea Sperling, Jessica Stanfield, Joann Szabo, Jessica Thompson, Osvaldo Torres, Gerry Vanderpot, Jessica Varnardo-Swall, Christian Vela Che, Diana Vera-Alba, Carlota Vidrio, Terry Washington, Robin Watkins, Richard Weinroth, June Yang, Floreniza Yumul, Annie C. Zuckerman.

### I APPROVAL OF AGENDA-Agenda was approved as submitted.

**II TREASURY/FISCAL/COPE** – Watkins

1. **Approval of AFT Guild 2023-24 Operating Budget (M/S/C)**
2. **Other Funding Requests**

* Manuel Mancillas-Gomez asked for $500 to support the 9th Annual Bi-National Conference to help with some of the conference costs. The first part of the conference will be held on Friday, November 17th at the Centro Cultural de la Raza with an all-day event featuring speakers, cultural events, and food. The second part of the conference will be held during the week of March 18-22. (**M/S/C**)

**III REPORTS OF COMMITTEES**

1. **Part-Time Faculty – Johnson**

Thanked the part-time faculty of 1931 for their efforts in helping secure the funding which made the $200 million in ongoing funding for part-time healthcare a reality, most notably by turning out in disproportionate numbers to give Assembly testimony.  The work to secure PT Healthcare for all part-time faculty is unfinished, members still need to support the PT healthcare campaign because even though most San Diego area community colleges offer AB190-compliant healthcare, there are still part-time faculty who teach in districts which don't have this healthcare and access to full reimbursement through a multi-district plan is impacted.  Part-time faculty need to remain engaged, including joining our AFT 1931 Part-time Committee, and paying attention to issues regarding shared governance because the impacts of expanded dual enrollment, DEIA (Diversity, Equity, Inclusion, and Accessibility) Initiatives, and other curricular changes could affect class offerings, especially in areas like Kinesiology and Life-long Learning. The CFT Single-Tier Task Force is continuing its work on looking at a model for ending the divide between part and full-time faculty.

1. **Retiree Chapter – McLeod**

(1) 1931R meetings are resuming, on September 6, following our summer break.

(2) We invite 1931 members who are close to retirement to participate in our workshop “Choosing a Medicare Plan for Retirement Health Care”, Friday, 09/15, 1:00 - 3:00pm, North City Center, Room 101.  That venue is located at 8355 Aero Drive, in Kearny Mesa.

(3) For those planning to retire within the next few years, consider attending our upcoming workshop, "Everything You Need to Know about Retirement."  This event will be held on November 3, 1:00 - 3:00pm, at City College

(4) We continue to track and weigh in on some legislative matters relative to retirement and to the well-being of our community.

(5) Zoom Meditation sessions will resume on Wednesday, September 6, at 3:30pm.

1. **Mentoring Program – Fadness**

* M&M
  + Enrollment
    - NINETY EIGHT Mentees!
      * 6 Classified taking part in Pilot- CP to Instruction or CP to Supervisor
      * 7 Part-time
      * 85 Contract
  + Campus Coordinators - Two new coordinators!
    - CE: Kelly Metz-Matthews
    - City: Sarah Hawkins
    - Miramar - Allen Anderson
    - Grossmont - Victoria Curran
    - Cuyamaca - Guillermo Colls
    - Mesa - Ian Duckles;
* Professional Development
  + Working and collaborating with campus PD coordinators
  + Focus will be on personal development, professional skills, and leadership development.
  + Please save the dates (Jim will be sending out fliers and share info w/your campuses) for Personal Development series, Leadership Development series and for all Fall PD opportunities.
    - Landing an Interview: Curating your CV on Friday, 9/9.
    - PT Faculty Orientation, Wednesday, 9/13.
    - Full-Time New Hires Luncheon, Friday 9/22.

Contact Soon-Ah Fadness at [aftprofdev@outlook.com](mailto:aftprofdev@outlook.com) with any questions.

1. **VEBA – Robinson/Watkins**

What is VEBA? (Voluntary Employee Benefits Association) Board of Labor and Management, which negotiates for healthcare, vision, dental and chiropractic coverages.  Kaiser rates for SDCCD will be 13% higher than last year.  Kaiser is no longer the lowest cost health plan.  In addition to the two VEBA resource centers in Mission Valley and Kearny Mesa they are opening  one in South Bay and another in Carlsbad.  Stay tuned in 2024 for opening dates and services that will be offered.  They have added 2 EAP mental health specialists to the VRC to help with the access for mental health services.  New Fertility Benefit for all non-Kaiser plans beginning in 2024 called KindBody.  White glove service with IVF as well as Menopause support.  Encouraged to call VEBA Advocacy if you are experiencing billing issues, access to doctors/specialists, or if you need help during open enrollment.  Switching health care plans can be complex and the VEBA advocacy can make sure you have a seamless transition with your meds, specialties, and records in place.

1. **Organizing – Solórzano**

The organizing department has been busy since we last met in May. In May, PERB approved our Unit Modification for the Assistant Coaches in GCCCD. Jamie Ivers, Head Women’s Beach Volleyball Coach at Grossmont was instrumental in collecting member cards of approximately 28 coaches. She is also our newest Organizer this semester.

Throughout the summer members like you have been helping us sign up new members. I would like to take this opportunity to thank the following people that is keeping our Union strong: Jennifer Boots, Elissa Claar, Masha Evpak, Seth Greenwood-Slater, Jaime Ivers, Janue Johnson, Jim Mahler, Rachelle Panganiban, Jessica Thompson. I would like to also recognize the Chairs that encouraged membership in their departments:  Victoria Curran, Nadia Madilawi, Duane Short, Diana Vance, Wendy Wiehl, June Yang. Also, thank you to Rebeca and Greg for signing up people at our meeting at Grossmont College!

As you can see, it takes all of us to keep our Union Strong. If you have a new potential member in your area, make a new friend, a Union friend. Ask them if they are a member or email me and I can let you know their membership status. If you would like a presentation for new employees in your area, send an email to me at [aftTina@mac.com](mailto:aftTina@mac.com).

1. **Reproductive Justice/Gender Equality – Yang**

History of how our committee was formed in response to the passage of SB 8 in TX.

Highlights from our first year:

• Passed "Reproductive Justice and Gender Equity" resolution in preparation for the trigger laws waiting for the Dobbs ruling.

• Discussed the 2023 Anti-Trans bills in the US. There are 566 bills, 80 passed, and 358 are active. Most offensive law is SB 129 that makes it a felony for providing gender-affirming care for persons under 26.

• Supported CA Prop 1, a Constitutional Amendment to protect abortion rights in CA.

• Supported our Trans community at LIPS.

• Passed resolution "Women, Life, Freedom" in support of the people of Iran in their protest of the murder of Mahsa Amini.

• Invited the Director of "License to Freedom" to speak at the Roost at Mesa.

• Directed contributions to the Center in Hillcrest to support our LGBTQIA+ youth.

For the next month, we are engaged in:

• Advocacy for Plan B contraception availability at all our campus health centers.

• Raising awareness of National Coming Out Day on October 11, 2023, at all campuses.

• In response to the rising persecution of our SOGI youth at area high schools, we are forming a SOGI club at Grossmont.

• We will start canvassing for interest for SOGI clubs and GSAs at our other campuses.

1. **Social Justice – Motaleb**

The social justice committee is committed to executing social justice related action items as we are a social justice union. We believe that the issues that impact our communities also impact our students, faculty, and staff. So far, we have distributed a survey on the issue of race and racism to both SDCCD and GCCCD. The results of our survey led us to create a list of recommendations and action items to implement. We are currently in the process of creating a sub-committee to work on these action items, so if you are interested in joining our social justice efforts, please send a short blurb to Jim Mahler at [aftjim@mac.com](mailto:aftjim@mac.com).

• Last school year, we organized a book club around the book *We Do This 'Till We Free Us*by Mariam Kaba. We used the knowledge gained from this book to reimagine a new way of campus and community safety. Faculty implemented this book into their curriculums and a group of faculty from Miramar are continuing the book club in their equity spaces.

• This school year, our committee will reconvene in September. We meet once a month on Friday from 12:30-1:30pm. If you are interested in joining us, please send a blurb to Jim and we'd love to have you on our committee.

1. **Building Union Community – Dorman-Cobb**

• Our liaison network is moving forward this semester. We have 33 campus coordinators across both districts and we will be reaching out to invite liaisons on each campus/area.

• There will be a newsletter coming out that will include our AFT Events and Professional Development opportunities as well as information about each social site event for every campus/area.

• Our interns will be working with me and Erin Evans this semester. Great bunch of students. Please send events that might be good for our interns to attend.

• A call for committee membership will be going out shortly. Our aim is to expand our membership to support the committee goals.

### IV LOCAL UPDATES – Mahler

1. **SDCCD Classified Professionals and GCCCD Faculty Contract Negotiations**

SDCCD Faculty: Contract was ratified at the end of the spring semester. Will be sending out an email to see if there is interest in doing a deeper dive into the new contract.

SDCCD Classified: Finishing up new proposal, will be sending out the initial draft for feedback.

GCCCD Faculty: Still working on completing initial proposal. Will get a draft out for everyone to review soon.

**V STATEWIDE BUDGET/LEGISLATIVE UPDATES** –Mahler

1. **Legislation Updates**

The only pending CC bill of note is AB 811 which would allow students to take certain professional growth types of courses twice, instead of just once, even if passed the first time.

1. **8.22% COLA (before 1-2% deficit factor)**

Healthy COLA being provided via the State budget, but that will be offset by the deficit factor, rising healthcare, and CalPERS increase as noted below.

1. **Healthcare Costs Scheduled to Increase 11-13%, effective January 1st**
2. **CalPERS/CalSTRS Contribution Rate Increases:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2021-22** | | **2022-23** | | | **2023-24** | **% Increase from Prior Year** | |
| CalPERS | 22.91% | | 25.37% | 26.68% | | | 5.16% |
| CalSTRS | 16.92% | | 19.10% | 19.10% | | | 0% |

**VI UPCOMING MEETINGS/CONFERENCES/EVENTS**

1. Sep 8th, 9:00am - 11:00am, Landing an Interview: How to make your CV stand out.
2. Sep 13th, 4:00pm - 5:30pm, Part-time Faculty Orientation/Info Session.
3. Sep 22nd, 11:30am - 2:30pm, New FT Hire Luncheon.

**VII FOR THE GOOD OF THE ORDER**

* 1. Four insulated travel mugs which were donated by VEBA were raffled off to four lucky winners!
  2. Union Meeting After Party @4:00pm: [Mujeres Brew House](https://goo.gl/maps/3PjXqECwqN9X1eRu9), 1983 Julian Ave, SD 92113
  3. On September 24 at 2pm there will be a joint program on how to run for Boards of Education on Zoom through the SD Labor Democratic Club. <https://cccconfer.zoom.us/j/96336732631>

### VIII ADJOURNMENT – 2:00pm

Meeting adjourned at 1:30pm.

###### NEXT AFT GUILD UNION MEETING: *3:00pm, October 5th, 2023 – Cuyamaca College*

