

CFA Executive Board Meeting, October 15th, 2021

Present: Ben Kumli, Melissa Hagan, Kurt Nutting, Brad Erickson, Erica Pulley, Jaimy Magdalena, Victor De La Rosa, James Martel, Maureen Loughran, Teresa Pratt, Ann Robertson, Ali Kashani, Veronica Sovero, Blanca Misse, Brandon Turner (partial) Mira Foster, Mark Allan Davis, Nestor Castillo, Laurene Dominguez, Nia?

I'm not sure if they were here:

Saliem Shehadeh, Tendai Chitewere, Larry Hanley, John Lord, Ricardo Gomez

Quorum on 11 is met to start.

Roles:

Teresa: stack or facilitator?

Brad: one of the above?

Mira: time, minutes

Land acknowledgement and ground in- Maureen

Approve minutes and agenda

5 min

Minutes and Agenda: 1. Brad, 2. Ali

First Brad

Seconded Ali

SQE Update

5 min

Updates from Teresa, partly relaying Ja'Corey's news

Nov. 5th CFA and ASI executive board meetings

- James, Ja'Corey, ASI Leadership, met to coalition build and will meet next week with the League of Filipino Studies, the General Union of Palestinian Students, Skins, SF Rising and other student groups. This is great news and students are getting organized.
- They are also drafting a Black Student Union SQE and BSU are working on a resolution to have Black unity center under the Africana Studies department. It is now under Student Affairs and Enrollment Management.
- There is a new SQ Intern, Zion. Welcome!

Labor Caucus (Equity for Lecturer Faculty) report

15 min

Summary:

CFA Fall Assembly statewide lecturer meeting last Friday. Present were Erica, Brad, Ali who was chapter spokesperson.... he read a prepared statement on their open letter. The meeting with the statewide bargaining team was not successful, and revealed acrimony between the chapter and statewide bargaining team about their recent open letter about lecturer salary increases in the new contract. For context on how we got here, in 2018 our group conducted a survey of (lecturer) faculty, who appreciated it. Lecturer pay was the biggest issue. To follow up in 2019, they petitioned the bargaining team to go up for range elevation reform. This was not prioritized and they were given feedback that state level leadership was unhappy. However, they have been effective. After following up with the communications from statewide CFA,. they noticed that there was a good proposal about range elevation reform, which they mentioned in their public statement.

Observations and Comments:

- The reps found unacceptable behavior from statewide committee members, who took umbrdge with the letter, reacted emotionally, and left our chapter reps feeling unsafe.
- Unity was used as a cudgel for compliance, and UNITY! is the call of many a dictator.
- Members give thanks for the update and the measured and sober analysis, which shows the strength of the chapter, building a Bolshi army vs. a bourgeousie army.
- Maureen relayed the statewide team’s response that there is a formal bargaining process, priorities were set during that process, and the open letter was seen as divisive and a threat to the process.
- Observations: When people are afraid they see threats everywhere, they will respond with anger.
- The open letter was made to initiate a process that looks at next steps for organizing as this chapter.
- CFA top down approach, authoritarian practices... where deviation from the party line will be attacked and marginalized....
- Calls for inclusivity, etc. meeting at best was an exercise in poliemic, and that works as an attack on the spirit of what we do on this eboard.
- Maureen does not think that this is autocratic.... Lots of conflict resolution needed
- James reached out to Mo mlller and she wrote a nice response. There will be a meeting for mediation and descalation, everyone is invited; the process has begun.....

Office manager position.

10 min

Brandon created proposal with xls for the board:

| | | | | | |
|---------------------------------------|---------|---------|-----|---------|---------------|
| OFFICE MANAGER, STUDENT UNDERGRADUATE | \$20/hr | \$5 | \$5 | \$30/hr | 20-25 |
| OFFICE MANAGER, STUDENT BACHELOR'S | \$20/hr | \$5 | \$5 | \$30/hr | 20-25 |
| OFFICE MANAGER, STUDENT GRADUATE | \$25/hr | \$5 | \$5 | \$35/hr | 20-25 |
| OFFICE MANAGER, STUDENT MASTER'S | \$25/hr | \$5 | \$5 | \$35/hr | 20-25 |
| OFFICE MANAGER, NON-STUDENT | Any | \$30/hr | \$5 | \$5 | \$40/hr 20-25 |

Long term plan: Brandon came up with a structure for pay planning instead of an individualized plan, and he is leaving in July. Office help for each chapter comes from the chapter budget, but there are CA minimums set for hourly pay. The office for the chapter will likely be student-run, but should it be? It makes more sense to decide on a consistent financial line instead of discussing whether there should be a position...

- The proposal includes different pay for graduate and undergraduate students, but the work does not require a degree. If it matters, then we should plan for the skilled work (make and run a survey, for example). Is the market actually different or are our expectations of them higher?
- Pricing is based on his salary, but replacement may not start there
- The plan is tied to tenure, but perhaps the raise after one semester is awfully generous. Do we want someone to stay in the job, or to be a short term person?
- How about paying a part-time person? Why have a student? You have to train them...
- The CFA statewide rules require around \$15 salary, which is not for cost- of living. Office manager is paid with chapter dues...
- Proposal with the numbers is causing pause... we need to invest in print materials and media. Leaning against professionalizing the position. This is half of the budget, and this would be most of the budget... Perhaps we should be tasking out the work...someone to help with write-ups... **Decision is made to pause...**
- **Officially: We're thinking about it...**

Strike preparation/CATs

35 minutes

(includes: Nov 9th Board of Trustees of CSU protest planning)

Statewide actions planned for November 9th: There is a response plan for the Board of Trustees meeting down south with a template put together for everyone to use. There is a petition statement made for the local chapters to send with their local issues. The CFA charge is to have our chapter participate in the petition.

On the pro side:

This is a good action and it is a way to bring our folks along and have input...

- It will be work for department reps and CAT members, now charged with one on one conversations... Let's be consistent.... a petition would be empty.
- It is good for CAT Team members to have something to get people to do next. It is a way for people to sign up.... part of the organizing process... something specific to do... a way to express solidarity + strike readiness.
- Another benefit is clarifying the statewide vs. chapter relationship in conversations with people...

Concerns: How can we make this meaningful to us and our organizing?

- Going to Mahoney wouldn't be so impactful, but if we are going to take time away from other things for this... what will be accomplished here?
- Board of Trustees meeting will be in-person... it's not realistic to go to Long Beach.

- This is an action to force Mahoney to say publicly that she's going to refuse her salary, stand with faculty..... but we know she's not going to do that.
- This is a top-down proposal and it doesn't necessarily involve the President..
What is the modality of this petition delivery? Delegation. Surprise the president..

Ideas: What do we lose by doing this?

Perhaps we should ask the CAT teams whether they want to work on this in the next few weeks... Asking the dept. reps if they want to do it? We are running out of time...

Organizing has some timing... but to consult them there isn't much time...

There is a teachable moment... we need to involve work....

Getting a thousand signatures is a LOT. SFSU faculty sign petitions for the Provost's letter, very important local topics.

What if we go for drama? If these are gestures, we could make them theatrically.

Blanca summarized the decision:

1) That we **don't have the capacity to pick it up as a real organizing campaign at SFSU around the petition**, use it as a "structure test" (i.e. aim for big number of signatories) and plan a delivery, because this would require meeting with CATs and Reps and we are doing another "structure test" etc, and because we were not able to participate in the decision-making of the action and have plans already underway.

2) **That instead what we can organize to do around the Nov. 9th board meeting** is an action on campus, and I believe Nestor and Mira volunteered to work on that.

3) **That we can send the link to the CFA petition in the next email James send**, as something people can do to help bargaining with the SFSU-specific language Melissa put in the chat "*we ask Pres. Mahonney to publicly vocalize support for CFA demands at the CSU Board of Trustees meeting, support faculty organizing for better conditions and pay and refuse a raise for Presidents without a raise for faculty*".

Teresa asks All in favor... all say yes.

CRSJ: meeting with Jamilla Moore, Black Unity Center, meeting with Abul Pitre, other issues.

Stakeholders were able to tell the story of the creation process and early success of the Black Unity Center, created in response to student actions in 2015. McDougall's role suddenly ended, and he doesn't know why. Black faculty seemed confused about why this happened, and Jamilah Moore's presence was only politely listening. She did not express anything... She's operating under management's rules...

There are very important issues coming up for the black unity center...

New head of BUC organized an event or planning committee... "time for our black get together chit-chat." Now there is a person who is only there for black unity center (only for that, only a part of the administration) as The Chancellor's priorities are for AB 1460 and AREA F.

- How can you keep the faculty together when they are participating in an event organized by the administration?
- There used to be 6 black deans at sfsu, now only one....

***** Spring F2F quota 5 minutes.**

The recent announcement from administration has upset many faculty, who are contacting board members. There are concerns about both the expectations for people who've had to move away during the pandemic, and expectations for who and how much faculty should be returning to campus.

Lecturer faculty member pressured to go to campus, another lecturer not feeling safe, nonbinary colleague has been forced to move to another state, can't afford housing.

There are clear differences between the issue of out-of-state work and the campus work from home policy, important to distinguish between these...

Motion: James will request a meet and confer (with Provost) and will include these issues in his presidents' letter.

First Brad

Second James

Matt Haney Endorsement 5 minutes

- Kelly Burns statewide staff person does CFA politica, she reached out because of him asking for an endorsement... assembly.. current board of supervisors... board of edu
- He took time from Giants game to meet with Nestor, James, Kelly and Ron Hayduk
- He likes the free CSU idea, Nestor liked his answers, he knows education....
- Haney's mom is a former sfsu prof and his dad is a UCSC prof

Motion from James to endorse Matt Haney

Second by Teresa...

Most in favor

oppose: 1

Abstention: 2

Jobs with Justice gala sponsorship: \$3,500 (came from Sheila)

There is precedent for this, Nestor can provide further description of the org.

No vote here.

Meeting with Senate exec Com:

Joint meeting with Senate exec committee at end of November on strike? They are working on it. In progress, stay tuned...

Endorse California Domestic Worker's Coalition campaign with SF City Supervisors for paid time off for domestic workers. 2.5 minutes.

Individuals can sign to support (No notes on this one)

Calserve divestment from fossil fuels 2.5 minutes

We already voted to divest, so not sure what discussion is needed. See the CFA divestment memo: <https://docs.google.com/document/d/1fffG0pZlj7YLYH4e-3IJBm8iuopUIFsP/edit>

If want to be listed as an activist:

<https://docs.google.com/spreadsheets/d/1ZqC3YqIWePKoQxPVgnQV0ee2u4TkBw1JHxHELQuZjaU/edit#gid=0>

Total 119 minutes (time bank: 1)