

E-Board Minutes: 3-10-23

Present: Althea, Larry, James, Chris, Brad, Tendai, Mira, Sue, Ali, Kurt, and Ann

Facilitator: James

Minutes: Ann

Stack: Tendai

Time: Chris

#### ELF'S ENDORSEMENT CAMPAIGN OF ITS EQUITY PROPOSALS

Ann reported that we have almost 200 endorsements and it would be great to get more e-board members to endorse.

#### CFA-SFSU MEMBERSHIP MEETING

James reported there were 75 people and that the hybrid worked, thanks to Chris.

Larry noted how agitated faculty are over the 9% promotion bump. Carleen is now saying 9% is a ceiling. Perhaps we could do a petition or a letter to protest.

James said he and Kurt are handling many grievances over it.

Brad noted that for tenure-line faculty 9% raise with promotion has been a minimum and often tenure-line faculty have gotten more because the minimum was in reality around 12% whereas for lecturer faculty 5% has been both a minimum and a maximum. As a result, the disparity between lecturer faculty and assistant professors has significantly grown.

Larry: There was a good suggestion at the meeting to put the 9% and 5% on the bargaining table. Can we do that?

James: Yes

Brad: There are other salary increases mentioned in the CBA; for example, in the past, in order for lecturer faculty to receive range elevation, they had to be at the top of their range but there have more recently been few SSIs, meaning that lecturer faculty were not able to rise in their range.

Ann: Back in the 1980s we would get SSI's every year and the raise would be 4.6%, not 2.65%. More recently, we went 9 years without an SSI.

Larry: We need SSI's every year.

Brad: It is being discussed on every campus. Also, there is the idea of a "professor of practice." It would be good to get lecturer faculty eligible for tenure positions but few are eligible since most lack a terminal degree. We need a path to promotion for all lecturer faculty.

Tendai: There is an article in the Chronicle for Higher Education on this topic.

Chris: They have it at CUNY and SUNY. We should investigate.

James: UC's also have it.

MINUTES AND AGENDA WERE APPROVED.

WORKLOAD GRIEVANCES

Kurt reported that they are filing many grievances over workload. Perhaps we should do a statutory grievance.

Larry: We need to talk about statutory grievances since they can be vetoed.

James: We could use the statutory grievances to embarrass the administration. And when they veto statutory grievances, we can appeal.

Ann: Agree with James. We can use them to embarrass the administration and win more faculty over to our side.

#### THE ADMINISTRATION AND EDD

James reported he talked with Mike Goldman who is chair of the Academic Senate. Lecturer faculty are having difficulty receiving the unemployment insurance because the administration tells EDD that lecturer faculty are working all year round. The administration has a financial incentive to mislead EDD since they don't have to pay in as much money into unemployment insurance.

Chris: The EDD process is slow. If they make a mistake, lecturer faculty are screwed. It is a confusing process.

Ann: Many lecturer faculty stop applying because the process is so confusing and EDD gives people such a hard time.

James: Perhaps some of us can confer.

Larry: This is a big issue. Not sure what to do. Perhaps we could talk to the CA Dept. of Labor.

Brad: ELF has talked about organizing informational pickets to protest.

James: I will contact statewide CFA.

Ann: Do we have proof that the SFSU administration is giving false information to EDD?

James: I will look into it.

#### MEETING WITH THE PRESIDENT, THE PROVOST, JAMES AND ANN

James reported that not much happens at the meetings.

Ann reported that they said they supported the idea of more lecturer faculty becoming full time. Also, about  $\frac{3}{4}$  of the way through the meeting, Mahoney asked if it could be confidential. Ann responded to her by saying, "If you wanted it to be confidential, you should have stated so at the beginning so I could have bowed out."

Ann moved that e-board members should not be allowed to engage in confidential meetings with the administration unless there was prior permission of the e-board.

Brad said he tended to agree with Ann. The AS does conduct confidential meetings with the administration. This might be a violation of the Brown Act. Unfortunately, there is a tolerance for secrecy.

Larry agreed there is a problem but was concerned about the working of a motion.

Confidentiality is an attempt to make some people "special" and hence closer to the administration than to other faculty.

Ann argued that the e-board disallowing confidential meetings would take a burned off the e-board members who were meeting with the administration. Their refusal would no longer be a personal call but they would just be complying with e-board policy.

Larry: We need to formulate a statement on transparency.

James: Some things need to be confidential. He volunteered to draft a motion.

#### UPCOMING MEETING WITH THE PRESIDENT AND PROVOST

James hopes many attend the meeting and wanted to ask for at least a half-hour for open discussion.

Ann: We should bring up EDD and compliance with Article 12.29. As for 12.29, we could ask them to require that all dept. chairs produce a tentative schedule in advance of it becoming the actual schedule so we could check to see if they are in compliance.

Brad: They say they want lecturer faculty to be 1.0, but HR does not issue the entitlement list early enough for us to check if they are in compliance. They should document all course offers to lecturer faculty and not allow any new hires until current lecturer faculty are at 1.0.

James: In addition to those good ideas, we could call for the creation of an ombudsman position who is not in the Title IV office. Is it true they want a 20% reduction in assigned time for tenure-line faculty?

Brad: No sure about that. They need to increase access to assigned time for lecturer faculty. Even though other campuses have a 4/4 teaching load, they have more access to assigned time.

Larry: It would be good to find out if there really is going to be a 20% reduction in assigned time. What will they do about all the work that won't get done?

Tendai: There is an anti-racism committee, which is triggering, but they will not compensate faculty for participating on it so no one is on it.

Ann: We need to force them to make commitments at this meeting.

#### UPCOMING CFA BARGAINING MEETING WITH STATEWIDE REPRESENTATIVES FROM THE BARGAINING TEAM

James: It would be good if many came. We need more people to fill out the bargaining survey.

Brad: Agree about pushing both. We have been pushing the survey and I have asked tenure-line faculty to prioritize lecturer faculty issues on the survey.

Ann: How is the meeting going to be structure. This is an important issue.

James: We can influence the structure. Anthony Radcliff might come and he is great and Meghan might come. Mark has been working on bringing Charles and others to come to our campus. Charles is running for re-election and he is good.

Larry: Perhaps we should structure questions so that they alternate between the rank and file and the e-board members.

James: We will not have an e-board meeting over spring break so we will have to organize ourselves over email.

#### TOWNHALL MEETING

Some of us have been meeting with other unions. We will bring up the idea of organizing a townhall meeting that would include all campus unions.

#### CHAPTER ELECTIONS

Kurt heads up the election committee.

We voted unanimously to add Whitney Taylor to the committee.

Kurt: We still need a third person on the committee.

James: David and Craig oppose us running as a slate. They think it could lead to corruption and is anti-democratic.

Brad: I hear what they are saying but we could be a community uniting around shared values. We could have the same talking points.

Kurt: We need an additional member on the election committee. The committee is responsible for dept. rep. elections and people are supposed to stand for re-election every two years.

Advantage of this is there is more turnout. We could have an election for new dept. reps. and a campus-wide re-election of current dept. reps.

Ann: But these elections are not meaningful because people run unopposed and we can have multiple representatives for each department.

James: Marie D. wants to be a dept. rep. On March 27 we start elections.

Tendai: Agree that doing elections together is a good idea. We will be more consistent.

Chris: Good to do the elections so that we can get more people involved.

James: We also need a college representative. Perhaps Alexis Martinez of Sociology

Tendai: Will check on availability.

James: Moved to run both elections. Motion passed.

#### MISCELLANEOUS

Sue: Where are we on our climate statement?

James: It will go out in the next President's letter.

James: The bargaining team will come to our campus on March 30.