

Present: Chris, Althea, David, James, Ann, Larry, Ali, Kurt, Teresa, Brad, Mira, Sue, Laurene, Tendai

Agenda:

Assignment of roles (10 min.):

Facilitator

Timer

Stack

Approval of Retreat minutes (3 minutes)

CFA statewide bargaining survey – James (5 minutes)

Political Action – Sue (10 minutes)

Planning chapter general meeting – Teresa (15 min?)

CDBS (Contract Development and Bargaining Strategies) and Bargaining Team meeting – Mark (15 minutes)

Compensation for required trainings – Teresa (10 min)

Jewish climate – Sue (15 minutes)

Campus Bargaining meeting – David (10 minutes)

Grievance Circles – Tendai (10 minutes)

ELF – Brad and Ann (10 minutes)

Segment 1: Planning chapter general meeting

Teresa discusses general membership meeting, James proposes it occurs after LCA budget meeting. On march 1.

Eboard decides to do hybrid for both. Althea will attempt to book a room w hybrid capability for noon-2pm 3/1.

Segment 2: Political Action report

Sue is trying to rebuild political action committee. Sue proposes a standing, regular meeting once every two months. Focusing on unions and education. There is a need for reports from the labor council. She will be in touch with interested eboard members.

Segment 3: Jewish climate document

Sue seeks to get support for her draft document on Zionism and in support of AMED. Some eboard members suggest reworking it to be more focused on academic freedom. There is a pre-existing statement that Teresa has emailed us and we can discuss at our next meeting. James and Sue will also re-work Sue's statement to make it more focused on academic freedom.

Segment 4: Campus Bargaining meeting

There will be meetings to discuss bargaining. We have been asked when we would like to have this event here at SFSU and what our parameters are for it. Eboard members worked with David to fill out the form, and proposed an all-faculty meeting in the last week of March.

Segment 5: CDBS (Contract Development and Bargaining Strategies) and Bargaining Team meeting

James played a voicemail from Eric (statewide) on open bargaining.

Notes from James on the message:

“Caucuses – what will they look like?”

Dealing with management

Disability accommodations

Handling disagreements on our own side

In person / online/ hybrid /on campuses/CFA office/CO

Live “google doc” for offline conversations

Members only or everyone including community members?

Role of bargaining team

Role of bargaining team chair

Role of communications

Role of lead negotiator

Role of non-Bargaining Team members

Role of researcher

Summer bargaining sessions

Table discipline

Turnout and Field”

Segment 6: Compensation for required trainings

Teresa proposes grieving on required campus trainings. Is mass non-compliance an option? David suggests we could pursue an individual case with one member. We will seek to find one at department reps meeting.

Segment 7: Retreat minutes approved unanimously

Segment 8: Grievance circles

Tendai suggests bringing together folks who have filed grievances to foster a sense of community and support. This will also indicate to the administration that faculty members are in communication on their grievances. **Eboard unanimously approves motion to support this process.** Text of motion from Tendai: “That CFA eboard create a grievance circle on our campus that supports faculty who have filed a grievance share their experiences and support each other.”

Segment 9: ELF update

Brad received support from Carleen on paying lecturer faculty for service work. Will follow up. ELF endorsement campaign is being circulated and encourages eboard members to sign and get their colleagues to sign. (link to statement: https://sfsu.co1.qualtrics.com/jfe/form/SV_8k3NifiKj7fLkY6) Brad is pushing for student advising jobs to be made available to lecturer faculty on a part-time basis so they can continue teaching.

Segment 10: Counseling center updates

Laurene requests funding to take CFA clinical staff to lunch. They are having weekly meetings to discuss dissatisfaction with workplace conditions. They have what amounts to ~6 FT staff, but should have ~16. Laurene is considering a grievance on workload issues. She worries staff will resign over workload issues. **Eboard unanimously votes to pay for them to go to lunch together.** The Safe Place has been unstaffed for over a year, although there is an ongoing hiring process, which Laurene is involved with. The eboard is considering a joint chapter grievance between CAPS and librarians to protest these workload and staffing issues.

Segment 11: Fall course cuts

Ali shared email from political science chair indicating course cuts in FA23 for lecturer faculty. Is this just an LCA issue or occurring in other colleges as well? James met with president and provost who blamed them for defending lecturer faculty jobs saying they were “Scaring the students”. A proposal was made to get more data on low enrollment issues to confirm or conflict claims by the admin. A proposal was made to target reducing class sizes to improve student outcomes and protect lecturer faculty jobs.