

Notes Minutes 9.23.

Ann, James, Kurt, David, Brad, Chris, Sep, Larry, Irina, Althea, Teresa, Larry, Ali, Mira, Erica, Tendai, Melissa, Laurene, Sue, Martha, Allie, Ricardo.

.
Introductions for new members!

Ann moves to accept all three minutes from retreat 8.26, 9/9

James seconds

Two amendments: Mira is not listed in retreat minutes but she was there

No grant to JwJ

All in favor except Sep who abstained.

CRSJ Report: survey with Marcela, talking to Dorothy Tsuruta on convening a meeting to protect Africana studies from further attacks, work with Mark on BUC and other issues.

ELF Report: endorse statement of purpose. Work on enforcing 12.29, pay for service, increasing time base and other issues. Contract offers minimal employment rules but each campus has a different arrangement. Asking for things at the campus level. If can get some best practice can be a model for all other campuses. Changing culture.

Have to get everyone on board to support these moves because it benefits everyone.

Survey of LF, university wants to centralize all advising. Amy said want to take service off of advisors and have them in the classroom.

Ann moves to adopt the ELF statement of principle, ali seconds. Moved (melissa and Sep abstained).

ELF is having a social on Wed sept. 28th at five o'clock. Tenured colleagues are invited too.

Advising: Lori Beth Way committed to inviting to inviting LF to working on this program. All compensated. Agreed to get a write up about this. She will send it to chairs.

CFA luncheon: getting Annex I as our venue. No caps.

SETEs Jedi Tea. Change to "Resolved the CFA-SFSU supports the Jedi Tea model and looks forward a pilot project to evaluate its efficacy." James moves to accept the resolution with amended language, Ali seconds. Motion passes.

David and Kurt mask mandate meet and confer. Met on Friday last week. Guillermo Santucci, Ingrid Williams, Barbara Boktor. David sent out notes. How can we enforce it? Ingrid said we can't enforce it and we are following the science but doesn't science say it's safer with masks? 70 percent of the campus has some vulnerability. Faculty control over modality (not really). Share with everyone? Air quality and HVAC. Work on Air and HVAC might be a point of leverage. Told "We will get back to you." About air.

Martha Lincoln pay and benefits transparency at SFSU

Need access to benefits. HR is poorly capacitated so it's not happening. Serious mistakes and problems with pay, wage withholding and benefits.

You will not be paid for Sept 1st paycheck four days before with no reason provided. Found out overpaid due to internal delay in reimbursement for something else. Could pay for benefits out of pocket. Benefits stop if no pay. Overpaid, fired and rehired administratively all of families benefits were terminated. Told had no health insurance. Arbitrary and loss of benefits. If overpaid just withhold that amount. Preempt overpayment. No advising about withholding. HR is proactive to protect its own money but indifferent to faculty wages and benefits.

No policy about account receivables. Withholding payment to cover overpayment is illegal in California.

Not isolated incidents. Often non responsive. And not just at SFSU. Also happened at CSEB and other places too.

Meeting with state auditor and ask for an external audit of HR at SFSU.

SFUSD is having its own payroll scandal. Software system problem. Press release and write to president directly.

Told to do own research. Don't sign open enrollment where they can hold your money. This is illegal.

Qualtrix link? To share stories.

Sep will help with qualtrix to ask people if they

Set up a group to work on this.

James reach out to president of CSUEU to see how staff are treated in HR. Underpaid and overworked. Maybe start with that as one front. Ally with folks in HR who are overworked.

President's letter with: link to transcript about meet and confer, with qualtrix link about issues with HR, payroll.

Larry, Sep, Irina, James, Chris, David, Martha will work on this.

Elections Sue. Election cycle part of SEIU. Politically active union. Political program looking for chapters to put in hours, have an impact. Any political hours count. Report it to David. CFA endorsements commit card. I commit that I'm going to vote. The more we get folks to sign this card, it counts as hours. <https://voteunion.com/cfa/>

Track election-volunteer hours: <https://forms.office.com/r/BzdyB9JnPC>

Get tracking code: <https://forms.office.com/r/0npj8Gzt7j>

Are candidates pro union? Does this have a dimension that affects education?

Rank and file should figure out who to endorse.

Don't use dot.edu account. Use personal emails.

Should expand out of SF

Gordon Mar. Others

SQE: Allie they/she Rifik is onboard now ☺ Steering committee met yesterday, pushing for better covid precautions. Taking that up as a potential statewide campaign. Regular meetings on Tuesdays. Union members joining covid off campus. Still in planning stages. Cops off campus. Set a weekly meeting time for that too. Biweekly study group. Students who are interested in abolition and campus organizing.

President to president event. Talk to each other event and students submitted piercing questions. Asked about monkey pox. Why has there been nothing about this? Mahoney said they sent emails about it to people in residence halls but the covid off campus group did a bunch of surveys for dorm students and nobody saw anything. Mahoney also said fitted all buildings with HVAC systems. Only information on what they spent but not about the buildings. She also talked about CAPS ratio counselors to students, didn't match up with their students. 1700 students to one counselor. 1200 to one by the spring. Our numbers were 3000 to one. Realistically there are seven therapists at state. One in four thousand. To be one in 1200 would need 23 clinicians and now it is seven. Are they really hiring 12-14 people coming that they don't know about? In Senate a resolution about advocating for more counselors. Resolution passed unanimously. Asked for more tenured counselors. Important to resurrect this resolution but then it got buried by the pandemic.