



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of
General Membership/Executive Committee Meeting
November 9, 2016—Skyline College**

EC Members Present: Leighton Armitage, Eric Brenner, Nina Floro, Katharine Harer, Teeka James, Dan Kaplan, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver-Sharp, Rob Williams,

AFT 1493 Members Present: David Leitner (CAN), James Wong (SKY), Denise Benavides (SKY), John Calavitta (SKY), Amber Steele (SKY)

Guests present: Susan McDonough

Facilitator: Doniella Maher

Meeting called to order 2:35

1. Welcome and introductions
 - a. We introduced ourselves.
2. Statements from AFT (non-EC) members on Non-Agenda Items
 - a. There were none.
3. Minutes of September 14 and October 12, 2016 AFT meetings
 - a. Minutes for October 12, 2016 were approved anonymously.
 - b. Minutes for September 14 were tabled till December's meeting.
4. **ADDED:** Appointments to EC Position
 - a. The position of part-time EC rep at Cañada has been vacant since May. David Leitner (CAN, anthropology). He was appointed by unanimous vote.
 - b. Janice Sapigao, the co-EC rep for Skyline College, has had to resign her position. Denise Benavides (SKY English) was nominated to replace her. Nina stated that she would like to have a co-EC rep partner and requested that Denise be that person. She was appointed by unanimous vote.
5. District Participatory Governance Council
 - a. Teeka gave an update on BP 2.12. What might EW's comment mean that negotiations won't be resolved for "six months." We don't need to worry about what EW has to say. We're just going straight to the board.
6. Negotiations Update and unfair labor practice charge
 - a. We finally have the list of possible neutral fact finders. We are analyzing

- b. A couple weeks ago, EW emailed Joaquin to see if they could meet to work out a couple of agreements, about what, precisely, Joaquin doesn't know. Joaquin thinks EW wants to get items off the table. Once we have the panel selected, how long will it take to schedule the hearing? We don't know. It depends on the schedules of those persons involved. It could take a few months. Zev Kvitky will serve on the panel for us. Is it ok for the two chief negotiators to meet privately, outside of negotiations. We think maybe Joaquin should take Monica with him. Since EW is divisive, it would be good to have Monica with him. Some of us feel like since the district triggered the impasse process, that maybe we should not have this meeting. Joaquin is just going to listen.
- c. CSEA is talking about changing away from PERS, but it's not a good idea.
- d. The ULP has been filed. The ULP is about Kathy Blackwood's email to all faculty, which violated negotiation practices (because the email brought up additional information on items under negotiation without going through the bargaining team). Repercussions are that the District would have to publically acknowledge that it did something illegal. (The email implied that the Union was lying and giving members inaccurate information. The email also told our members to go to the district for information.) The ULP will have an impact on fact finding. Though we filed the ULP, we are not required to follow it through to the end. We can use it as leverage. Faculty and the union are asserting our power more effectively lately. Does the district need to respond to the ULP once the paper work is filed. We are not sure.
- e. Doniella, Monica, Paul N. and Elizabeth (Terzakis) went to the Cañada student gov council to watch Eugene talk to them about the resolution that the district has peddled around to the student governments. The advisor said that the Cañada student body president received the resolution fully formed. We are not certain who authored the resolution. It turns out that the Cañada student council has agendized the resolution as a discussion/action/vote item for its next meeting.
- f. At the CSM ASGC, Dan heard the CSM students report on their take on this resolution. They are going to hold off on taking any action. The student trustee (for 2015-16) supposedly wrote the resolution and gave it to the Skyline council. Student resolutions are supposed to always be written by students, but it seems that the trustee had significant contact with someone from the District's negotiating team (because the resolution has language in it that would otherwise not be publically available).

7. Building Power Campaign

- a. Katharine updated the group on the background to our Building Power campaign. Katharine gave Paul Naas the Rookie of the Year award. He received it with humility. ☺
- b. We decided in our last strategy session that we need to go straight to the board. (Reference Katharine/Monica's email outlining our campaign strategy.
 - i. No Take Backs Tuesdays!! How are they going? Inspiring! Good participation! This action is working well for us. The red stands out. Teeka asked if she could make some blue shirts at her own expense. Monica said no. We will talk about it later. Dan had an experience with CSM students who knew about the shirts and were excited about it. The students eagerly accepted and wore stickers. Rob's students asked him about our shirt campaign. The students seem really interested and understand that our action impacts them, too. Everyone is super supportive about the action. Do we have

talking points to tell students when they ask about the shirts. We'll make one up. We need everyone to wear their shirts throughout the whole day. Maybe we can talk with CSEA to see if they want to join us in t-shirt Tuesdays? We're in process with this. Can we engage in asking for solidarity from other locals? Using social media to connect with our students might be something to do. Part-timers at Cañada that David ran into were wearing their shirts. Seems like we've got good participation from part-time faculty.

- ii. Should we develop something to put on our office doors that tells what we're doing. Should we order more stickers? We can make placards to put on our doors. Then hallways will be covering all our doors. Then everyone sees them. Rally at BOT? Build up to it?
- iii. We're doing a good job. How can we best remind folks? Talk to people! We don't want to inundate folks with emails. We need to develop the ask for next week's Tuesday. We need to remind folks on Friday and on Monday.
- iv. Maybe the ask can be for folks to pass out the placards to others to put on their doors.
- v. Pass out stickers on your campus.

8. Community, Continuing, and Corporate Education

- a. Tabled till next meeting.

9. Joe McDonough AFT Scholarship

- a. Susan McDonough came to talk about the scholarship that we award in her father's name. We need to market the scholarship more effectively. It is a social justice scholarship. It gives \$5,000 to two students. Smcd51@sbcglobal.net Email her. Perhaps we should nominate our students—tell them to apply.

10. Statements from EC members on Non-Agenda Items

- a. Paul Naas announced that at Cañada next Tuesday (4:00, an alum of the digital art program at Cañada will be on campus talking to students. Please announce this to your students. He will email us a brochure.
- b. Dan reminded us that Joe McDonough was a founding member and president of AFT 1493.

11. Closed Session discussion of faculty grievances and complaints.

Meeting adjourned 5:12