



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of
General Membership/Executive Committee Meeting
May 11, 2016—College of San Mateo**

EC members present: Najla Abrao, Leighton Armitage, Eric Brenner, Victoria Clinton, Salumeh Eslamieh, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, Doniella Maher, Monica Malamud, Sandi Raeber, Joaquin Rivera, Janice Sapigao, Anne Stafford, Rob Williams, Shaye Zahedi

AFT 1493 Members Present: David Laderman, Sue Broxholm, Amy Sobel, Bridget Fischer, Jude Navari,

Guests: Laura Kurre, Zev Kvitky, Paul Bissember

Facilitator: Rob Williams

Meeting called to order at 2:30

1) Welcome and Introductions (if necessary)

2) Statements from AFT (non EC) members on Non-Agenda Items

- a. Bridget Fischer (Art, Skyline) brought a question regarding the negotiations update. She is wondering about how the FLC percentages for labs are determined and what the process is to change them. Art faculty are concerned about equity in lab load. Art professors do significant materials preparation, toxic substance control, and clean up. Jude Navari (professor of music, Skyline) also came to speak on this issue. Many music classes are practical in nature and fall into the lab category even though there is significant preparation and grading connected to those classes (e.g. ensemble courses). AA-T and CID guidelines required that many of our lecture-lab course pairings be converted to lab-only courses. Jude now has six preparations because of this proliferation of lab courses. We will put arts lab courses on the list for FLC load adjustment.

3) Minutes of April 13, 2016 AFT meeting

- a. The minutes were approved unanimously, without changes.

4) AFT 1493 election results: 2016-2018

- a. We received 138 ballots. Eight were invalid and two arrived after voting closed, so 128 ballots were counted. There were no surprises in the results of the election. Paul Naas was elected to be Cañada's chapter chair on a write-in campaign. We have a vacant position of part-timer EC rep at Cañada.

5) Negotiations update

- a. We need to have a special EC meeting on May 25 (2:30 to 5:00), perhaps at Skyline. The next negotiations session will be on May 20. The District negotiators will make their proposal on money issues on the 20th, and the following negotiations session will be on May 27th, so our team needs our support and advice before May 27. The District continues to talk about "total compensation"—salary, benefits (FT & PT), and so on all lumped together. In the recent past, we have not negotiated a total compensation package. AFT has not (yet) made a compensation proposal because we are happy with the salary formula. We do not know whether the District will want to stick with the formula or not.
- b. We finally got a comprehensive response to our proposal:
 - i. The District has said "no" to our proposals on large class size, academic freedom, complaints, evaluating administrators, progressive discipline, and the investigation of unit members.

- ii. Flex: The District wants to eliminate flexible flex. Now they have countered saying that faculty will need prior approval (before the scheduled flex day) by a vice president. Part timers do have flexible flex in our contract, but full timers do not; full timers are contractually required to attend district-sponsored flex activities.
- iii. Part-time seniority: They wanted to drop part timers from the seniority list after two semesters instead of three semesters. We said no. They now want to drop part timers from the list after two semesters if they accept an assignment in the District and then drop the assignment because they found alternative employment.
- iv. The District accepted our proposal to eliminate the no strike clause from our contract. But due to the District's bargaining team's confusion, this point is still in limbo.
- v. Evaluation procedures: They have modified their position. They want student evaluations done in every class, every semester, but propose that only those student evaluations done in the semester of each faculty member's official evaluation semester will be counted.
- vi. May paychecks and the triple hit for medical benefit premiums: They are willing to make adjustments only if everyone agrees to it and if everyone moves to the August through May paycheck cycle.
- vii. Transfers: No one knows what the "actual harm" language means from article 12.4.4 in our contract. They want the faculty member requesting the transfer to be interviewed by a dean and a faculty member who would then make the decision. We are proposing there be a hiring committee to adjudicate transfers. The language in this article is ambiguous. For example, it's not clear whether or not there must be an open position at the receiving college.

6) Continuing Building Power Conversation

- a. We are organizing rock stars! Our members have been very responsive to this campaign. We are tracking all our contacts. Organizing: the rule of 50: to get ten people to show up, you need to get 20 yeses, and talk to 40 people.
 - i. Total people contacted: 88 (phone calls, 41; in-person 47)
 - ii. Commitments to attend the BOT meeting on May 11, 2016: 52
 - iii. Total contacts (including reminders): 140
 - iv. Volunteers doing the outreach: 8
- b. We have roughly 150 signatures on the petition. We are not going to turn over the petition tonight. We need to continue gathering signatures. We need to get 500+ signatures to be able to present the petition to the district.
- c. Eric has been walking around with an iPad and getting them to sign the petition. Super easy and effective. We've got new lists of folks who have not yet signed the petition. We'll do a report after tonight's meeting with another sign the petition link. Scan or

7) District Participatory Governance Council Report

- a. Board/Policy 2.12: "Employee Rights and Protection, Domestic Partner Rights, and Whistleblower Protection." The District wants to add the words "improper conduct" into the language as follows (red/underlining indicates proposed new language. The EC agreed we do not want this language to be adopted.
 - i. 2.12.3 The Chancellor shall establish procedures regarding the reporting and investigation of suspected unlawful activities or improper conduct by District employees, and the protection from retaliation of those who make such reports in good faith and/or assist in the investigation of such reports. For purposes of this policy and any implementing procedures, "unlawful activity" refers to any activity – intentional or negligent – that violates state or federal law, local ordinances, or District policy. "Improper conduct" is behavior that violates District policies and procedures and/or behavior that a reasonable and sensible person would not do. The procedures shall provide that individuals are encouraged to report suspected incidents of

unlawful activities or improper conduct without fear of retaliation, that such reports are investigated thoroughly and promptly, remedies are applied for any unlawful practices, and protections are provided to those employees who, in good faith, report these activities or conduct and/or assist the District in its investigation.

8) Discussion of transition to Canvas and Distance Education

- a. Teeka and CSM Senate president David Laderman met with the instructional designer and Jennifer Taylor-Mendoza (CSM dean of ASLT) to discuss the transition to canvas. During that discussion, we became aware that some parts of the recently adopted rubric for online course design step into the purview of faculty evaluation. We decided that Teeka will write a letter to the Senate asking them to revisit the rubric and to eliminate the troublesome passages.

9) AFT 1493 Appointments

- a. We nominated and appointed the following people to these AFT representative roles:
 - i. Negotiating teams: Joaquin Rivera (chief negotiator), Monica Malamud (negotiating team)
 - ii. Advocate: Eric Brenner
 - iii. Committees:
 1. Steven Lehigh (District budget)
 2. Evaluation guidance committees: Skyline—Joaquin; CSM—check with Yaping Li; Cañada—Lezlee Ware (we're checking).
 3. PD: Cañada: Salumeh and Lisa Palmer will continue; CSM: Rebecca Alexander, Chris Smith, Kathleen Steele; Skyline: Rob Williams, Melanie, and Ruben.

10) Community, Continuing and Corporate Education

- a. Dan, Teeka, Kathleen Steele, Amy Sobel, and Teresa Morris had a meeting with Richard Holoher, who is quite concerned about the Community, Continuing and Corporate education office's seeming lack of oversight and collaboration with faculty. A number of initiatives are in the works, some of which seem to tread quite closely on the toes of existing programs in our colleges, such as ESL and medical assisting programs. Amy Sobel (ESL, CSM) reported on the Silicon Valley Intensive English Program (SVIEP) plans and how they are in competition with our own ESL programs. Apparently, a large not-for-credit program is going to be created through this initiative. There has been limited consultation with faculty about any of these programs. For example, Regina Stanback Stroud, Skyline College's president, trotted out Leigh Anne Shaw's name as an example of collaboration with faculty, but Leigh Anne said it was false; she had, in fact, not done what Regina had credited her with doing. We still have many questions, such as how the teachers of these courses are being selected, paid, and evaluated. As it is now, these faculty would not be in our bargaining unit and are being paid less per hour. There is no faculty hiring process; Jonathan Bissell, the head of this office, hires them. The classes will take place on our campuses. It was reported that Cañada's ESL coordinator is fine with all of this and does not think the SVIEP would be in competition with our colleges' ESL courses. That sentiment is not shared by all District ESL faculty. Another issue is that there is no curriculum oversight. The other issue is that the horse is out of the barn: students have been recruited, signed up for classes, paid their fees. There's not much we can do at this point, at least for the immediate roll out of the SVIEP. We need to revisit this issue in the fall.

11) Statements from EC members on Non-Agenda Items

- a. There were none.

Meeting adjourned: 5:01