



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of  
General Membership/Executive Committee Meeting  
February 8, 2017—Skyline College**

**EC members present:** Leighton Armatage, Eric Brenner, Salumeh Eslamiah, Nina Floro, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, David Leitner, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver Sharp, Anne Stafford, Rob Williams

**AFT 1493 Members Present:** John Calavitta, Nick Kapp

**Guests present:**

**Facilitator:** Dan Kaplan

Meeting called to order at 2:47 p.m.

1. Welcome and introductions.
  - a. We introduced ourselves.
2. Statements from AFT (non-EC) members on Non-Agenda Items
  - a. “Announcement” from Katharine - encourage faculty to send pictures of themselves attending any of the women’s marches in January (to Eric by Thursday 2/9).
3. Minutes of January 18, 2017 meeting
  - a. Minutes approved with corrections - one abstension

\*We added an item about accreditation: Jim Killikelly (AFT 2121) has asked Monica to attend a meeting of NACIQI (February 22 - 24). She wants guidance from us to help her explain at this meeting why ACCJC is no longer a widely acceptable body to make determinations about colleges’ accreditation. CFT wants representation from as many locals as possible, with stories about how their colleges were negatively impacted by ACCJC’s actions. Monica spoke with Chancellor Galatolo yesterday about his position on ACCJC’s role as our accrediting agency and will deliver the May 2016 *Advocate* article he wrote about ACCJC.

#### 4. Negotiations Update

- a. We are “back at the table.” Eugene Whitlock is no longer serving as part of the District’s negotiating team. Peter Landsberger is still acting as a neutral facilitator at negotiating sessions. Joaquin feels that we are almost starting from scratch.
- b. **Flex Days:** District’s proposal for FT: the only flexible days will be those during the middle of the semesters (2 total); 4 will be mandatory. AFT’s proposal: Only the two days before the start of the fall semester would be non-flexible. For adjunct faculty, only district-sponsored activities (on one of the campuses) will count, up to 30 hours per semester, paid at special rate. District proposed 3 flexible Flex days (up to 15 hours), 3 mandated, paid at special rates.
- c. **Workload:** There has been a lot of discussion. AFT has been clear that we won’t settle without something worked out on this issue. The District is concerned about the logistical/bureaucratic complications. Joaquin anticipates the District proposing some sort of compensation for faculty who are doing work “above and beyond” what is required. This is **NOT** what we want. AFT has suggested starting with a pilot program (perhaps lasting two years) before language actually gets negotiated.
- d. **Money/Salaries:** The District and AFT haven’t talked about salaries a lot, instead mostly focusing on which items will go into the “total compensation” pot. They have discussed what to include in their proposed formula (STRS increases, step/column increases, parental leave, extra steps, medical). Joaquin thinks including step/column is reasonable. By including so much in the formula, our actual increase will be less than it would have been under the previous increase. The District seems to recognize this fact.
- e. We have chosen a neutral fact finder - in the event that this becomes necessary.

#### 5. Building power campaign

- a. Give ourselves a pat on the back for all the work we have done - AFT 1493’s first actual activist campaign: T-shirts, ActionNetwork emails, actions.
- b. Possible future actions?
  - Board of Trustees meeting February 22 (we have committed to having a presence at every Board meeting until we have a contract). Katharine feels confrontation is not the best strategy at the moment since the District is happy that we are back at the table once again and no longer at impasse). Suggestions: acknowledge their willingness to return to the table; have one person speak about a single issue.
  - Membership meetings: We decided late February is too soon for membership meetings; we like the idea of doing something on March 8 (but a number of faculty have other important activities planned for March 8 Flex Day); some AFT members will attend the Feb 22 Board meeting).
  - March 8/Flex Day (also the day of the national Women’s Strike)
  - Something with students - Rise Up
  - Lunch time flash mob/group T-shirt photo (one per campus) - schedule two photo sessions for Tuesday 2/14
- c. May 1 action.

#### 6. Continued discussion of Educational Social Justice for students

- a. SMCCCD Rise Up. Dan will get more information about the district-wide student group’s next meetings; he encourages as many of us as possible to attend. He sees potential in working with the group.

7. AFT 1493 scholarship discussion

Doniella suggested we draft some guidelines/criteria for choosing recipients. She also suggested we add some specific language focused on interest in labor history, labor activism, etc. so that counselors and faculty can best direct the right students to apply, and the folks reading the applications have guidance.

8. District Participatory Governance Council Report

Tabled.

9. Change AFT March 8 meeting date?

Dan will send a Doodle poll to help us decide whether to move the meeting to March 1 or March 15.

10. Statements from EC members on Non-Agenda Items

- a. Paul Naas let us know that he was just diagnosed with cancer. He will need six weeks of daily radiation and will likely have to miss some AFT meetings during the spring.
- b. Monica reminded us that anybody who wants to participate in a subcommittee at the CFT convention must sign up online in advance. Go to [CFT.org](http://CFT.org) for a list of the committees.
- c. Lucia Olsen contacted Doniella about some kind of District academy connected to Facebook that may be similar to the CCCE issue.
- d. Trustee Holober suggested that AFT should have a presence at the Board of Trustees' annual retreat Saturday, February 11. With so little notice, it is unlikely that anybody will be able to attend.

11. Closed session discussion of faculty grievances and complaints

Tabled.

Meeting adjourned 4:55