



SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS

Advocating for faculty since 1963

**Minutes of
General Membership/Executive Committee Meeting
March 1, 2017—College of San Mateo**

EC members present: Leighton Armitage, Salumeh Eslamieh, Nina Floro, Katharine Harer, Teeka James, Dan Kaplan, Doniella Maher, Monica Malamud, Joaquin Rivera, Jessica Silver-Sharp, Anne Stafford, Rob Williams

AFT 1493 Members Present: David Eck (CAN, FT philosophy), Laura Brugioni (CAN), Lorraine Barajas Ramirez (CAN)

Guests present:

Facilitator: Rob Williams

Meeting called to order at 2:50 p.m.

1. Welcome and introductions
 - a. We did not introduce ourselves because we all knew each other. We rearranged the agenda.
2. Minutes
 - a. We reviewed the minutes from the last meeting. There were two changes. We didn't vote to approve because we didn't (yet) have a quorum.
3. Statements from AFT (non EC) members on Non-Agenda Items
 - a. Katharine drew our attention to the notice for Joyce Unger's death in our last issue of *The Advocate*.
 - b. Someone approached Salumeh with a concern that some colleagues had refused to do the diversity training and so could not serve on hiring committees. The faculty member was upset because now they have to do all the work of the hiring committees.
4. NACIQI meeting report.
 - a. Monica explained what NACIQI is. (They accredit the accreditors.) Monica attended the meeting because AFT 2121 asked for our support. A person from the department of education made a report and then made a recommendation to NACIQI. (This is circular reporting.) ACCJC was deficient in one of the criteria needed to be an accreditor (being widely accepted by the member institutions). There were many letters against ACCJC, but many of those letters came from CCSF. However, there were also letters of support that came from people whom ACCJC recruited to write a letter of support for them. This is like extortion. The conclusion of the DOE report was that ACCJC was widely accepted, based on these letters. Public comment was all about CCSF, and so the NACIQI people sort of discredited the public comments. The holes in the logic were enormous, but those in power seemed not to care. Monica spoke about the disparate treatment our District's colleges received in the past, as well as about Skyline's respiratory therapy program. ACCJC approved the college's

substantive change report, but then eleven months later told Skyline that they had changed the rules and that the college had one week to meet the new standard. NACIQI held the meeting late to hear all the public comments, and then gave ACCJC a chance to respond to the comments (and interpret them). The next day NACIQI voted at the very beginning of the meeting, without having had any discussion. ACCJC was granted provisional reaccreditation for the next eighteen months. Though it's unfortunate that ACCJC is still operating, it does ensure that all the community colleges being accredited by ACCJC still have an accreditor and will now have the opportunity to find alternative. WASC senior is one alternative.

5. Negotiations update

- a. Since the last EC meeting, the team has met once. Landsberger removed himself from the process. We need to reach agreement by April 15, 2017. At that point, we'll go to fact finding. We still haven't talked about money. They did discuss workload equity, but we aren't making progress. Kathy Blackwood has been working with the deans and the upper administrators. Regarding the point system, Regina says there is natural tension between administration and faculty. She believes the point system puts deans into the role of overseer and de-professionalizes both faculty and administrators. David Johnson from Cañada (dean) thinks we should engage part timers to take work off the hands of full timers and then pay part timers to do that work. The District wants set aside a pot of money to pay faculty to work on special initiatives that advance the college/district. The funds would be allocated at the administrators' discretion. This proposal doesn't address the issue brought forward by AFT. (We don't want to pay people extra to do more.) The District did agree that part timers should be paid if they do non-teaching work.. We have four negotiation sessions remaining. Though we haven't discussed compensation yet, the District is still pursuing total compensation, which we are not interested in.
- b. The District was audited and was found to be out of compliance with the 50% rule. The problem with total comp is that there's not a big enough pot of money to pay for everything, so it's a net loss for faculty.
- c. We should have the campus meetings and ask for guidance. We're thinking March 14, 15, 16 for the meetings. We can organize this quickly. The Building Power Steering Committee can get us organized. We went crazy figuring out the meeting schedule; Katharine tracked all the details. We will have snacks. We can announce that there will be food. One sign, three meetings.

6. New COPE Campaign

- a. We're going to have a new attitude about COPE because Trump is going to annihilate unions, so we need to protect ourselves. Go COPE! We have 44 COPE members. We are the worst in any teachers union that Katharine is aware of. We don't do COPE when we do membership drives (since folks sign up for our union membership when they do their hiring papers). Katharine signed up six people this week. We need to have a COPE campaign. Katharine is asking all EC members to sign up one new COPE member. We may have a COPE meeting to change our bylaws.

7. Grant Funded Positions

- a. Sometimes faculty are hired into positions that are grant funded. Bezemek says that faculty need to be given a written notice of termination at the end of the grant. Whitlock says that it's enough if the contract lists an end date for the contract. If this doesn't happen, then the prior service gets counted as the first years of the tenure process. At Skyline, people have just been rolled right into full-time/fund one-supported positions without any actual hiring process. Whitlock talked at Cañada about this issue. He says that only one year of grant funded work

can apply toward tenure. What Whitlock says is happening is not being followed at all three campuses.

8. Community College Council report

- a. At the CCC, locals were urged to do membership drives, as we have been doing. Legislative updates: single-payer health care in California has already been introduced. We need to emphasize that we can accomplish good things in California. Our District is well positioned in terms of rehire rights for part timers. But the District still has to negotiate a bit of it with us if they want to get the SSSP funding in full. Monica will write an *Advocate* article to update everyone on what she learned.

9. USLAW

- a. USLAW is doing a fundraiser this weekend. If you want to go, please let Dan know.

10. Statements from EC Members

- a. Monica announced that if any of us wants to review the FDIP, we should let her know.
- b. Monica announced that at Cañada the office of instruction asked if they could do electronic contracts for part timers. Monica said no.
- c. We got four photos for our No Take Backs Tuesdays photo contest. One from Skyline and three from CSM.
- d. Doniella is on an equivalency committee. The process seems a little convoluted.

11. Closed session

- a. We heard about grievances and faculty complaints.

Meeting adjourned 5:15