



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of
General Membership/Executive Committee Meeting
September 13, 2017—College of San Mateo**

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

AFT 1493 Members Present: None

Guests present: Zev Kvitky (CFT field rep)

Facilitator: Doniella Maher

Meeting called to order at 2:45

1. Welcome and introductions
 - a. We did not introduce ourselves because we knew each other.
2. Statements from AFT (non-EC) members
 - a. There were none.
3. Minutes were approved unanimously.
 - a. We are going to electronic EC packets. Let's be careful to not send the minutes and the agenda in the same email (to prevent accidental forwarding).
4. Contract settlement discussion (this turned into a Q&A)
 - a. We clarified the timing of retroactive salary payments. It will be paid in a lump sum—last year increase, 1%, benefits.
 - b. We get the 1% bonus so that it doesn't factor into the schedule. Kathy Blackwood (KB) says that the 1% is only for employees who are currently active. Joaquin will write to KB to let her know that retirees will be upset to not get that. We want to clarify this for part timers, too.
 - c. Part timer health care starts now. We should do outreach on the medical stipend. Michelle is on this. We had 100 who applied for last semester. We'll put it in the advocate.
 - d. There is no language yet about the evaluation and health care benefits committees.
5. Workload Committee Discussion (item added at the meeting)
 - a. Doniella, Anne, and Nina (who will represent AFT on the committee) asked for guidance. We discussed the parameters of the committee's charge.
6. *Academic Calendar 2018-2019
 - a. We discussed the proposed calendar (which is relatively similar to this past year's). Should we do a poll of faculty—what they want? We agreed to do a poll. Eric will do it. We will revisit this at our next meeting.

7. Constitution and Bylaws

- a. We need to rename our “union handbook” and call it “bylaws.” (This is what our constitution calls them.) Monica will make a Google docs document for us to contribute to. Then we send it to the membership for a vote. Teeka and Monica will hunt down our most current document.

8. CFT leadership visit to Local 1493

- a. Josh, Lacy, and Jeff (of CFT) want to visit our EC—to meet and talk with EC and local members. When can they visit us? They can come to a meeting of ours. We can do a large faculty forum. We can do a town hall discussion. Let’s move to the organizing discussion first and then come back to this. (We did just that.)

9. Organizing plan for 2017-18

- a. We need to create a plan for the year. Katharine is still doing new hire visits. It’s keeping our visibility high, which is good. She has had good meetings with them. Should we have more tee-shirt days? Seems like we should. What would we put out there for a tee-shirt day?
 - i. Maybe union meeting days? Or the day before, on Tuesdays.
 - ii. Folks have been thanking us. Maybe we do an appreciation day.
 - iii. Encourage folks to wear them when they feel like it.
 - iv. Supreme court decision—tie it into the visibility campaign? Raise awareness? Save your union? (But we also want folks to see the value of the union.)
 - v. Workload—Zev’s idea—days when the workload committee meets. Keeps faculty aware of that.
 - vi. Flex day?
 - vii. A union day in general (with CSEA?)...a union social?
 - viii. November 23—our union’s birthday
 - ix. The Tuesdays worked because it was every Tuesday. Picking random dates probably won’t work so well. A monthly event?
 - x. Is Friday a better day? (Dress down on Fridays?) But Cañada doesn’t have many classes on Fridays.
 - xi. What’s our reason for folks to wear the shirt? The workload campaign seems like a good anchor. Workload Wednesdays?
 - xii. (CFT is going to be looking into how to make free community college a reality in California. Maybe we can connect our shirts to this. This would be an issue to organize around. It wasn’t that long ago that community colleges were free.)
- b. Fee-payer conversion campaign. We’ll brainstorm in campus-based groups.
 - i. We meet in groups to look at our fee-payer lists. We’ll talk to our fee-payers by our next EC meeting.

10. Grant Funded positions

- a. Monica handed out printed materials. Contact her if you have questions or interest in this issue.

11. Tony Thurmond endorsement

- a. Joaquin would like AFT 1493 to endorse Tony Thurmond for State Superintendent of Schools and requests that COPE contribute \$1,000 to his campaign. We voted unanimously to endorse. Dan will send a request to all COPE members.

12. Statements from EC members on Non-Agenda Items

- a. Paul Naas: Next Tuesday there will be a film festival at Cañada.
- b. David Leitner: He's serving on Cañada's student grievance committee.
- c. Nina: Please post minutes more promptly.
- d. Jessica: there will be a flex day item on DACA

13. Closed Session discussion of faculty grievances and complaints

- a. We heard reports on current faculty grievances and complaints.

Meeting adjourned: 5:42 p.m.