



**Minutes of
General Membership/Executive Committee Meeting
December 6, 2017—College of San Mateo**

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

AFT 1493 Members Present: Kristin Parks (Cañada), Michael Hoffman (Cañada)

Guests present: Zev Kvitky (CFT)

Facilitator: David Leitner

Meeting called to order at 2:40

- 1) Welcome and introductions
- 2) Statements from AFT (non-EC) members
 - a) The San Mateo Daily Journal reported that only part of the new housing units at Skyline are going to be designated as below-market rate. Dismay.
- 3) Minutes of November 8, 2017 AFT meeting (action item)
 - a) The minutes were approved with two abstentions with minor corrections.
- 4) AFT membership organizing drive
 - a) We discussed and planned an organizing drive for early February.
- 5) Cañada College Climate Survey
 - a) There will be a campus climate survey happening at Cañada. Should the climate surveys be districtwide or college specific? Cañada has been struggling with transparency in all sorts of things related to hiring, initiatives, and so on. There's also an external investigation by the District looking into misconduct by the Cañada administrators. CSM has done climate surveys in the past and has done them regularly. (Here is the link to CSM's surveys: <http://collegeofsanmateo.edu/institutionalresearch/qualitativedata.asp>).
- 6) Workload Committee Update
 - a) The committee met on November 15th. They reviewed the draft questions for the upcoming survey.
- 7) Concurrent enrollment
 - a) We heard a report on changes in current enrollment programs at Cañada.
- 8) Benefits committee report
 - a) See article in Dec. Advocate—summary of benefits explained. Seeking an alternative benefits provider from CalPERS could yield some incentive programs (e.g., smoking cessation, gym memberships). Joint Power Authority is an alternate benefits program. Another option could be working with an insurance agent to negotiate a plan that could be more cost effective than

CalPERS. These programs could be deceptively inexpensive, if for example we have a number of ill individuals in the pool, that could dramatically increase premiums/costs down the line.

9) *2019-2020 Academic Calendar Update

- a) 2018-19 approved. No changes to 2019-20 from Nov. 8 meeting

10) Constitution and Bylaws strategy discussion

- a) 2 changes to bylaws since 11/8 meeting:
- i) threshold of votes formerly said elected positions need 15% of membership to vote. Change to 15% **of ballots cast** must endorse a nominee for that position to be filled
 - ii) Incorporated changes to include specs. from CFT to receive funding. See revisions in bylaws.

11) District Participatory Governance Council

- a) We heard a report on the DPGC.

12) Restorative Justice Working Group progress report

- a) Monica solicited volunteers interested in this.

13) Statements from EC members on non-agenda item

- a) A Cañada administrator wants to become faculty.

14) Professional Development Committee:

Monica: 2 AFT appointees at CAN will be on leave in Spring 18. We need to propose temporary replacements. Doniella could be one of the temps. Jessica Marshall is the second nominee. She has applied for lots of PD and is familiar with the process.

MOTION PASSED to nominate both temporary replacements.

Katherine & Michelle: CSM rep. needed on Professional Development committee. Do we know of anyone at CSM who can sit on that committee? No. Dan will think about it.

15) Organizing—Train the Trainer

- a) David: Attended training in Berkeley. Found it very useful for how to engage and organize members.

16) Paul's extra item:

- a) DRC director at CAN requesting fulltime, short term, non-tenure track DRC director for Spring. Would AFT be okay with it? The alternative is not fulfilling the role. He wanted to get AFT's opinion about filling the role with a temporary faculty member.

17) Dan's extra item:

- a) Dan: AFT discourages FTers from taking on overload. Proposes revision to resolution on faculty overload to remove the word "budget cuts" from the resolution.

MOTION PASSED: 0 opposed 0 abstain

18) Closed session discussion of faculty grievances and complaints

- a) We heard about faculty complaints and were updated on the progress of current faculty grievances.

Meeting adjourned 5:00