



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
December 12, 2018 – College of San Mateo**

**EC members present:** Paul Rueckhaus, Eric Brenner, Katharine Harer, Jessica Silver-Sharp, Bianca Rowden-Quince, Nathan Jones, Rudy Ramirez, Anne Stafford, Teeka James, Steven Lehigh, David Laderman, David Lau, Paul Bissember, Monica Malamud (called in), Doniella Maher.

**Guests present:** David Lau, Ariel Smith

**Facilitator:** Katharine Harer

Meeting called to order at 2:38pm

- 1) **Welcome & Introductions.**
- 2) **Statements from AFT members (non-EC members). (See 10.)**
- 3) **Minutes of November 14, 2018.** Approved by 12 EC members with one abstention.
- 4) **Discussion with Trustee Holober.** Trustee Holober was unable to attend.
- 5) **Professional Development/AS Debrief**
  - a) Paul Rueckhaus reported on meetings with Leigh Anne Shaw regarding Article 13. They found discrepancies across campuses in terms of funding levels, processes and forms, and that application denials come primarily from Office of President at Skyline. Two campuses clearly have violated procedures laid out by AFT contract. Discussed solutions: what can be resolved with possible contract changes versus simply through contract enforcement.
  - b) EC suggested recommendations to improve process and considered the issue may present an organizing opportunity in near future.
- 6) **Resolution of no confidence for Chancellor of CCCC**
  - a) Several faculty unions, including Los Rios, have passed votes of no confidence for CCC Chancellor for lack of participatory governance. Faculty have not been

consulted, invited or heard by State regarding issues including AB705, AB288, Guided Pathways, new online college, new funding formula, and more.

- b) Statewide Academic Senate *has not* spoken out against the Chancellor, nor has CFT as body.
- c) EC voiced interest in joining the wave of protest to express lack of confidence, especially re. our campus programs affected by lack of support by Chancellor's office and resulting in increased workloads, noting that this may present another Spring organizing opportunity.
- d) Action: EC will draft resolution language, begin discussion with Academic Senate, and invite Tim Maxwell to write *Advocate* article on topic.

7) **Spring Organizing (member outreach, database, brainstorm)**

- a) Paul Bissember reported on his attempts to receive updated lists/info from District for our databases. He is planning training session to help Chapter Chairs best accomplish their work and discern best methods for communications among our members.
- b) EC discussed “**What are best issues to organize around?**” with plans to address further at January 2019 Retreat with guidance from Zev Kvitky, CFT.
- c) Action: Katharine Harer and Bianca Rowden-Quince will seek out presenters for AFT Know Your Contract workshops at each campus on Flex Day March 6.

8) **Workload Committee (WC)**

- a) Anne Stafford and Doniella Maher reported
  - i) Committee chair Kathy Blackwood is retiring this month and AFT may see a report from WC in early January 2019.
  - ii) Administration did not deliver promised data to WC about hours faculty has spent on non-standing committees, thus it will not be included in WC's report.
  - iii) WC has virtually concluded their work without any agreement on “reasonable workload,” compensation for extra work, or plans for dealing with faculty who take on less than their fair share of work.
- b) WC recommendations report *was intended* to inform our upcoming negotiating agenda.
- c) Agreed by EC that we need a communal solution with Academic Senate to the problem of workload.
- d) Action: Publish *Advocate* articles showing workload survey results and publicizing WC report once issued.

9) **Dual Enrollment Follow up**

- a) Michael Hoffman will begin leading a Dual Enrollment Task Force once RFI made by AFT to David Feune has been received.
- b) The De Anza/Foothill District *was* able to get contract language around dual enrollment.
- c) Discussion: Paul R. will address with LA Shaw idea of joint work on this issue with Academic Senate.

10) **Statements from EC members on Non-Agenda Items**

- a) Ariel Smith, Counseling faculty, reported discrepancy in Counseling faculty's listed load vs. load in practice (which is double). Requests involvement by AFT to remedy. Actions: Teeka James and Paul R. will write and submit request for information. EC will consult CFT field rep for guidance on best approaches.
- b) Eric Brenner reported that, in response to our binding arbitration article in *The Advocate*, Kathy Blackwood wrote to him to say the article was misleading because 3 of the 8 other districts that were reported as having binding arbitration have some minor exceptions to their binding arbitration language. Our negotiators stated that they would have accepted the same type of exceptions if our district agreed to binding arbitration.
- c) The EC congratulated Katharine Harer on her recent award for labor journalism.

11) **Closed Session discussion of faculty grievances and complaints.**

Meeting adjourned