



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
May 13, 2020, 2:30-5:00pm  
By Zoom**

**EC Members Present:** Joaquin Rivera, Jessica Silver-Sharp, Katharine Harer, Rudy Ramirez, Doniella Maher, Monica Malamud, Salumeh Eslamieh, Barbara Corzonkoff, Teeka James, Rika Fabian, Nathan Jones, David Laderman, Bianca Rowden-Quince, Anne Stafford, Steven Lehigh, Paul Bissember (Executive Secretary)

**General Membership:** Annie Corbett, Masao Suzuki, Jenna French, Mandy Lucas, Timothy Rottenberg, Ed Carrigan, Amanda Barden, Jin Zhang, Dan Kaplan, John Hays, Kolo Wamba, Cindy Moss, Mary Torres Volken, Johnathan Freedman, Malathi Iyengar, Lucia Lachmayr, Jessica Truglio, Anton Zoughbie, Kim Lim

**Facilitator: Doniella Maher**

The meeting was called to order at 2:40pm.

- 1. Welcome and Introductions**
- 2. Statements from AFT members (non EC members) on Non-Agenda Items**
- 3. Approve Minutes of April 2020 AFT Meeting.** The minutes were approved with 5 abstentions.
- 4. Discussion on MOU Extension.** Bargaining team
  - a. Reported on need for Fall MOU as classes almost certainly to be held online.
  - a. Will continue meeting through Summer, negotiations dates pending.
  - b. Requested feedback from those in attendance about issues for inclusion in MOU.  
Members reported:
    1. Current language about reimbursements is expansive but it should include internet service and other home office costs (equipment, supplies etc.)
    2. Canada administration wants faculty to be certified to teach online/ faculty concerns about evaluation of online instruction and how to ensure good teaching without penalizing faculty for not having the training to teach online.
    3. Kinesiology faculty struggling to adapt his courses to non-synch online format, more so for someone without strong tech skills having to learn alone. Some will decide not to teach during summer.
    4. Counseling: Online works for certain kinds of counseling only.

5. Can negotiators propose “per class” compensation?
6. Family leave provisions need to be extended through Fall. For a variety of reasons, not many faculty members applied this semester.
7. Part-time obligations: How can part-timers be asked to take online teaching training without pay, and if they don't, how can they be expected to teach?
8. Class Caps need to be addressed strongly and quickly, as well as impact of canceled classes on part-time faculty. Deans may not support lower caps.
9. Counselors want to be explicitly included in MOU language/provisions.
10. Tenure evaluations: MOU language should prevent Fall evaluations from being pushed off for those who want to proceed.
11. Discussion needed about teaching modality -- synch vs. asynch. Some classes require participation in real time but not all faculty can manage this. AFT needs a position to present to DAS on modality.
12. DAS committee is making recommendations for synch vs. asynch teaching today. Registration for Fall has begun with some classes filled, so how can class size be reduced later? We must propose solutions to accompany our MOU language recommendations.
13. Procedures for claiming benefits in MOU need to be clearer and more specific to avoid problems such as time sheets this semester. Faculty shouldn't have to wrangle with their Deans.
14. Workload: MOU should propose to reduce workload as well as class size. We risk losing less experienced teachers.
15. Dual Enrollment must be included in MOU language. Skyline enrollment expected to increase from 2200 to 3,000 students in Fall with some class caps set at 50. If Skyline is online and high schools are not, our faculty are at risk. Faculty need option to hold class online.

## 5. CAT Update

- a. Tim Rottenberg introduced parity petition and Rika Fabian shared petition fact sheet showing at 640 signature count. Relayed methods/avenues of outreach/member involvement
- b. CAT members, Tim & Annie, to present petition at tonight's BOT, share member comments from AFT's May Day Rally.
- c. Online Petition will be emailed to BOT leadership & members and Chancellor Claire following the meeting.
- d. A **May 14 Action Network message** to petition signers will update them on delivery etc.
- e. EC to consider early June **emergency meeting** to approve appointment of new AFT Executive Secretary and to hear grievances.
- f. EC approved a **Special EC Meeting** in or after mid June to:
  - i. Support the work of the bargaining team on Extended/Expanded MOU.
  - ii. Hear proposals release time/unit allocation and union roles (ie grievance officers) from working group and
  - iii. Be open, at least during part, to membership, for purposes of transparency
  - iv. Approve 2020-2021 budget.

- v. Set Fall retreat dates and goals.
- g. EC to form smaller working group in advance of June Special EC Meeting to craft budget proposal/scenarios and time/unit release options/situation of contract workers no longer receiving stipends in 2020-2021
- h. Proposed two-part Fall (virtual) retreat with rank and file faculty invited to participate in strategic planning work during part.
- i. Proposed AFT Town Hall during the first week of Fall semester (August) to update membership on MOU work & set tone for semester.

## **6. Discussion on Union Communications – Action Network**

- a. Discussion led to consensus that Action Network is our most powerful tool for reaching members if used to its full potential.
- b. Network can be set up for chapter chairs to use with ease to communicate with specific groups of faculty with “reply to” address set as smccd.edu.
- c. District email lists uploaded to AN are generally out of date.
- d. AFT can continue practice of alerting faculty every semester or more often, that AN messages will appear with “[external]” label.

## **7. COPE Report and Updates**

- a. Katharine Harer reported on potential candidate for Trustee for Redwood City, interview scheduled.
- b. Faculty should recommend candidates for coast & San Carlos region (Area 1) BOT seat to Katharine.

## **8 Negotiations Updates**

- a. Joaquin Rivera reported on the May bargaining sessions (attach reports).
- b. EC to communicate to Leigh Anne Shaw, Academic Senate, that faculty evaluation form/procedural revisions discussion will take place in early Fall 2020.

## **9. Undocumented Student Support Initiative**

- a. Working group will revise the Initiative document to remove union language (attached).
- b. EC members will draft statement of support for pledge immediately.(Doniella & Barbara on writing team)
- c. EC voted unanimously to approve the spirit of the initiative, to draft a statement of support for the pledge to send out via the Action Network, and to donate \$1,000 from AFT’s solidarity budget to new Emergency Fund.

## **10. Joint AFT/AS Townhall on Workload**

- a. In response to DAS request, EC approved joint AFT/AS Town Hall virtual forum to discuss hard to convert classes.

## **11. Executive Secretary Hiring Committee Updates**

- a. The Hiring Committee has selected 3 candidates to interview for the position of Executive Secretary on May 26.
- b. EC agreed that a Special EC closed session meeting to be convened in early June to approve the appointment.
- c. Paul Bissember concludes his position June 30.

**12. Statements from EC members on Non-Agenda Items**

- a. Anne Stafford reported faculty very concerned about Fall tenure evaluations, most likely classes online. Summer EC meetings must address this.

**The meeting adjourned at 5:21pm.**