



SAN MATED COMMUNITY COLLEGE FEDERATION OF TEACHERS

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Special Meeting
September 9, 2020
Virtual Meeting via Zoom**

EC Members Present: Jessica Silver-Sharp, Nathan Jones, Teeka James, Doniella Maher, Rudy Ramirez, Joaquin Rivera, Rika Fabian, David Laderman, Eric Brenner, Monica Malamud, Michael Hoffman, Anne Stafford, Anne, Steven Lehigh, Salumeh Eslamieh, Marianne Kaletzky (Executive Secretary)

General Membership: Evan Kaiser, Timothy Rottenberg, Nick Kapp, Mandy Lucas, Diana Tedone-Goldstone, Cindy Moss, Dan Ghiorso, Tabia Lee, Michael Marcial, Gampi Shankar, Tamara Perkins, Phillip, Jimmy Wong, Kamran Eftekhari, Jesse Raskin, Ali Shokouhbaksh

Facilitator: Doniella Maher

The meeting commenced at 2:40pm.

1. **Introductions**
2. **Statements from AFT members (non EC members) on non-agenda items.**
None.
3. **Negotiations update:** Joaquin Rivera reported:
 - a. A recent series of extra negotiations sessions have concentrated on counselor's issues. [See August 12 bargaining update for details.](#)
 - b. Next bargaining session is expected to focus on compensation including part-time parity, the largest outstanding issue in negotiations.
4. **Contract Action Team update; information about tomorrow's Teach-In.**
 - a. Each session facilitator provided a summary of session topics & speakers.
 - b. Live transcription will be available as well on a public link.
 - c. AFT has invited the Chancellor, BOT and press to the Plenary only.
 - d. Organizers shared link to assignments faculty can share with students.
5. **Discussion of potential grievance chair positions/allocation of release time.**

- a. Doniella Maher reported on challenges for AFT Chapter Chairs, as first point of contact with faculty, of doing grievance work in addition to other responsibilities. Discussion:
 - i. Proposal discussed for one unit per campus per semester for each of AFT chapter co-chairs to serve as primary contact for grievances.
 - ii. The new Anti-Oppression Working Group has also discussed their potential role in mitigating faculty situations before becoming grievances.
 - iii. As new disciplinary processes are being negotiated, EC anticipates some confusion *could be* alleviated for faculty, reducing grievances.
- b. ACTIONS:
 - i. AFT campus reps to discuss how to divide their responsibilities and make proposal to EC at October meeting.
 - ii. EC members to also solicit names of members interested in grievance work at each campus, provide names to Marianne Kaletzky; EC to appoint grievance team and ensure team members receive CFT grievance training.
 - iii. Marianne Kaletzky to improve current grievance record keeping system to document grievance information in a more timely and accessible way, minimizing communications for those involved.

6. ***Overview of Propositions 15, 16, 22, and 25; discussion of CFT endorsements and vote on our Local's endorsements; ideas for organizing behind our positions.** Jesse Raskin reported:

- a. Groups most affected by these propositions tend to be those least likely to vote.
- b. Plans to share actions faculty *can* take with regard to informing students of impact of voting, and how specific propositions are likely to affect students' futures. Campaign: "Ready, set Vote." Flier and forum in progress.
- c. Explained that how our faculty vote could change a close election.
- d. To take lead in creating guide/toolkit for ways faculty can engage with students in political discussion in their classrooms to be disseminated by AFT (Marianne K) to faculty.
- e. Other suggestions: "Teach the debate;" analyze the voter guide etc. Teach through libraries - Libguide for civic engagement. For example:
<https://guides.skylinecollege.edu/Libraryevents/vote>
 Others involved: Jessica, Teeka, Rika, Katharine.
- f. Monica Malamud explained can's and can't's:

- i. AFT can provide factual information about propositions and endorse propositions as CFT does, as can COPE, however avoid using district email for endorsement communications.
 - ii. Individual faculty members cannot advise students how to vote, must also respect that many students lack voting rights.
 - iii. Other ways to engage students aside from voting: zoom background okay, posters, buttons, etc.
 - iv. Faculty should not discuss politics/elections without connecting to curriculum.
 - g. AFT can join CFT's organizing efforts around Prop. 15 and decide whether to go with their endorsements; faculty can begin by filling out the Prop 15 virtual commitment card <https://cftvotes.com/yes-on-15/>; AFT can vote whether to adopt CFT's endorsement recommendations.
7. ***Discussion and vote on formation of Anti-Oppression / Social Justice Working Group.** Michael Hoffman & Rika Fabian reported on a [draft proposal](#) to establish group.
- a. EC unanimously approved a motion to establish an AFT1493 **Anti-Oppression / Social Justice Working Group (AOSJ)** to operate outside of EC in advisory role to EC.
 - b. Scope of AOSJ is still taking shape with roles to include:
 - i. As "ears on the ground," bring proposals to EC to advocate; bring larger community demands from SM County to bargaining table.
 - ii. Handle racialized and gendered conflicts before they go to administrators.
 - iii. Serve as focal point for current campus activism by our members.
 - iv. Advocate for social justice policies that affect students and faculty.
 - c. Next steps: tighten and define scope of AOSJ & recruit members.
8. ***Discussion of how to conduct elections of union officers for 2020-2021; formation of elections committee.** Monica Malamud reported:
- a. AFT can't carry out electronic voting to elect delegates to CFT convention.
 - b. Actions
 - i. Unanimously approved to postpone AFT local elections, with paper ballots mailed to members' home addresses; election results tallied by Dec. 1, 2020.
 - ii. Elections Committee formed: Eric Brenner, Anne Stafford, Jesse Raskin. Timeline of tasks to be established by this Committee.
9. ***Review of 2020-2021 calendar; vote on union recommendation re: calendar**
- a. Proposed calendar amended for equality in numbers of Weds and Thursdays for class time. EC unanimously approved 2020-2021 academic calendar as amended (attached).

10. *Discussion and vote on hiring an organizing intern.

- a. EC approved proposal to create \$1,000 semesterly student internship/scholarship to nurture young organizers, offering full year internship to current CSM student honors student Hannah Hersey, with CAT assisting supervise and allocate Hannah's work.

11. Closed session.

The meeting was adjourned at 5:19.

* Action items