



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership Meeting
October 14, 2020, 2:30-5:00pm
By Zoom**

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

Members Present: Tabia Lee, Annie Corbett, Shaun Perisho, Masao Suzuki, Cindy Moss, Sarah Aranyakul, Rosemary Nurre, Tim Rottenberg, Sarah Vanuska, Mandy Lucas, Jesse Raskin

Facilitators: Nathan Jones & Katharine Harer
Meeting began at 2:37pm.

1. **Welcome and Introductions**
2. **Statements form AFT members (non-EC members) on non-agenda items.**
3. **Approval of Minutes from September meeting.** The September 2020 EC minutes were approved.
4. **Negotiations update/initial discussion of Spring MOU.** Joaquin Rivera reported on negotiations through October 1.
 - a. Article 7 has been settled
 - i. Instructors will be required to be on campus (or at other approved location) only during scheduled courses and office hours.
 - ii. Full-time counselors will be required to be on campus (or at other approved location) 30 hrs/wk.
 - iii. Full-time librarians will be required to be on campus 32.5 hrs/wk.
 - iv. Full-time nurses and faculty assigned to other duties (including instructional designers) will be required to be on campus 37.5 hrs/wk.
 - v. Full Oct 1 negotiations report with additional details including course conversion payment details available on [AFT1493 website](#).

- b. Compensation is next up for negotiations in November pending the District's counterproposal.
- c. Negotiations for Spring 2021 MOU also planned for November.
- d. AFT will survey faculty immediately to learn which of previous MOU provisions have been effective or not.

5a. Members observed a moment of silence to mark the recent passing of Kathleen Feinblum, active union member and long time member of the Skyline College English department faculty.

5b. Contract Action Team (CAT) update. Katharine and Rika reporting.

- a. Small meetings are in progress between part-time faculty and Board members on part-timer working conditions/lack of parity.
- b. AFT's survey of part-time faculty has received 120 responses with almost 60% reporting they will seek employment elsewhere if income from SMCCD does not increase.
- c. AFT Intern Hannah Hersey is creating graphics to inform/activate students.
- d. A shorter version of Advocate's PT equity article [available](#) to share at division meetings.
- e. A 2nd Adjunct "safe space" zoom meeting is scheduled for tonight.
- f. Next CAT meeting to include planning for town hall listening sessions.
- g. Annie Corbett (CAT) submitted article to Palo Alto Daily Post in support of Pimentel.

6. Anti-oppression Committee (AOC) report/action plan Rika, Michael and Doniella reported.

- a. AOC is now meeting regularly and includes student members.
- b. EC voted its unanimous agreement for AOC proposal to present class caps (class sizes) as a social justice issue.
 - i. AOC wants class caps addressed in the next MOU.
 - ii. AOC members to request Senate support class caps as social justice issue, linking student learning conditions to faculty work conditions, at Oct 26 DAC mtg.

7. Discussion of potential grievance officer position(s) and allocation of release time.

- a. EC acknowledged that grievances have increased during Covid period.
- b. Clarifications on grievance position
 - i. Grievance position is appointed, not elected.
 - ii. If the elected campus co-chair also serves as campus grievance officer, they continue to vote as a member of the EC.
 - iii. A non-EC member serving as grievance officer is not a voting member of EC.
- c. Proposal to allocate 1 unit/campus for Spring 2021 for grievance work, for final decision at Nov. EC meeting, with agreement to revisit 2021-2022 allocation during Spring 2021.
- d. Any AFT members interested in grievance officer position, please notify AFT Executive Secretary Marianne Kaletzky.
- e. Executive Secretary to coordinate grievance communications and to serve as "hub."

8. Discussion of adjunct compensation for SAfeColleges and unconscious bias training.

Jessica Silver-Sharp reported.

- a. The District emailed all faculty about a requirement to complete one hour of Keenan SAfe training without mention of compensation. HR confirmed training is unpaid.
- b. Jesse Raskin (Skyline, Paralegal Studies) explained it's mandated for district to secure training compliance from employees; but employees are not required by law individually.
- c. EC in agreement that SMCCCD must pay adjunct faculty for this training per their commitment to pay for all required work. Joaquin to communicate this to administration.
- d. Email to faculty concerning Unconscious Bias Training contained misleading language that training was "mandatory"; one part-time faculty member took training before learning it would be uncompensated.

9. Presentation of 2018 union audit. Steven Lehigh reported.

- a. AFT received the financial audit from the accountant for our 2019 financial statements without any recommended modifications.
- b. 2019 financial statement, including Accountant's Review Report, was presented to EC.

10. Union officer election update. Eric Brenner and Jesse Raskin reported.

- a. Nominations may be made up until November 4, date of next EC meeting by emailing Jessica Silver-Sharp and/or Marianne Kaletzky.
- b. Discussed need to updated addresses from members for mailing paper ballots.
- c. AFT to request mailing list from District as well as updated addresses from members.

11. COPE/national and state elections update. Katharine Harer and Jesse Raskin reported.

- a. Refer to COPE email for updates (attached).
- b. Jesse Raskin reported on Prop 15 phone banking effort and status: Prop 15 is losing by small margin. 10 largest donors to No on 15 campaign represent real estate interests.
- c. AFT to contact membership and encourage additional Prop 15 phone banking.

12. Closed Session

The meeting was adjourned at 5:14pm.