



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting  
Wednesday, October 6, 2:30-5:00p.m.  
By Zoom**

**EC Members present:** Doniella Maher, Rika Yonemura Fabian, Bianca Rowden-Quince, Katharine Harer, Monica Malamud, Joaquin Rivera, Timothy Rottenberg, Evan Kaiser, Eric Brenner, Michael Hoffman, DAvid Laderman, Jessica Silver-Sharp, David Lau, Salumeh Eslamieh, Teeka James, Steven Lehigh, Marianne Kaletzky (Executive Secretary)

**Members present:** Sue Broxholm, Marc Gottlieb, Masao Suzuki, Anton Zougbie, Lori Slicton, Lorraine Barrales-Ramirez, Cindy Moss, Madeleine Murphy, Jenna French, Patty Hall, Mandy Lucas

**Facilitator: Katharine Harer**

The meeting commenced at 2:35pm

**1. Welcome and Introductions**

**2. Statements from AFT members (non-EC members) on non-agenda items**

- a. A member reported that the Dean of Language Arts has told their division that faculty must teach one face to face campus class in Spring 2022 even though courses schedules are already set. This is problematic for some faculty. The process has been haphazard and not dictated by students' needs. Response: Union has reported the situation to Chancellor Claire who will speak with CSM President Taylor Mendoza.
- b. A member asked, "What are our obligations for making compensations for students who have to be out? If we must start recording our lectures if 4-5 students are out, these accommodations are extremely time consuming. It involves turning face to face classes to partial online classes (hyflex). Otherwise, there isn't a way for sick or quarantining students to keep up, it becomes their responsibility. Response: Faculty should not be required to do anything different than what we would normally do when a student is sick: when a student reaches out due to absence, let them know what was covered, refer them to resources as appropriate (textbook, Canvas), offer to help during office hours.
- c. Faculty who prepare for classes that are then canceled must be compensated for that work, work without pay is a violation of human rights. If the faculty has had assurances re. their course and they've done the work, receiving zero compensation, when the state has given funding to the District that would cover

this, is unacceptable. The member has addressed their college president on the issue and urged the union to be more radical.

**3. Negotiations update.** Joaquin Rivera and Monical Malamud reported.

- a. Faculty have been allocated a .52% raise. AFT has requested the District reopen negotiations on compensation and provide a 5% raise, as the state has given to non-basic aid districts, and has contacted the other unions about working together.
- b. Going forward, the District is no longer using outside counsel for negotiations. Marie Billie, Human Resources, will negotiate for the District.
- c. Members discussed increasing cost of living in the Bay Area and that other Districts received higher cost of living adjustments, as well as options and strategies for how to frame the union's position with negotiators, or whether to concentrate primarily on changing the formula for our next contract. "Our members are being boiled alive by inequality while the District swims in a sea of money."
- d. Spring MOU: The date is not yet set to discuss the MOU with negotiators. AFT negotiators will meet with counselors for their input shortly.
- e. Some MOU provisions to be requested include: Keeping non-ADA accommodation provisions; prep-pay for adjuncts whose classes get cancelled; portable air purifiers for places without filtration; masking requirement independent of whatever SM County does/doesn't mandate; when faculty cannot teach in person, delivering content online or staying home and getting a sub must be at faculty's discretion; as a result of backlog, pushing some faculty evaluations forward so as not to overwhelm workload of faculty reviewer; keep class cancellation number at 10; continued paid Covid leave; part-timers with insufficient sick leave need access to donated leave; faculty members sick from Covid should not need to take their accrued sick leave.
- f. Members should send any additional suggestions to Marianne Kaletzky.

**4. Discussion of AFT's work with Campus Health and Safety Committees** Jessica Silver-Sharp, David Lau, Michael Hoffman

- a. Jessica summarized the recent work of the three campus health and safety committees.
  - i. AFT safety committee reps have heard from many members inside and outside Health & Safety Committees re. reasons why they feel unsafe to return to campus. Meeting turnout has decreased about 70% since summer to about 30 members per meeting, due to Senate and other schedule conflicts. AFT wants to boost attendance and make sure everyone is heard.
  - ii. Majority of meeting time has been taken up by administrators reading reports aloud with little time for feedback or discussion forums, as we were promised. AFT has had to force the time for feedback to read our concerns.
    1. At CSM, reps asked why the BOT's July vaccine mandate has not been implemented. We heard that the mandate *is being implemented* but would be against Ed Code to enforce. Reps asked that federal HEERF funds be used toward incentive programs for students to come get vaccinated. The committee also voted to change the way the committee reports so that

reporting is to IPC rather than to college president. At this committee Robert's Rules are always respected.

2. At Canada, new Chair VP Ludmila Prisecar allowed reps to give feedback although not agendaized, per AFT's email request prior to meeting. Reps read aloud a compiled list of counselors concerns; rep/counselor Lorraine Barrales-Ramirez provided additional input. AS representative requested the document be shared with that body as well. Reps asked why District isn't sharing information required to be provided by CalOsha that N-95 respirators are the only masks that can protect us from Covid. AFT also voiced that safety committees must make time for real discussion to hash out solutions. The committee votes on very little but exists as a place "where employees are politely listened to without any actions, a formality for administrators to say they are listening to us."
  3. At Skyline's meeting, scheduled for tomorrow, time for feedback has not been agendaized. AFT has taken prior steps to be heard including to forward to chair a list of written concerns AFT has heard from faculty.
  4. Monica spoke with Chancellor about the status of the committees, emphasizing they have not been the place for discussion or for recommendations to be heard at the District level. Faculty must be able to ask questions and have real time for answers to be provided. Additionally, District Safety committee meets regularly without any faculty members. Without feedback time at campus committees, there can be no real input forwarded to District committee.
- b. CAT proposes the following actions members can take to participate: drop in at your campus meetings and speak out; bring feedback from your divisions or contact your reps on the committee; read the updates provided by the *Advocate*; speak out at the BOT.
  - c. Members groups by campus discussed how AFT can use the Safety committees to advocate around faculty's concerns and improve our chances for a safe return: how to organize ourselves at the campus level and what AFT might do at the District level.

#### **5. Update: Educating members on negotiations and the contract**

- a. Following the bargaining survey AFT plans to conduct in late Fall, CAT proposes Spring educational forums on contract just before our next bargaining cycle after we sunshine contract demands.
- b. Goal of forums is for members to gain a better understanding of the contract process so that they feel motivated/empowered to participate in it. Members would learn: how the negotiation process works; what happens at and away from the table among us.
- c. A member asked about contact tracing: Will only teaching faculty be notified? How will non-instructional faculty know?

#### **6. Contract Action Team update**

- a. CAT is working closely with Canada counseling colleagues around a mandated return to face to face work by Dean Hartman, as CSM counselors did not receive a similar mandate. Monica Malamud has communicated with Hartman about this inconsistency. Skyline College counselor's return to campus has now been paused. Malamud has also conveyed AFT's position on the need for consistency to Chancellor Claire..

- b. CAT is giving support to AFT's reps on the campus health and safety committees.
- c. Discussion: What should be CAT's role? Organizing discussion planned for 10/20, 4pm.
  - i. CAT came about as a smaller group to work on longer term issues but it's become the catch all for everything that needs to happen. Is CAT becoming a steering committee for all actions, reacting to each issue as it comes up rather than driving contract campaigns and organizing grassroots engagement by campus? How can AFT's campus teams work on more immediate needs (like counselors' concerns) while CAT works on broader longer term issues?

**7. Anti-Oppression Committee update** No report at this time.

**8. Academic calendar discussion and vote\*** Joaquin Rivera. The 2022-2023 calendar was unanimously approved following discussion.

**9. AFT appointments.** Monica Malamud reported.

- a. Nathan Staples, Salumieh Eslamieh & Monica Malamud were unanimously appointed AFT reps to the Cañada College Professional Development Committee
- b. Search committee for new Vice Chancellor of HR: AFT can appoint one rep to serve. Vice Chancellor of HR will be the District's next chief negotiator. Joaquin was unanimously appointed to serve on this committee.
- c. AFT can request a faculty member be appointed to the Canada College presidential search comm. Someone with AFT experience must represent the faculty perspective.

**10. Statements from EC members on non-agenda items.**

- a. A CSM Dean has told faculty she expects them to build out canvas sites when they return to work in person. This is in error, as a fully developed Canvas shell *is not required* for face to face classes.
- b. There is a resolution going around in governance meetings, written by SMCCCD's lawyers: "NOW, THEREFORE, BE IT RESOLVED that there is an ongoing proclaimed state of emergency relating to the novel coronavirus causing the disease known as COVID-19 and as a result of that emergency, meeting in person would present imminent risks to the health or safety of attendees of in-person meetings of this legislative body within the meaning of California Government Code section 54953(e)(1)."
- c. Question: Part of the resolution says meeting in person would provide risk, so how can faculty be resolved to meet in person? Statement is to counter the Brown Act that says we meet in person. Has to be re-approved every 30 days.

**11. Closed Session**

**The meeting adjourned at 5:15pm.**