



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of Special Meeting of the Executive Committee & Members
Topic: Covid Vaccine Requirements
June 2, 2021
2:30pm - 4:00pm
By Zoom**

EC Members Present: Monica Malamud, Michael Hoffman, Jessica Silver-Sharp, Teeka James, Rika Yonemura Fabian, Josh Avera, Marianne Kaletzky (Exec. Secy).

Members Present: Jenna French, Zachary Bruno, Masao Suzuki, Kim Lim, Vera Quijano, Michelle Hawkins, Nathan Jones, Shaun Perisho, Flipp, Mark, Ronda Wimmer, Lori Slicton, Danielle Powell, James Wong, Tamara Perkins, Ariel Smith.

Facilitator: Marianne Kaletzky

The meeting commenced at 2:35pm.

For this meeting, selected members sent their concerns ahead in writing.

1. **Introductions**
2. **Review of proposed vaccine and vaccine-related policy** based on most recent information from Chancellor Claire. Monica Malamud reported on information she believes administrators may propose at the upcoming June BOT meeting:
 - a. Safety of work environment - District's plan says work sites will be assessed ahead time for safety according to Cal OSHA guidelines.
 - b. Governor says mask mandate being lifted June 15, however CalOSHA may issue mask mandate requirement for inside work very soon.
 - c. Covid testing is already taking place at CSM.
 - d. After the District makes their decisions, AFT will see what can be negotiated.
 - e. Monica's summary for Fall 2021 on Vaccination/Testing/Masks
 - i. Upon FDA approval: require vaccinations if on-campus Fall 2021
 - ii. Until FDA approval:
 1. Strongly encourage vaccination

2. If not vaccinated:
 - a. Strongly encourage testing every 2 weeks
 - b. Masks encouraged
 - f. Vaccines cannot be required until FDA gives full approval.
 - g. The administration is trying to reconcile all they have heard: no courses already scheduled will be converted to in person; the administration will add in person sections. They are prepared to run very low enrollment sections (in person) even into the single digits.
3. **Members posed questions and concerns.** Members were advised to contact Monica or Marianne directly if their questions in the chat were not answered:

Q: What do we understand about the District's process for verifying vaccinations or how exemptions will be claimed? **A:** We don't have details regarding the implementation of either yet. According to federal law, an employer *can* request information about vaccination status from employees and treat employees differently based on that, such as by requiring masks for unvaccinated employees. The District will allow exemptions allowed by state/fed guidelines but *not a personal belief exemption*.

Q: Do we have any more information re. counselors? Counselors are being asked to return face to face in October and need improved ventilation. Deans have not provided sufficient information about physical spaces. **A:** No, but the current recovery plan says schedules will be flexible, there will be accommodations: medical, personal or family health. Chancellor Claire relayed he is sensitive to the counselor's concerns. The District says they'll follow Cal Osha ventilation requirements.

Q: What if a Dean tells a faculty member they must teach in person? **A:** If anyone tells a faculty member who was planning to teach online that they must teach in person, the faculty member should report this information to AFT right away. Chancellor Claire has said the District will try to add more in person classes, but faculty will not be forced to teach on campus.

Q: How would we police a sports game? Leave public out? Government shouldn't dictate what we do with our bodies. District should not issue blanket statements. See consumerlab.com to see adverse effects people are suffering from. **A:** Unknown at this time.

Q: Our libraries are open to the public. How will the District ensure that those who come to the libraries are vaccinated? **A:** Unknown at this time.

Q: Can college get rid of a program because the enrollment numbers are not there? **A:** It has happened before.

4. **Members provided feedback on vaccine mandates:**

- I don't agree with the District **mandating** something related to my health. They don't currently collect health information from us - "my body, my choice." Someone not vaccinated doesn't cause health risk to someone who is.
- There's historical precedent for medical apartheid, historical abuses of medical system - it's a social issue. District should not create/mandate a two-tiered system (vac/non-vac) that will further marginalize students and employees.
- Covid infection levels are rising in California. I'm concerned about the vaccination status of students, risk from them, how their vaccinations will be verified, and poor ventilation. Deans are asking for Spring schedules now. I need Fall to prepare for anything face to face.
- Anti-mandate for students & faculty - body sovereignty. Don't require people to show their vaccination cards. Will AFT please represent this position?
- AFT should consider pushing for a three-tier pedagogical system: in person, online and hybrid. Why are we pushing for people to go back? The union must advocate for everyone. Faculty cannot be penalized for speaking our minds. The District must be equitable and provide the same rights for everyone, including admins.
- I have been teaching on campus for a year, since June 15. Students are talking about falsifying their vaccination. As teachers we definitely don't know who we're in the room with.
- We won't get far as a union by either condoning or not condoning the District's plan; the union's power will be in crafting a tight MOU that covers all of these topics. We'll see part-time seniority become an issue.
- For those of us who can't teach face to face, we'll be marginalized when our classes don't fill. We don't know which options students will choose. Union contract needs language requiring Deans to take a series of steps *before* hiring new faculty. We want the Chancellor's confirmation that he'll allow classes to run in single digits. Summer classes have been canceled prematurely.
- There are people who can't be vaccinated for health reasons or for whom vaccines will not be effective - it's life or death (ie. lupus). It's not just a privacy issue; we owe it to older faculty and immuno-compromised that they have somewhere that's safe to go. A small amount of verification is a fair trade-off for people who have no choice about vaccinations. It seems that the majority of faculty are pro-vaccination, however we must also represent the minority. Union works best when we are united behind things we agree 100% on. Seems like union shouldn't argue for exemption - it would only be corrosive to union to try to come up with one solution. I really liked X's idea about granting additional flexibility for faculty and students to teach/learn online. It seems like the only idea I've heard that could serve both camps. Whether you're medically vulnerable or uncomfortable with a mandate, that flexibility would serve you equally.
- Faculty member was advised by their Dean that must will come to campus if asked. Has questions about long term health impacts, not yet answered. If BOT makes any mandates (testing, papers, masking etc.), who will be trained, available and responsible to enforce them? A lot of concern among students about meeting in a small space, they are not quite there.

- Vaccines should be strongly encouraged but not mandated. Claim exemption (health/religious/personal reasons). Offer hybrid/online for those exempt or choose not to do F2F.
- The Chancellor, in what seemed like an end run around working remotely, said he will add F2F sections. However, my small program cannot absorb additional sections. Enrollment will be spread too thin for a robust program. How will faculty and programs be protected from this move?
- My division faculty are very concerned about their work environment. Health & Safety Committees heard we'd be forced to work during bad air/fire days - they've done nothing to improve the health of our environment. And retaliation against faculty is common. They say "signs" are enforcement. What have other unions done? We can protect peoples' rights, we all deserve a safe space.
- What sense does it make to force an experimental drug technology? Where is the logic?
- The May 12 enforcement plan was simply to refer the student to the VPSS [for not wearing mask].
- The virus is not done now. Plans we make now might need to be redone. Concerned that with family member at risk could exempt you from coming on campus.
- Many students who'd be willing to take courses on campus will still want to social distance. Others may not agree. Who will be responsible and trained to enforce one way or the other? Campus police are in short supply especially during some class hours and faculty are not trained in procedures or law...
- When our contract is renegotiated, we can't be held to come to campus when everything starts changing. Whether or not you are vaccinated, it's still being spread. The actual protein after inoculation gets spread/shed - makes it difficult to stop it. Choice to come back to campus should continue until more is known. They say "open the doors" for ventilation for teaching massage therapy in her lab, however some classes have no windows.

5. Assuming the Board approves this proposal, how should we as a union respond?

If approved, what proposals should our union bring to the bargaining table on the many issues related to vaccination--not just requirements and exemptions, but their plan for employees and students who do end up being exempted, whatever the reason. What are our priorities?

- a. Chapter rep.: From my conversations I'm hearing 2-main things: 1) Allowing faculty to teach fully online or in your preferred modality at least through the Spring 2022 and, 2) Ensuring those who claim exemptions and want to access the campus to not be singled out or treated differently.
- b. Member: Caring for family members needs to stay in MOU. Monica: That's part of California's covid leave.
- c. Fall MOU: AFT must request MOU that's inclusive of everyone.

6. Actions.

- a. AFT conducted a vaccination survey with the primary aim of determining whether members who wanted to be vaccinated could use help accessing appointments.

See article: <http://aft1493.org/may-2021-advocate-faculty-survey-vaccinated/> (April).

- b. AFT will negotiate Summer/Fall MOU's. The dates have been scheduled. Until we have summer/fall MOU signed, Spring MOU remains in effect. In our new contract, 25 hrs/week minimum on-campus requirement that previously applied to FT instructional faculty is gone.
- c. Members are encouraged to come to CAT and speak out at BOT. BOT to vote on mandates June 23. On June 9, 6pm faculty are encouraged to make a public comment. The Board doesn't know what we think. Arielle highly encourages us to speak for 3 minutes. Or you can submit your talk to be read aloud and remain anonymous.

The meeting was adjourned at 4pm.