



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, November 10, 2:30-5:00p.m.
By Zoom**

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

Members present: Masao Suzuki, Jenna French, Tadashi Tsuchida, Lori Slicton, Jesenia Diaz, Cindy Moss, Marc Gottlieb, Trang Luong Paningbatan, Brianna Clay

Facilitator: Michael Hoffman

The meeting commenced at 2:35pm

1. **Welcome and Introductions**
2. **Statements from AFT members (non-EC members).** None
3. **Negotiations update.**
 - a. The District's negotiators would not agree to return to bargain for a 2021-22 raise greater than the .52% calculated according to the current Total Compensation Formula. The unions must work together to eliminate the Total Compensation Formula in our next contract.
 - b. Negotiations for a Spring 22 MOU began this week and included the following proposals:
 1. Classes with fewer than 10 students should not be canceled; allow faculty to donate sick leave, especially for part-timers who have not accrued enough to care for family members or take time off when ill; faculty can pivot their courses to online modality if there is not enough space for social distancing or request a sub if they need to be out for reasons related to Covid, at their discretion; continue health and safety provisions including indoor masking requirements until a set of public health indicators are met, with these indicators more stringent than those required by San Mateo County to consider lifting a mask mandate; Covid testing to be available at all three campuses during times that faculty work; class sizes reduced by 30%; and a Covid-19 exposures website to include more information than that currently available to faculty; faculty will not draw from accrued sick leave if they need to stay

home due to Covid symptoms, contracting Covid, or caring for someone who must quarantine.

c. For more details, see AFT1493's *Report on Negotiations on MOU regarding Spring 2022 Working Conditions*: <http://aft1493.org/spring-2022-mou-negotiations-report>

4. Organizing for a safe return / AFT work with campus Health and Safety Committees.

Jessica Silver-Sharp, David Lau and Michael Hoffman, AFT reps to Health and Safety Committees

- a. Reps reported briefly on feedback and recommendations made to each campus committee during the previous two to three weeks.
- b. Meeting participants got into groups by campus to review and prioritize faculty's health and safety concerns and "asks" that were submitted to AFT anonymously by members for reps to bring back to their respective committees.
- c. Faculty discussed low enrollments in face-to-face classes and concern that cancellations will result in adjuncts being bumped. Administrators must take responsibility if faculty who requested an online schedule have their courses canceled. At Skyline one Dean eliminated the option of synchronous classes by zoom as an alternative to face-to-face. Deans have been inconsistent in their messaging about instructional modalities for Spring even within a single campus. One member suggested the District should issue *one policy for all* and conduct a district wide survey to gauge how many students are likely to sign up for courses in each possible modality. Chancellor and Presidents should communicate with faculty regularly about cancellations by email.
- d. Counselors or college presidents at each campus have surveyed (or are surveying) students as to which modalities they desire. This hasn't been done Districtwide in recent months. Some surveys didn't include Student Services. Some were by text and others by email. Counselors are already observing students being dropped from courses because they did not realize they needed to have both vaccination doses administered within a certain number of days of registering. This is affecting enrollment.
- e. An AFT online interest checklist was posted during the meeting for any members interested in becoming or staying involved in advocacy work for a safe return to campus.

5. Review of Board Policies 1.01 (District Mission) and 2.90 (Covid-19 Vaccination Requirement). Monica Malamud reported.

- a. The District's mission, vision and values statement has been rewritten by the Anti-racism Council and was reviewed at a recent DPGC meeting, which will make a recommendation for revisions to the Board of Trustees.
 - i. Monica presented feedback there that not all groups will feel represented with such a strong emphasis on anti-Blackness and "jargon" but praised the rhetoric of transformation. Feels the policy is not effective as a communication tool for prospective audiences. CSEA also felt new language was too narrow.
 - ii. Not all members present were in agreement with this characterization of the statement; Michael Hoffman proposed additional discussion and will present briefly on the history of racism from a labor union perspective at AFT's December membership meeting, such that more feedback can be brought forth to DPGC.

- iii. DPGC did not consider the economic situation of part-time faculty to be an issue of equity for inclusion.
- b. Removing the religious exemption to the Covid Vaccination requirement as it pertains to students will be discussed and voted upon at tonight's BOT mtg. AFT did not take a position but will speak out tonight on additional health and safety measures faculty have told AFT that the District should take.

6. CAT update and proposal re. allocation of duties between AFT EC and Contract Action Team. Katharine Harer, Rika Yonemura Fabian, Doniella Maher, Tina Watts.

- a. Presented a clarifying document they drafted listing each area of responsibility and held discussion:
 - i. Proposal that chapter chairs have their own meeting in addition to meeting for members each month (AFT "Office Hours").
 - ii. Campus chair should remain the first point of contact for the membership at large; the chair decides if the issue is at the campus level or broader and where it should go next.
 - iii. Some members present noted that AFT had previously had a steering committee that included the Local President, Vice-President, Secretary, Treasurer, and Executive Secretary, with at least one member from each campus. This steering committee met as needed to address emerging situations that required an immediate response from AFT, and could take on the same responsibility again. CAT should not be an "emergency response" group.
 - iv. Chairs concerned about adding duties to their load.
 - v. CAT has been powerful as a place to exchange information between members from all campuses as it's open to all.
- b. Need for additional guidelines for where to guide members who want to be union advocates on a particular issue of concern. Discussion about creating a "flow chart" to indicate who does what.
- c. Presenters asked members to send ideas to them for further discussion.

7. *Potential vote to approve additional student internship. Marianne Kaletzky reported.

- a. The EC unanimously approved an additional \$1,000 stipend allocation for a total of \$2,000 to cover two AFT student internships. Originally, \$1,000 had been allocated just for Fall; now, \$2000 will be allocated for all of AY 2021-2022 so that we can have two interns who do most of their work in spring when the campaign for the next contract is underway. Of the eight applications received, students Shannon Hoang and Cat Stoehr were chosen by the selection committee and have been offered internships.

8. *Vote to approve minutes from May through October 2021 Jessica Silver-Sharp.

The minutes were unanimously approved.

9. Statements from EC members on non-agenda items

- a. Jessica Silver-Sharp requested information about money deducted from adjunct faculty members' October paychecks (work from home stipend). Is this in violation of AFT's Fall MOU? Marianne has contacted David Feune, HR.

- b. Doniella Maher reported that some AFT members have been advocating for free universal pre-K for SSF (<https://ece4allssf.org/>) and met for several months to develop ideas for a proposal that would include a major wage increase for early childhood education instructors; funds must be raised to pay the lawyer to write the legal proposal.
- c. Board of Trustee John Pimentel inquired whether AFT members would like to have a conversation with him to ask questions, as Academic Senate has done, and to arrange this meeting. AFT agreed.
- d. Some deans at various campuses have informed some faculty with unvaccinated children or who are caring for elderly parents to go through ADA accommodation process, which is incorrect; HR is not treating it that way. Deans are to determine the accommodation (not the vaccine exemption) with faculty members. Chancellor has not successfully encouraged consistent messaging Districtwide, resulting in Deans doing different things. HR is overwhelmed with requests; it doesn't seem that AFT's statements to the Board on these matters are heard by District administrators.

10. Closed Session.

The meeting was adjourned. 5:23pm.