



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, January 26, 2:30-5:00p.m.
By Zoom**

EC Members Present: David Laderman, David Lau, Doniella Maher, Eric Brenner, Evan Kaiser, Jessica Silver-Sharp, Josh Avera, Katharine Harer, Kolo Wamba, Masao Suzuki, Michael Hoffman, Rika Yonemura-Fabian, Monica Malamud, Salumeh Eslamieh, Steven Lehigh, Timothy Rottenberg, Teeka James, Jessica Silver-Sharp, Marianne Kaletzky (Exec. Secretary)

Members Present: Alejandra Tovar, Bob Hasson (Bob), Briana Avila, Cindy Moss, Cynthia Erickson, David Eck, Doris Garcia, Eileen Pippins, Jacqueline Escobar, Lale Yurtseven, James I. Wong, Jennifer De La Cruz, Jing Wu, Kim Lim, Lavinia Zanassi, Lori Slicton, Mandy Lucas, Manny Delgado, Marc Gottlieb, Mary Torres-Volken, Nick DeMello, Sue Broxholm, Rachel Cunningham, Rosemary Bell, Susan Zoughbie, Suzanne Poma, Tadashi Tsuchida, Tamara Perkins, Tina Watts, Trang Luong Paningbatan, Zhanna Kotsishevskaya

The meeting adjourned at 2:35pm.

1. Welcome

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

Members reported:

- a. With time spent on covid reporting and required attendance at performance review meetings with assigned tasks following, there's little time to work on faculty portfolio. Request to delay this process. Answer: AFT can bring this up to the District including a list of added tasks for "impact bargaining".
- b. Once a student's exposure is reported, Covid Health Office has been requesting excel spreadsheets with student information from faculty. Members believe it should not be their responsibility to provide this.
- c. There is no water in Skyline College Building 1 on certain floors, and there have been power shut offs. Both are very disruptive.
- d. Re. managing covid exposures on campus, BOT should hold one meeting to decide what to change regarding campus operations, and another for constituencies to say what needs to be done.

3. Next steps to organizing for safe campuses and continuity of education. Marianne Kaletzky, Katharine Harer, Eric Brenner reported.

- a. Recap of recent actions: Members spoke out for a safe return to campus at January BOT meeting; AFT held a press conference at Skyline College with 300+ unique engagements on Facebook (streaming) while 40-50 people attended in person; the conference received news coverage in local papers/TV. 800 faculty staff/ letters and 700 student letters were sent to Chancellor in support of our demands. AFT conducted a 2nd member survey that showed most faculty don't seek the ability to temporarily switch to remote instruction, however this option could be extremely beneficial to students.
- b. AFT sent three key demands to Chancellor Claire on January 14, receiving an unsatisfactory response. On January 18, AFT held an emergency membership meeting to discuss actions we might take including a video campaign to increase publicity, suggestion to engage our students, and additional demands.
- c. Organizing teams shared results of AFT's survey (166 responses) and summarized:
 - i. 12 faculty were able to shift to remote instruction due to illness, 6 were not. 10 faculty said their students wanted to switch to online modality.
 - ii. 65 instructors reported that between 1 and 7 students reported to them testing positive. $\frac{1}{3}$ of counselors said students had reported testing positive. Many faculty said they did not know, had not heard from their students.
 - iii. Majority said students wearing masks but not N95 or KN95s.
 - iv. 17 faculty reported having at least one in person class canceled.
 - v. Selected faculty comments from survey were read aloud: Covid positive students' learning has been severely hindered creating lots of one-on-one tutoring time for faculty; physical distancing hasn't been possible; faculty are being asked to manage students who can't come to school; older students are more concerned with being in person than younger; one counselor reported that most students still looking for classes are not interested in attending in person.
- d. AFT seeks to secure the option for faculty to move online if they choose. AFT leaders have reached out to individual Board members to discuss/inform them of conditions on the ground. District hasn't met community's needs for masking, testing or ventilation.
- e. Another BOT speak out is planned for this evening.
- f. Members discussed ideas to encourage District to respond to our demands:
 - i. Skyline deans have reported to faculty that the Ed Code requires faculty to teach in person, that faculty can't shift online because online teaching was an emergency measure and "we are not doing synchronous anymore." Faculty reported freedom for remote work clause in our MOU has not been allowed, with pressure from deans to teach in person. Answer: It is not a violation of code if faculty switch to *synchronous* online instruction. Faculty should contact their union representatives about these MOU violations.
 - ii. Question: What feedback has AFT received re. press conference and letter writing campaign? Answer: The Board appears to be listening and we've seen increased responsiveness on some proposed safety measures. However, there's been no movement on remote teaching option/availability of covid tests/testing.
 - iii. AFT must:

1. Demand to know when tests for students will be available and consider additional actions. The District has been unclear about testing. We need a robust contact tracing program.
 2. Consider actions to ensure Chancellor stops talking down the issues and making misleading statements to Board such as in January when he described the District's state of readiness to begin the semester.
 3. Stage a major action on behalf of the majority of faculty who do report feeling unsafe. This is not the time for step by step organizing/escalation.
 4. Continue to demand the option for faculty to teach remotely to until promised tests and safety protocols in place.
 5. Chancellor said at recent BOT meeting he "forgot" to consult with the Academic Senate on the topic of opening in person. That's a legally mandated process, a check on executive power.
- iv. Before pandemic there was no online synchronous teaching, now it's approved in the course outlines. Faculty could educate deans: give them course outlines.
 - v. The AFT survey showed 40% of faculty do feel safe on campus. There is significant disagreement among us on this.
- g. Jessica Silver-Sharp, organizer and AFT Safety Committee rep, reported on local Health and Safety Committees.
- i. In Fall Skyline committee approved recommended safety provisions to the District Safety Committees where they were rejected by that committee on Dec 6.
 - ii. At Canada, proposed recommendations did not make it out of committee but would have had voting rules been codified sooner.
 - iii. AFT Safety Committee Reps will meet and strategize about Spring plans with focus on improving transparency and demand faculty representation at District level. Next, faculty to be invited to rejoin the effort.
 - iv. During Summer and Fall, AFT made progress on improving some of the processes by which these committees function.
 - v. At its next meeting, Skyline has requested an agenda item to discuss outstanding concerns re. Building 1 and Pac Heights.
- h. Our local lacks consensus in terms of next actions we want. Any future successful action will require person to person organizing, to have a network of activated faculty willing to contact their peers individually to get those not here to participate and have a super majority. Counselors have done this; their report follows.
- i. Skyline Promise Counselor Mandy Lucas reported on Counselor's work in achieving some of their asks through successful interdepartmental and intercampus collaboration including education around their aims and goals, mostly during first two weeks of Fall. Counselor's request (met) was for pause on in-person services for counseling for the entire Fall, since as of Fall, 25% of them were required to be in person. Also got safety procedures for students and everyone who came to counseling, tracking students, cleaning procedures, lack of vaccine mandate in Fall while they met with students. Fall organizing was on local level with Dean and colleagues; they met with President to discuss concerns. Most of work happened outside of paid hours across all three

- campuses. Also communicated with AFT to learn rights and repercussions and spoke out at BOT, did AFT survey to all faculty; Malamud met with Chancellor & deans.
- j. Malamud shared new chart not included in original board packet added by the Chancellor last evening, showing the supposed status of each safety provision by the District. The chart does not give the Board the full picture.
 - k. Covid Exposures Report now includes language of “boosters;” however student and employees haven’t been asked to submit information about boosted status. How can District know who is/isn’t boosted?
 - l. District has said they required quarantining of unvaccinated students before vax status was even reported by students or known by District. This means the data on Covid Exposures Report is likely inaccurate. Recently there was a five-week gap in the reporting of cases. Who will do testing at ea. Campus if Virus Geeks is gone?
 - m. Members should talk to two or three trusted colleagues and ask what do you think of the union’s demands and what are you willing to do? Report back to your chapter chair(s).
 - n. The practice has been that the Chancellor responds to Malamud personally such that she cannot share conversations. Chancellor should respond formally to all faculty members.

4. Negotiations update and sharing of results from bargaining survey; announcement of Contract Action Team retreat Marianne Kaletzky, Steve Lehigh, Katharine Harer, Rika Yonemura-Fabian.

- a. AFT’s recent bargaining survey sought to collect information about faculty’s priorities for our next multi-year contract. This will be sunshined at the Feb 23 BOT mtg. AFT will share proposal with members at Feb 9 EC meeting and take last minute feedback.
- b. AFT conducted bargaining survey with 221 faculty participating to collect priorities. Top choice was increasing salaries. Members ranked priorities by importance with weighted average scores. Survey did not include all of what AFT plans to negotiate.
- c. Treasurer Steven Lehigh reported AFT will propose alternative solution to current total compensation formula in the next contract that would allocate growth above 2% of property tax straight to salaries with District absorbing some of that compensation cost. Base increase salary would be 2%; for anything above 2% in terms of the growth of property taxes, faculty would receive 80% of that.
- d. CAT has postponed its retreat to Friday, February 4th from 3pm-5pm; all are invited. CAT works to support our negotiators so we can win this contract.

5. *Vote to endorse Anti-Oppression Committee letter calling for more transparency in District Title IX processes. Rika Yonemura-Fabian reported.

- a. The letter intended for Chancellor Claire and college presidents has been revised according to important comments from members at AFT’s December EC meeting. Plans to act on the letter are forthcoming.
- b. Three issues require additional research and are not included in the letter: sexual offenders on campus, Title IX handling as part of administrators’ evaluation process, and extra protections for Middle College students who are minors.
- c. The EC voted unanimously to endorse a letter signed by AFT.

6. Update on CFT campaign for part-time healthcare. Monica Malamud reported.

- a. CFT has hired someone to organize on part-timers' issues beginning with healthcare for PT's. That campaign resulted in 15,000 letters being sent to Gov. Newsom. Budget proposal includes \$200 million/yr. for community college part-timer's healthcare, up from \$500,000. Next week, look out for a survey. Also needed are PT's willing to share their personal stories around lack of healthcare.

7. *Vote on contribution to South San Francisco universal early childhood education initiative. Doniella Maher reported.

- a. The EC voted unanimously to make a solidarity fund contribution to the initiative.

8. *Vote to approve December Membership Meeting minutes. Jessica Silver-Sharp reported.

- a. The EC voted unanimously to approve the December EC meeting minutes.

9. Statements from EC members on non-agenda items.

- a. Members have reported to one Chapter chair that our District assumes that going remote requires more work than returning in person. This hasn't been our experience.
- b. Current covid situation has left unions less likely to call for mobilization, however AFT might hold a Day of Action on each campus to communicate with and involve members.
- c. Two Skyline members have heard from their Deans that faculty cannot use Division meeting time to make AFT announcements. This messaging has been selective.
- d. Evaluation cycle moving forward for people who got tenure during the pandemic due to schedule being pushed back 2 years. Are people who came after them delayed as well? Answer: No. What is status of faculty evaluation forms started by Academic Senate revisions and then stalled out? Answer: To be included in next negotiations round.
- e. Question: What is the hurry/rationale for keeping on track in evaluation schedule for those already tenured? Answer: It's important for faculty to get feedback.
- f. The tenure evaluation revisions process is moving forward; will come to EC this Spring.
- g. Article 13 should be titled "professional leaves" from teaching service, not professional development, and clarify that we don't do tuition reimbursement.

10. Closed session

The meeting adjourned at 5:30pm.