



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, February 9, 2022
2:30-5:00p.m.
By Zoom**

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

Members Present: Masao Suzuki, James Wong, Aurora Medrano, Marc Gottlieb, Tadashi Tsuchida, Sumathi Shankar, Lisa Rose, Lezlee Ware

Facilitator: Teeka James

The meeting was called to order at 2:35pm.

Agenda

1. Welcome

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

- a. Sue Broxholm spoke out against the injustice of the two-tier system in community colleges. Monica Malamud reported on CFT's part-time committee's resolution on this topic; CFT should soon be forming a taskforce to bring recommendations to the CFT's state council. Broxholm requested that the union share a CFT update with members.

3. Update and next steps in our campaign for safe campuses. Jessica Silver-Sharp, Marianne Kaletzky, and Kolo Wamba reported.

- a. Jessica referenced the EC's January 26 discussion on member's ideas to address the District's failures around health and safety, and the February 8 news that Governor Newsom planned to rescind the state mask

mandate beginning February 15. At this time, the District's plans are unknown.

- b. Marianne spoke about the union's latest efforts to begin networking with members to build support for fair contract provisions including around health and safety matters in the immediate future.
- c. Kolo provided updates on the District's latest shortfalls and delays regarding availability of high quality masks, antigen tests, and onsite testing at each campus.

4. Proposals for 2022-2025 Contract* Joaquín Rivera and Monica Malamud reported.

- a. Proposals for our new three-year contract include increasing dental plan coverage including adjunct eligibility for dental/vision plan, family/child leave for one month's pay, professional development language clarification, strengthening seniority and holiday pay for adjuncts, all lab rates increased to 1 FLC/hr, incorporate language of MOU for distance education into the main contract, adding language on intellectual property and on class assignments and cancellations, academic freedom and freedom of speech, reasonable accommodations, evaluation of admins, language that teaching off-site is voluntary, revised evaluation form language (Appendix G), and definitions of faculty coordinator roles.
- b. Members noted that the Academic Senate plans to bring additional evaluation information to the next EC meetings; asked that overload pay apply to full-time faculty during holiday weeks as well; raised issue that adjuncts teaching hi-flex they must teach fewer classes, which results in lost pay, and is not the case for full-time faculty; requested language clarifying that our professional development leave program does not reimburse for tuition.

5. Contract Action Team update (esp. work to broaden our CAT network; 2/25 semester planning event) Timothy Rottenberg and Rika Yonemura-Fabian reported.

- a. CAT held a retreat last week joined by about 30 members as well as CFT reps who shared powerful organizing ideas and strategies for winning a fair contract. To build a communications network, members chose colleagues in their divisions to reach out to proactively as part of our next contract campaign. Members interested in joining the campaign should contact Timothy or Rika and plan to attend CAT's March 4 planning meeting.

6. Discussion: history of organized labor and race in the United States; what it means to be an anti-racist union Michael Hoffman and David Lau

- a. Michael Hoffman shared historical information about role(s) of labor organizations in systematically perpetuating injustice among groups of workers in our society and the need for unions like ours to proactively participate in anti-racist work to promote equality in the working and living conditions of all workers and asked "What does it mean to be an anti-racist union?"
- b. Vera Quijano: spoke from her perspective as a Russian-Filipina daughter of immigrants and advised the union to pay close attention to changing data reflecting student diversity and not confuse equity with equality, noting that the population of our administrators, racially speaking, does not reflect the student body. She prefers other terms to "anti-racist."
- c. Doniella: worker protections are not always used to protect diversity in regards to dean's hiring decisions; the union must be conscientious in supporting the growth of more diverse faculty without giving the leadership more power.
- d. David Lau: historically in the US employers have played on idea of distinct races to disable strike waves. The American labor movement was traditionally narrow, excluding many groups. Our contemporary labor movement is smaller but more diverse. The movement stands to benefit from growing diversity and this critical historical perspective.
- e. Rika: in cases of grievances at our campus, treatment of faculty is racialized and the current contract does not improve solidarity among groups. What else can the union provide? AOC is mostly women of color showing that equity work is often minoritized among us; it should be more universal as EC work.
- f. Eric: we need to focus our efforts on current workplace/practical issues, such as through our AOC, and support and build on that.
- g. Evan: Anti-racism work should not be siloed or assigned to one area. Evan would like to start a labor reading club this summer, let him know if you're interested.
- h. Marianne: Anti-racism work should be a principle and commitment in our minds in everything we do. Structures of white supremacy are the status quo and how they functioned historically matters to our present work.
- i. Members are encouraged to share additional ideas with David and Michael.

7. Announcement of request for local office endorsement and call for volunteers to create a process Marianne Kaletzky reported.

- a. James Coleman, running against current BOT member Maurice Goodman for California Assembly, has requested our local's endorsement. Members discussed the idea of forming ad hoc committee to define AFT's process for deciding endorsements going forward.
- b. Members discussed whether and how AFT has endorsed candidates previously; whether this endorsement question should reside with COPE; if having a codified process for deciding endorsements would be beneficial in responding to CFT's

endorsement requests to our local; how our members understand COPE as it's currently defined; how endorsing Coleman might affect our other relationships; who should be invited to define the process (COPE and/or regular members); and how the weight of an AFT endorsement is bigger than the sum of individual donations to a campaign. This conversation will be continued at our March 9 EC meeting ahead of the June primary.

8. Budget update and reserve management discussion* Steven Lehigh reported

- a. Steven shared the midyear budget. We are slightly above on revenue projection. We had a one-time bump from salary increases from the previous contract and received a rebate from the IRS for \$1,000 from an overpayment in a previous tax year.
- b. Members discussed the reserves above our FDIC limit and whether to ensure that all funds remain FDIC insured, whether to move money out of CDs that are paying effectively zero, and whether to spread these funds across multiple banks. Our money market accounts are not FDIC insured. AFT to continue a discussion of these priorities at a future meeting.

9. Vote to approve January Membership Meeting minutes* Jessica Silver-Sharp

- a. Revisions were proposed and the amended minutes were approved with one abstention.

10. Statements from EC members on non-agenda items

Jessica Silver-Sharp brought up the lack of pay for part-time faculty serving as union organizers during summers, citing her previous unpaid organizing work during the past two summers while trying to live on a part-time salary.

11. Closed session

The meeting was adjourned at 5:30pm.