



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 September Membership Meeting
Wednesday, September 14, 2:30pm-5:00pm
By Zoom**

EC Members Present:

Rika Yonemura-Fabian, Eric Brenner, Joaquin Rivera, Stephen Lehigh, Kolo Wamba, Teeka James, Salumeh Eslamieh, Michael Hoffman, Monica Malamud, Evan Kaiser, Tamara Perkins, Bianca Rowden-Quince, David Lau, Vera Quijano, Keira Travis, Jessica Silver-Sharp, Marianne Kaletzky (Executive Secretary)

Members Present:

Shaun Perisho, Robert Lopez, Nahid Khorram, Lia Thomas, Marc Gotteib, Stephen Fredricks, Rachel Cunningham, Kathy Zarur, R. Marquez, Cecilia Gutierrez, Richard Schulke, Althea Kippes

Facilitator: Timothy Rottenberg

1. **Welcome** and introductions in Zoom chat
2. **Negotiations update.** Joaquin Rivera.
 - a. For both AFT and CSEA, negotiations are going slowly with the District's chief negotiator not yet willing to consider a Fall MOU or negotiate any topics not mandated by the law or Ed Code.
 - b. Schedule: Sessions take place only every 3 or 4 wks. Next, AFT will put forth health care plans for part-timers. Salary/ benefits discussions will be last.
 - c. AFSCME has settled with increases at 5% and 4% - not total comp - however their "me too" clause allows them additional benefits or provisions that AFT wins.

CAT Organizing Updates [not agendized]. Jessica Silver-Sharp & Marianne Kaletzky reported.

- a. Jessica reported on AFT's actions planned for each campus between 9/26 and 10/6, a celebratory event with food to highlight contract wins and priorities being negotiated right now, to increase member engagement, build our campus networks, and communicate about upcoming actions.
- b. Marianne reported that while some part-time faculty at SMCCD are eligible for insurance premium reimbursements, AFT1493 has been working with CFT to make better

healthcare available to more part-timers and paid by the state rather than the District. CFT's campaign has achieved a \$200 million allocation from California for this purpose, including an incentive system where each CC district can apply to be reimbursed for up to 100% of its health insurance costs if they offer quality affordable medical benefits to qualified part-timers.

- c. A contingent of AFT1493 members (Suji, Jessica S.S., Timothy R., Marianne K. and Michael Song) participated in recent CFT regional organizing action in Santa Clara to strategize winning healthcare for PT's and establish CAT teams on their campuses.
3. Taking stock of the **workload point system**: what issues have come up so far? How can we make sure the system is empowering to faculty? Steven Lehigh reported.
- a. Background: Steve sits on District committee that deals with points disputes rather than implementation of the system. What are members' questions, experiences and ideas?
 - i. He's concerned about AFT's organization around monitoring and making sure the system is being implemented in a way that empowers faculty rather than leaving it to the District to manage.
 - ii. How can AFT get ahead of the curve to reach out to faculty, ensure consistency across divisions and that faculty get their deserved points?
 - iii. Are administrators prioritizing things that individual faculty are specialists in? Are faculty being removed from work they're interested in?
 - iv. What is the administration's view on compensating faculty for honors student contracts, what are their expectations? AFT should be arguing on faculty's behalf for points for this.
 - v. What are members seeing in their divisions?
 - vi. How to ensure faculty aren't just turning in our forms and then nothing happens; how can AFT reflect on this process and plan to improve it?
 - b. Members discussed:
 - i. Non-Instructional perspectives
 1. Librarians at one campus are averaging 14 pts, not receiving support related to pilot from their dean. Shouldn't librarians be compensated for committees where they are required? Should librarians track points at all? Is AFT tracking overages?
 2. Instructional designers have been told not to fill out workload form by dean/Vice Chancellor. Told erroneously that they have committees written into their job descriptions, and that by being required to work on campus 37.5 hrs/wk, everything covered by points is already in their job description. The District is getting an incomplete picture by not collecting their workload data; the pilot is not optional; the District seeks to deliberately hide their work.
 - ii. Ideas on point allocation for instructional/vs non-instructional faculty: Librarians are required to be on campus 32 hrs; however, instructional folks are grading and prepping every weekend. Going forward, can AFT discuss how/why different roles have diff. numbers of points? More transparency around point allocation is needed.
 - iii. Ideas on withholding labor:
 1. *"People have to stop doing overload points. Tell them to hire someone else to do the work or pay them to do it. 'I've met my point total. If you want more, pay me.'"*

2. *"If union leadership is saying there's no point to the points and we do everything we're asked that gives us extra points, then we're not thinking about the actual labor issue, our workload. If we don't withhold our labor, there's no leverage for hiring more people or doing anything to reduce our workload. "I would, but I can't." Pilot should be a tool to demarcate where we withhold our labor."*
 3. *"In terms of refusing to have honors students, one faculty member will not go that route. "This is the place where faculty should be organized in order to ask, 'What is the compromise we're going to make in the future? How will we hold admins accountable going forward? No one will know if I turn down my honor's students this semester, so what would be the point of doing so? It makes sense to do the work and be compensated for it.'"*
- iv. Accountability. One member reported that their Dean asked them to redo their form as she couldn't access it. Another member reported being wary to say yes to opportunities she might end up with permanently. Faculty across divisions have not received feedback from their deans.
 1. Faculty communication with Deans: Important for faculty to send the message that it's not that we don't want to serve our students, it's the District that doesn't accommodate for our work; we should speak out to our admin and students. If they don't value honors programs, then they don't. 'Don't Feel guilt!'
 2. Agreement to hold the administration accountable for compensating our work and participating fully in the pilot, what mechanism has been built into the point system for doing so? They are running it ineptly. AFT needs to hold deans accountable so this evolves into something that's *worthwhile*.
 3. The union must communicate with V. Chancellor if he's telling people not to participate.
 4. AFT needs a way of documenting these problems.
 - v. Next steps:
 1. AFT needs to communicate better with members on this topic and also conduct a faculty survey.
 2. AFT will submit an RFI for faculty formstak submission data.
 3. Michael Hoffman and others agreed to meet and discuss a plan for issues cited above. An action message will also be sent.
- 4. *Discussion and vote on **Richard Holober's request for AFT 1493 endorsement** of his bid to be re-elected Trustee. Eric Brenner & Marianne Kaletzky**
- a. Eric described AFT's past practice of endorsing Board candidates. Additionally this year two SMCCCD faculty members running for city positions in SM County have requested AFT's endorsement. Members briefly discussed why or how we might endorse non-board candidates. David Lau and Jessica Silver-Sharp will propose an endorsement process for non-board members for discussion at our October EC meeting.
 - b. Two seats are open for election to our BOT this year: Area 2 Daly City, Area 4, San Carlos/Belmont. Richard Holober (District 4) (incumbent and current Board president, running unopposed) has asked for AFT's endorsement for re-election. AFT interviewed him about his candidacy in May 2022.
 - c. Marianne clarified that any AFT endorsement of Holober would be separate from COPE's decision to endorse or donate funds.

- d. EC discussed whether Holober needs AFT's endorsement as he won't be on the ballot/ isn't currently using the authority of his Board position to support AFT's ongoing contract negotiations. Some members also disagreed with his decision to prevent Skyline student Jonathan Mariano's request for a moment of silence honoring those who have died from Covid. See article, "No Time for Silence" in the *Skyline View* student newspaper: <https://www.theskylineview.com/opinions/2022/03/18/letter-to-the-editor-no-time-for-silence/>
- e. ACTION: EC voted not to endorse Holober for reelection and to communicate with him those reasons in 4d. The action passed with 14 yes votes and one abstention.

5. Discussion of Proposed 2025-2026 Academic Calendar. Joaquin Rivera.

- a. Joaquin shared the proposed calendar, a rollover from recent years and explained the essentials: School days must total 175. All state holidays must be observed, including Caesar Chavez Day (spelling). EC will vote to approve the calendar at October mtg.
- b. EC members shared their feedback and that received from members:
 - i. Flex: back-to-back full-day flex days day scheduled the day before classes begin is challenging for faculty wanting to participate but also preparing for their courses. Suggestion for a Friday (Day 1, district/flexible) followed by a Monday (Day 2, college, required) would give a Tuesday prep day before Wed. start.
 - ii. Finals: Faculty disapprove of split finals week schedule over two weeks.
 - iii. Summer school: While not on the table for negotiations, members shared that the summer start date of June 8 is too early; some UC students will not have finished their Spring semester and this will impact our enrollment. It's possible that spring grades will not have rolled by the time summer school starts.
 - iv. Spring break: is not aligned with the majority of our elementary schools, therefore there are concerns from parents trying to take care of their kids while teaching. Can we move spring break permanently to after Wk 10? Answer: the way NOT to have a split finals week is to start the term earlier, which faculty also do not want. Additionally, Spring break schedules vary widely across Bay Area schools.
 - v. Condensed semester of 15 weeks, not 17: Many faculty want a 15 week semester, however these are challenging for laboratory classes.
- c. Recommended that AFT survey faculty again about their needs and preferences.

6. *Discussion and vote on modality for union meetings this academic year

- a. Members shared input here: <https://jamboard.google.com/d/1VjshjViM4EUi0mXgbAzWKihlvnr0soEgNndBNpZT6F8/viwer?f=0>
- b. Modality: In-person access is difficult for many with online access much easier. However, people are seeking a social connection. Hybrid meetings can be ineffective and are difficult for AFT to run without any IT support available.
- c. CAT is currently working to plan an in-person event at each campus during October.
- d. EC voted unanimously to hold membership meetings by zoom through the end of 2022-2023 with at least one social event held each semester to build community.

7. *Discussion and vote on proposing **political action to defend reproductive rights** to our statewide union, the CFT. Teeka James

- a. In response to the Supreme Court's overturning of *Roe v. Wade* and lack of any communications on the topic by our Chancellor, Teeka shared a [draft resolution](#) and presented the idea of having our local to urge CFT to sponsor or encourage legislation that bans state-funded travel to states that have eliminated people's right to choose when and if to have children, explaining that California already has AB 1887 <https://oag.ca.gov/ab1887> that bans travel to states that discriminate against LGBTQ people. She believes California should do the same and not support states that discriminate against people with uterus in an increasingly hostile federal environment.
- b. Members discussed the effectiveness of existing laws that ban travel, the role of the liberal establishment in protecting our rights, and related topics.
- c. Teeka encouraged members to continue the discussion by contacting her with their ideas <James@aft1493.org>. The EC was in favor of tabling future discussion on whether or not to pursue a future resolution or resolutions.
- d. No vote was taken.

Correction: Public Comments from EC members and non-EC members on non-agendized topics.

- a. One member requested feedback on payment and participation of adjuncts at division meetings and for work on comprehensive program review in terms of adjunct faculty expectations of participation. What is the standard across the campuses for compensation, etc.? Answer: Payment is inconsistent across campuses and divisions. Adjuncts do not have to do CPR or attend Division meetings; if requested to do so without pay, faculty can say, "It's illegal for you to ask me to work for free." AFT will ask for compensation and try to standardize practices. This is in our proposal for negotiations in this round with payment at the special rate.

8. *AFT appointments. Monica Malamud

- a. The EC unanimously approved the Skyline College Professional Development Committee appointments: Mandy Lucas, Luciana Castro, Ruben Parra

9. **Closed session.**

The meeting was adjourned at 5:19pm.