



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Fall Executive Committee Retreat
Friday, August 26, 2:00-5:00 p.m.
By Zoom**

EC Members Present: Monica Malamud, Kiera Travis, Katharine Harer, Teeka James, Evan Kaiser, David Lau, Timothy Rottenberg, Steven Lehigh, Salumeh Eslamieh, Kolo Wamba, Tamara Perkins, Michael Hoffman, Rika Yonemura-Fabian, Eric Brenner, Jessica Silver-Sharp, Marianne Kaletzky (Executive Secretary)

1. Welcome:

- a. Attendees responded to the prompt: "Please describe one thing you'd like to see this academic year to make our workplace more equitable?" They highlighting a range of topics: part-timer equity issues (pay parity, healthcare, etc.), parental leave, faculty and staff representation on District Health & Safety Committee, getting our proposals out of the contract negotiations "parking lot," giving bigger share of District's wealth to faculty, more spots for students in our English depts. rather than shutting out students due to lack of sections (student equity), wage increases to counteract inflation, better contract language around scheduling, streamlining evaluation process for adjuncts working for multiple campuses, HR not doing real compliance work around gender issues, uncounted workload around new ESOL partnerships, a point system that works, more collaboration and collegiality throughout the District.

2. *Background and plan for AFT to continue expanding member organizing, including proposal to buy reassigned time units for organizing.

- a. Katharine, Rika, Jessica and Evan explained in detail the work of organizing and coordinating union work in SMCCD through our Contract Organizing Committee (CAT) and with AFT's Campus and Grievance Chairs, Part-timer reps and other groups like AOC.
- b. CAT is working to create a union that's more proactive than reactive, employing a network of local department leaders (site reps) for advocacy and support around our most important priorities for negotiations. CAT has seen a recent shift in union culture from more of top-down structure to a model where members understand they *are the union* and we can all support each other. Many more members now identify with being activists with the union than before.
- c. The committee voted unanimously to increase our local organizers' release time by 6 units during 2022-2023

3. Discussion: next steps in Covid safety organizing Monica Malamud

- a. Monica explained that AFT prepared a Fall MOU with covid-related provisions for

the previous negotiations session but the District has refused to negotiate them. She referred to Katharine's statement at the 8/24 BOT meeting where KH detailed some of our faculty's concerns.

- b. Chancellor has put forth a proposal to form **Ad-Hoc Committee (Task Group)** charged with looking at covid policy level recommendations (including vaccinations). We understand this would remove that responsibility from the District Safety Management Committee which has no faculty reps. The Ad Hoc group would include union reps and students and report back to the BOT.
 - c. What should be addressed by this new committee? Polled attendees to priorities.
 - i. The majority favored:
 1. Improved and more timely accommodations process and more options for immunocompromised faculty, such as being able to require masks of students. (Marianne: Under ADA, everyone has the ability to apply for accommodation at any time). These type of requests have been refused during negotiations.
 2. Allowing faculty with Covid teaching face to face to pivot temporarily to remote instruction.
 - ii. The majority was split on these issues:
 1. Having a period of time to implement health and safety policy changes toward the direction of being more permissive as the County's risk tiers change.
 2. Faculty not having to draw from sick leave after September 30, 2022 if they have covid.
 - d. One member noted it would be beneficial to allow our members to debate their health priorities, but that it doesn't benefit the union to organize centrally around better covid provisions - focus instead on salaries. Another member noted that having 50% of her students out with covid during summer detrimentally impacted their education.
 - e. EC to wait until the Task Force begins meeting and then decide how to approach covid related policy discussions with members (ie. do a survey, hold a member forum etc).
4. *Appointment: AFT rep to **Chancellor hiring committee**.
- a. This is a Board committee that will have four faculty members and meet by zoom on a compressed timeline this semester.
 - b. Who should appoint those faculty? M. Goodman: The Academic Senate and the Union." Previously the Senate appointed 3 and the union, 1. Monica discussed with DAS president Browne whether the AFT rep appointment needs approval by the DAS or whether DAS only confirms their Senate reps; they have not yet reached agreement but will discuss further.
 - c. Skyline has selected adjunct faculty member Maryam Khan. Canada has selected Alicia Aguirre with Richard Schulke as alternate.
 - d. EC voted unanimously to appoint Monica Malamud as AFT's rep to the new Chancellor Hiring Committee.
5. Strategizing: addressing issues with **workload pilot program**. Steven Lehigh
- a. Lehigh highlighted some important issues that could result in faculty turning back on the union and that really require AFT to work with administration to make this system functional. AFT should address the following:
 - i. **Workload form submissions:** AFT and Deans both lack any record of faculty's submissions since we don't receive a copy of our responses.

Problematic on many levels including that we lack control/ability to facilitate the process and can't analyze or reflect on the process once completed. Marianne will request this change through HR in the future.

- ii. **Clarify department lead roles:** confusion and inconsistencies abound. For example, some deans have outright denied all faculty points for this role; other faculty are not aware that they can proactively take points for dept. lead on top of other department work they've included in their points. Need better communications around these types of ambiguous areas to ensure uniformity.
 - iii. **District's unwillingness to pay for extra points prevents the pilot from functioning as intended.** For faculty on threshold of their required points, when opportunities come up where they have the expertise for additional work (such as chairing committee for new VPA) but that will put them over their points, there are real issues around the execution of this point system if *the District's primary position is to not pay*, and have allocated zero dollars to extra points -- department budgets not set up for this process to work.
 - iv. **AFT needs to convey stronger messaging to members:** Communications by AFT should include "any work you're doing outside of class you do for points." Expected conflict: Will faculty be told, "you can do it for free or not do it at all." How should AFT tackle the impact of this messaging, when institutionally speaking, it undermines us/does not solve anything.
- b. Members relayed extensive feedback on the pilot program (noted in a separate document) regarding possible strategic interventions for improvement, with planning to begin after AFT's September 14 membership meeting.

6. *Discussion and potential vote: investing AFT reserves. Steven Lehigh

- a. Lehigh has researched some investment alternatives since the EC last discussed our reserves. However, interest rates have now risen such that options available from our bank outpace any socially conscious investment options. Our bank also provides an exchange program that allows us to insure our funds above the typical FDIC limit. The EC decided to continue to utilize investment options available through our bank. Lehigh was authorized to make decisions on the length of terms using a ladder approach with \$100,000 available for operational reserves in case needed for legal expenses. No votes were taken.

7. *Discussion and potential vote: guidelines for uses of AFT Solidarity Fund

Marianne Kaletzky

- a. The EC agreed not to create specific guidelines around the use of the fund, agreeing that its purpose is to aid other unions/members of the labor movement, and support working people's interests in our community.

8. *Proposal: continuing AFT student internships in 2022-23

- a. The EC unanimously voted to fund two yearlong internships for a total of \$4,000/year during 2022-2023.

9. Announcement: September Advocate

- a. Eric shared a list of possible article topics; members volunteered to write.