



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

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

EC Members Present:

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

Members Present: Althea Kippes, Sumita Shankar, Mandy Lucas, Danielle Pelletier, Lezlee Ware, Suji Venkataraman, Maryam Khan, Matt Montgomery, Lori Slicton, Masao Suzuki, John Perez, Roxana Rugliancich, Cindy Moss, Lia Thomas, Michael Stanford, Lu (Lydia) Chen, Gerardo Pacheco, Marc [probably Gottlieb], John Perez, James Wong

Facilitator: Keira Travis

1. **Welcome and introductions in Zoom chat**
2. **Comments by AFT members (non-EC members) on non-agenda items.**
 - a. Faculty member Tamara Perkins' new documentary film *Rebound* is showing Nov. 15 @ 7pm at [SF Public Library](#) and Sunday Dec. 11 as part of the Oakland Museum's *Hella Feminist* exhibit. Learn more at [Reboundwomen.org](#).
 - b. Gerardo Pacheco asked whether faculty will need to pay more for medical insurance in the new term and whether that topic is included in negotiations. Monica explained there are rate increases depending on which plan faculty have chosen and provided encouragement to reach out to his AFT rep after the meeting.
 - c. Michael Stanford reported learning at his Fidelity meeting for open enrollment meeting that the District has left PayFlex as of year-end; faculty must now use a debit card in conjunction with a phone app to submit every receipt; he noted this inconvenience.
3. **Negotiations update.** Joaquin Rivera & Monica Malamud
 - a. Negotiations are going extremely slowly with the District's negotiators unwilling to negotiate AFT's proposals on virtually any topics not legally mandated to be addressed by them.

- b. AFT has settled a Fall 2022 MOU. The details are available here: <https://aft1493.org/wp-content/uploads/2022/10/MOU-2022-09-20.pdf> and described by *The Advocate* here: <https://aft1493.org/fall-2022-mou-agreement/>
- c. Recently some Deans told faculty they could not pivot to online instruction if they became sick with covid-19. This information is contradicted by the Fall MOU; faculty should let the union know if they have received this misinformation.
- d. In negotiations AFT has recently proposed, without agreement by the District, that:
 - i. Faculty teaching 40% or more in the District get the same medical insurance benefits as full-timers, and the new state bill supports the District being reimbursed 100% for these costs. PT's teaching a total of 40% or more across CC districts would also be reimbursed.
 - ii. The District provide vision and dental plans for part-timers.
 - iii. The District increase the cap in medical benefits; however, the new insurance rates will go into effect before AFT can negotiate anything to mitigate increases.
 - iv. The District provide extra compensation to faculty for hyflex (multimodality) courses
 - v. The District provide a compensation formula based on the property taxes received, giving faculty the first 2% and then 80% of anything above 2%, amounting to 7.07% for one year.
- e. Members discussed the current hyflex course situation and agreed the District should provide fair pay for faculty teaching multiple modalities as one course.
 - i. Administrators have claimed "hyflex" doesn't exist because there's no official designation in the course of record; instead they are using the language of "multimodal" courses. For these, the District creates several different sections (honors, face to face, zoom/hybrid, each with its own CRN) corresponding to one course.
 - ii. Faculty are teaching hyflex this Fall; it doesn't carry a higher load although the workload is heavier; some faculty agreed to teach in this modality back when AFT's MOU (now expired) provided extra compensation
- f. Members noted that their dentists no longer accept the Delta Dental insurance plan and that the increase in faculty's medical premiums has not been offset by salary increases; AFT has not yet reached the point in negotiations where these issues are being addressed; members asked AFT to communicate to faculty that these remain a priority to be negotiated.

4. Contract Action Committee update. Katharine Harer and CAT leaders

- a. CAT is fighting back against stalled negotiations with solidarity parties across all three campuses, a new organizing plan, and an action calendar.
- b. All members are invited to join CAT or drop into CAT meetings which take place about twice a month by zoom, where the details of these plans continue to be discussed. Members can contact Marianne Kaletzky or their union rep for more information.

5. Discussion of proposed revisions to Board Policy 6.04 (on class cancellation policies and minimum enrollment) Monica Malamud reported as AFT's rep to the District Participatory Governance Council (DPGC).

- a. Monica acknowledged that some faculty are not present today due to Yom Kippur; as faculty we observe this holiday in different ways. AFT seeks to educate our District on the diversity of our faculty.
- a. Several Board policies including BP 6.04 Minimum Class Size Guidelines are now under review by DPGC; Monica has communicated the list of policies by email to EC members.
- b. Background: Student Board Trustee Lesly Ta recently requested a review of BP 6.04, which was last revised in 2014 when state enrollment levels were much higher and SMCCCD still received state funding based on enrollment. AFT's previous MOU's allowed for classes enrolled at 10 students not to be canceled; without any provisions in our current MOU to continue this, the Chancellor issued a directive to maintain this number.
- c. The Board says they may consider changes to, or suspension of the BP 6.04 in Spring 2022 and have requested information to evaluate the financial impact of any policy change.
- d. Monica screenshared a document showing proposed red line policy changes including that our Colleges organize class sections "according to student-centered scheduling," that class sections with fewer than ten (previously 20) students will normally be canceled or merged with another section, and that "class sections will not be canceled earlier than two weeks prior to the first day of class." Additional changes were also proposed such as adding language to keep "courses that help address equity and achievement gaps."
- e. Members discussed the proposed changes including impacts on students and adjuncts around classes not being canceled earlier than two weeks before the term, and suggested that language reflect "the first day of class" rather than the "first day of the semester" to better address Late Start classes.
- f. Monica asked for members to send her additional input in Board policies under review.

*** 6. Presentation and vote on Proposed Policy for endorsing candidates for local office.**

David Lau and Marianne Kaletzky

- a. Background: AFT has rarely endorsed candidates other than Trustees; this Fall two local candidates who are AFT faculty members asked for the union's endorsement ahead of this November's election. Our COPE language says endorsements are for our BOT or for statewide candidates or initiatives. However, the CFT and San Mateo Labor Council also endorse candidates.
- b. David, Marianne and Jessica Silver-Sharp met to discuss the idea of finding a way for EC to endorse political candidates who ask for AFT's endorsement or whether to instead direct candidates to COPE and not endorse as AFT. They came up with a proposed process for each option and shared a draft proposal with EC members ahead of this meeting.
- c. Members discussed the pros and cons of endorsing faculty members running for local office who request AFT's endorsement, including: whether the EC has the capacity to do the endorsement work and research into local issues; the complexities that could arise by choosing not to endorse a given candidate or choosing one over another if there are

two; the impact(s) of not endorsing faculty when in the past we've build relationships with office holders and asked them to in turn support AFT, which has benefitted the union; and the idea that while our union leadership supports faculty participating in public service, some of our members believe the union should not be involved in politics and have expressed this to leadership.

- d. EC agreed that allowing candidates to post a statement about their candidacy in *The Advocate* is a means of support without endorsement.
- e. A motion that "If a candidate is a member of our local and running for office in San Mateo County, our local will consider whether to endorse them by inviting all candidates for that office to fill out a questionnaire and interviewing those who do" did not pas, with 5 members abstaining, 4 yes votes and 4 no votes.
- f. Marianne will let the candidates who sought our endorsement know that AFT will continue our current practice of only endorsing candidates for our BOT, however candidates may write an article for *The Advocate*.

7. Discussion of Anti-Oppression Committee (AOC) goals and plan for the semester

Rika, Kolo, Suji and Tamara Perkins

- a. Background: Tamara reviewed the AOC mission and the work of the Gender Oppression Task Force. The next action is a meeting with Mwanaisha Sims, Director of Policy, Training & Compliance to discuss the Title IX process on Nov 9 @ 5pm.
- b. The group shared a [September Advocate](#) article, "AFT 1493's Gender Oppression Task Force organizes to strengthen District's Title IX policies and procedures."
- c. AOC is planning tabling events at each campus to share information about Title IX with campus members and learn more about our community's understanding of our District's Title IX process.
- d. Although the Chancellor addressed AOC's eight demands around Title IX, the District has not yet met any of them.
- e. An EC member relayed her experience with the District's broken Title IX system in 2018 and inquired about the statute of limitations.

8. *Vote to approve proposed [2025-26 academic calendar](#) Joaquin Rivera

- a. The calendar was presented and discussed at the September membership meeting.
- b. It is very difficult to change our two split finals week without disruption to many other dates throughout the year, making it our only viable option.
- c. The Calendar was approved with 14 yes votes and 1 abstention

9. AFT appointments Monica Malamud

- a. Chancellor's Ad Hoc Committee: Names of faculty were requested of AFT by Chancellor Claire for an Ad Hoc Covid-19 Vaccine Committee he plans to convene. Michael Hoffman, Mousa Ghanma and Jessie Tohmc were appointed. At Claire's request, these faculty were jointly appointed by AFT and DAS rather than by our campus health and safety committees.

- b. Current board policy requires full vaccination with med/relig. exemptions through Fall 2022. The ad hoc committee is to present their recommendation whether to continue the policy to the BOT at their 10/26 meeting in less than three weeks.
- c. Accounting professor Vincent Lee has agreed to represent AFT on the Retirement Board of Authority (RBO). Accounting professor Steven Health was suggested as an alternate rep. Lee was appointed with 13 yes votes.

10. Statements by EC members on non-agenda items.

- a. AFT is interviewing BOT candidate Mike Guingona on October 17 at 7pm and all members are welcome to attend. EC and COPE will each vote whether to endorse.
- b. Members of the Chancellor's ad hoc committee on vaccination should be aware that some Canada College Kaiser plan members and students with medical/religious exemptions who were told the college offered a free covid test, were charged \$480 per swab in June 2022. The District's wording is that people "should not be charged." The college has not responded to their inquiries in writing.

11. Closed Session

The meeting ending time was not recorded.