



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, February 8, 2023
2:30pm - 4:30pm (Closed Session, 4:30-5:00pm)
By Zoom**

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

Members present: John Perez, Masao Suzuki, Sam Abboud, Althea Perez, Nicolas Martin, Marc Gottlieb, Elan Murcia-Córdoba, Doniella Maher, Mandy Lucas, Cindy Moss, David Eck, Sumathi Shankar

Facilitator: Kolo Wamba

The meeting commenced 2:32

- 1. Welcome and written introductions in chat.**
- 2. Comments by AFT members (non-EC members) on non-agenda**
 - a. Masao Suzuki reported that with the new American Fidelity plan, his benefits card and receipt were rejected; it also wasn't clear that Fidelity was to replace Payflex. John Perez reported he learned he had not been included in the new plan/not in the system even after filling out forms in 2022. Members felt the plan rep delivered a sales pitch instead of providing essential information re. the new plan.
- 3. Discussion: current status of contract negotiations** Joaquin Rivera
 - a. Joaquin reported that AFT is in pre-impasse mediation and met yesterday for the first time. This is a confidential process in which neither party is bound by what's decided until ratified by our membership. No observers can be present during mediation.
 - b. Members asked about CSEA's negotiations status? CSEA was offered 6.5%, 4.5% and 3%.
 - c. Question: What are the next steps after pre-impasse mediation? Answer: if we don't reach an agreement with this mediator, we will go to full impasse with a new mediator trying to force the parties to reach agreement; if that fails, we go to fact finding; then the fact finder makes recommendations to the BOT; if we don't agree with those

recommendations, we can vote not to accept them and go on strike; if they wish, the BOT can - but never previously has - impose a contract on AFT. They can also intercede in negotiations at any point. AFT can also vote to authorize a strike at any time, before, during or after impasse proceedings.

4. Contract Action Team. Rika Yonemura-Fabian, Katharine Harer

- a. CAT has met its weekly goal for re-commitment cards received. Members took time during this item to fill out their digital cards.
- b. Plans for new promotional materials, Feb/March solidarity events, and next BOT actions were explained. Contact a CAT member if you'd like to be involved. CAT meets this Friday.

5. Update: AFT 1493 and Committee on Political Education (COPE). Trustee endorsement(s) in Area 3. Katharine Harer

- a. AFT EC and COPE members met and interviewed 5 out of 7 of applicants for Maurice Goodman's vacated Board seat, which will be open through November 2024, and AFT and COPE voted to endorse SMCCD alumnus Alexander Melendrez.
- b. Tonight the BOT will interview the candidates publicly, hold discussion, and possibly select and swear in a candidate. If not, the position will remain vacant. AFT will make brief public comments in support of candidate Alexander Melendrez. Note: Board members are allowed to speak with AFT about candidates during this selection process.

6. *Vote: awarding AFT scholarships and appointing a scholarship committee (if necessary). Marianne Kaletzky

- a. Background: Two years ago AFT intern Hannah Hersey was given an AFT scholarship as a way to show our appreciation/recognize their contributions to our local; AFT continued this process with two interns the next year and a \$500 scholarship was awarded to a third student; AFT currently has two paid-interns.
- b. Question: Do we still want to grant scholarships in addition to internships? Discussion: Expanding AFT's internship program to two interns per year has increased student involvement and learning around labor issues and AFT has recognized their achievements through scholarships.
- c. Following discussion, the EC voted to continue awarding scholarships of \$1,000 per student to two interns. Vote: 13 in favor and 1 opposed.
- d. Let Marianne know if you'd like to be on the intern selection committee for 2023-2024.

7. Updates and discussion (if necessary) from District Participatory Governance Committee (DPGC). Monica Malamud

- a. DPGC met this week and after many proposed policy revisions, voted to recommend to the Board a ten-student class minimum, due in a large part to advocacy work by Student Trustee Lesly Ta. DPGC incorporated many suggestions raised by AFT members during previous membership meetings. Monica screen shared the revised policy language.
- b. Board policy on outside employment.

- i. Background: Current policy that states employees shall be allowed to engage in outside work as long as it doesn't interfere with their duties as employees (paraphrased). Then, the administration proposed converting "shall be allowed" to "may be allowed." Next, the administration proposed an administrative procedure whereby to work outside of SMCCCD, employees would need prior authorization in writing, and inform the District of the details of their work, etc.
 - ii. At the BOT meeting, this latest proposal by administration was discussed and all three unions spoke against it; the Board said they do not favor the proposed procedures for administrators to authorize all external work by employees but *do* wish to avoid conflicts of interest.
- c. At Saturday's BOT retreat, attendees were presented with skeletal draft policy for Implementation of Free College SB 893:
[https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTE276F12C/\\$file/SMCCCD_BoardRetreat_2023.pdf](https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTE276F12C/$file/SMCCCD_BoardRetreat_2023.pdf)
- i. Discussion centered on how much financial support to give to students, as SB893 allows the BOT to waive fees for inclusive student attendance costs (books, housing, transportation etc.) which could total as much as \$25K per student/per year, impacting the District's budget very significantly. Different scenarios were presented for which costs SMCCCD could fund, running up to \$23 million.
 - ii. Background: SB893 was presented to the union as a "fee waiver" with a cost of \$1.6 million (as a loss of income to the district) with additional potential costs not disclosed. The District had budgeted 2 million dollars for such (2022-2023) and then allocated an additional \$6.75 million in seed money, proposing a \$10 million budget for 2023-2024.
 - iii. AFT's position: Budgeting decisions are in contradiction with the original proposals for free college put forth in discussions with our union; AFT favors free college but it has to be funded differently especially as the District delays offering parity and benefits provisions for its part-time faculty, etc.
 - iv. DAS agenda shows that Vice Chancellor McVean will present the District's position there. Faculty are encouraged to attend and also stay involved with discussions around this important issue in other venues.
 - v. Links from BOT retreat: Budget:
[https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTCT76C3D8/\\$file/Budget%20Slides%20board%20retreat%20Feb%204.pdf](https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTCT76C3D8/$file/Budget%20Slides%20board%20retreat%20Feb%204.pdf)
 From Feb. 4 Board of Trustees Retreat, the different scenarios for the annual costs for the free college initiative were presented here:
[https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTE276F12C/\\$file/SMCCCD_BoardRetreat_2023.pdf#page=19](https://go.boarddocs.com/ca/smccd/Board.nsf/files/CNQTE276F12C/$file/SMCCCD_BoardRetreat_2023.pdf#page=19)

8. Discussion: AFT attire/swag. Marianne Kaletzky

- a. T-shirts are arriving in 1-2 weeks.
- b. AFT could subsidize costs of hoodies with new design; hard to print a logo on a sweater

- c. CSM wants blue garb not red “Our rival CCSF is red” - can we do chapter t-shirts with our college colors?
- d. Marianne will see what’s available from the vendor; then take member’s orders by size and work out a cost sharing solution for those wishing to purchase.

9. *AFT appointments (if needed) none

10. Comments by EC members on non-agenda items

- a. Jessica Silver-Sharp reported that the December 2022 EC minutes were approved with 10 yes/0 no/0 abstentions. Please read January 2023 draft minutes and send changes to Jessica by this Friday. She will read previous approvals for November earlier at the next EC meeting.
- b. Jessica also thanked Eric Brenner for his work on the latest *Advocate* and all the writers, reminding EC members about the article explaining how to get help with stalled unemployment claims and the availability of backpay.
- c. SMCCD has about 80 new adjuncts; Jessica will send a spreadsheet around so EC can let her know whom you know and help welcome them to the union.
- d. Monica Malamud reported that CFT will have its biennial convention in SF in March (cft.org); guests are welcome at convention, registration is not up yet but must be registered by March 5. Our local has submitted a constitutional amendment asking for conventions to return to an annual basis to be decided there. Delegates have voting rights. David Lau is conducting a workshop. If you’re not a delegate but wish to attend, contact Monica.

11. Closed session