



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting  
Wednesday, May 10, 2023  
2:30pm - 4:30pm (Closed Session, 4:30-5:00pm)  
By Zoom**

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

**Members Present:** Sam Abboud, Hui Pate, Althea Kippes, Cindy Moss, Candice Nance, Ronda Wimmer, Kathy Zarur, John Perez, Karen Wong, Lee Miller, Mandy Lucas, Gerardo Pacheco, Rachel Bell, Sumathi Shankar, Thomas Broxholm, Masao Suzuki, Doniella Maher, Lori Slicton, Marc Gottlieb, David Eck

**Facilitator:** Tamara Perkins & Marianne Kaletzky

The meeting began at 2:32pm

**1. Welcome and written introductions in the chat**

**2. Comments by AFT members** (non-EC members) on non-agenda items.

- a. Regarding the workload pilot, one member shared that deans are making point discussions overly time intensive, requiring justifications from faculty; clearer guidelines are needed for the report faculty are required to complete by 6/15.
- b. Another member shared that incoming Chancellor MM came to the District Academic Senate and relayed her expectation that future BOT meetings won't last longer than two hours; that if faculty want to inform staff recommendations, to get their feedback to the Chancellor's cabinet to have any meaningful influence on Board policy.

**3. Negotiations Updates.** Joaquin Rivera

- a. Next mediation meeting is May 18. No meetings have taken place since AFT's April membership meeting. AFT continues to be unable to share any details of confidential mediation.

**4. Discussion of CAT organizing. CAT leaders**

- a. AFT's Petition for a fair contract will be delivered to the Chancellor and Board members 5/24 BOT meeting. 877 people have signed including 372 faculty.

- b. Members brainstormed potential actions for the future if the contract is not settled fairly.

**5. More on contract campaign.** Jessica Silver-Sharp

- a. Jessica led a discussion on the tone of our union's communications and activism to date related to our expired contract.

**6. Report from AFT member communications team.** David Hasson & Camille

- a. David and Camille Kaslan are leading a member communications team to provide weekly negotiations updates and help members understand the importance of AFT's proposals especially while mediation remains confidential and AFT can't report out.
- b. The first communication was a video communication coordinated by Eric Brenner and Tamara Perkins. The next scheduled message will be on compensation and salary.
- c. AFT's Student interns have created impressive infographics on the themes of facts, fairness and equity.

**7. Update on proposed logistics for submission of Professional Responsibility Plans (PRP) for 2023-24** and reports for 2022-2023. Marianne Kaletzký, Steven Lehigh, Monica Malamud

- a. Marianne presented recent changes and updates to the PRP process resulting from AFT's meetings with Vice Chancellor Aaron McVean.
  - i. The report faculty are required to submit for this past year's pilot will be very straightforward (screen shared), due June 15. Faculty must also submit a PRP for 2023-2024.
  - ii. For 2023-2024, aspects of the process have been clarified and streamlined and should allow faculty to be compensated more easily when entitled. More information about this is forthcoming by email.
  - iii. Summarized problems faculty encountered during Year 1 of pilot and presented more transparent process where faculty in each division enter their points in a shared Google doc, giving deans a way to respond to them individually and adjust their points accordingly. Faculty are entitled to a response from their Dean by October 1; contact your Dean if not received. The rationale behind the process is that for workload to be equitable it must be transparent. This also allows faculty to become more collaborative across three campuses, knowing what each other are doing.
  - iv. Additional instructions for faculty and information about the process
    - 1. List points that are at the expectation for your faculty role; however, if there are things in your department that need to be done with no one readily available to do them (and you're over your points), put those points in your PRP and expect to have a conversation with your dean.
    - 2. The Dean is responsible for either allocating the work to faculty without enough points or compensating faculty who go above.
    - 3. Faculty should not take on extra work b/c they want extra compensation.
    - 4. Points from 2022-2023 *can* be rolled over to the next year.

5. Anyone receiving messages from their deans contrary to these instructions should contact S. Lehigh immediately/share links to their documents for him to share with the Committee. The committee exists to resolve conflicts. Faculty should also bring their situation to S. Lehigh if they seek support from AFT in conversations with their dean.
- b. Members and leaders voiced questions, concerns and suggestions
- i. Skyline division reps have requested the rationale for an open Google sheet? AFT needs to explain this and when and how AFT will gather more systematic feedback? Faculty need clear messaging from the union.
  - ii. The burden of solving various points issues should not fall on individual faculty; can AFT approach A. McVean to explain we need systematic messaging from the District; can AFT continue to discuss this?
  - iii. Rachel Bell (Skyline Language Arts) shared concerns from a poll with 14 respondents in her division. Faculty expressed:
    - Points feel arbitrary, not capturing all the work they do on campus.
    - Major concerns with reporting - “dehumanizing accounting system”; sharing this information publicly adds pressure and even shaming; anything you take on mid-semester doesn’t count, even retroactively; system might create adversarial situations with our deans since we have to bargain with them; concerns with long term outcome; demoralizing faculty; rigid and inflexible chart system might squelch the creative work that we do.
    - “Quantifying is important but we already do this with Flex reporting. There will now be duplication and overlap of accounting systems as Flex already documents and holds faculty accountable for completing a required amount of work outside of the classroom. Instead of this duplication, a more flexible Flex reporting form could be designed that allows faculty to share how they add value to our Skyline community in ways that are not just the basics of teaching and committee work, and the deans could use this more encompassing representation of workload to discuss and recommend redistribution of work as needed.”
      - Response: Workload points actually capture different work than flex/professional development activities.
  - iv. Additional comments from members:
    1. “I also don’t see committee work as extraneous to our work. We deserve a seat at the table of any committee that is making decisions that impact the entire college.”
    2. “Why are we bound to these mistakes [of ineffective pilot]? Can’t the pilot be adjusted based on this first year?” Response: No, it’s in our contract.
    3. As tri-chair of the Institutional Effectiveness Committee K. Wong’s committee has heavy workload such that one point is insufficient; points seem arbitrary. We need to distinguish (with points) between members and leaders or coordinators in their committee work or departments. Ditto

for extremely time consuming SLO assessment work - not enough points in the matrix- doesn't include all the conversations with colleagues, etc.

- v. What faculty are currently hearing/experiencing from Deans:
  - 1. A Canada Dean is telling faculty what work to do/not do in order to restrict them to the max points. AFT has had to tell them to stop, that they couldn't take faculty off committees and reassign to others.
  - 2. Other deans are saying they won't take any plan that's over 6/7 points.
- c. AFT will seek more faculty input before renegotiating this, including forums and a survey.
- d. Monica Malamud thanked everyone for feedback. "This is a pilot. We do quantify our workload, it's necessary, we should not oppose the concept. What's unfair is to subject ourselves to unlimited amounts of work; the pilot seeks to address this. We can continue to fine tune this system. AFT has been working on this problem for 10-15 years. The google sheet worked well for her division but no one should feel that it's public shaming. The District told us the issue was not that faculty were overworked but that workload was unevenly distributed. And this will bring the real issue to light." Her strategy - she put zero points down for her 2023-2024 plan since she was so many points over this year.
- e. As a member of the workload team, meeting for almost two years at least monthly with administrators, Doniella Maher shared that while the plan isn't perfect, it wasn't haphazardly thrown together but included much surveying of faculty. "Whatever we do going forward, I hope we don't go back to what we had before when you could be asked to do as many things as the deans wanted and there was no way to say no because our contract just says we do all sorts of things." We want to be at a place where we know what everyone is doing.

**8. \*Review of 2022-2023 AFT 1493 budget and approval of 2023-2024 budget.** Steve Leghigh

- a. Steve screenshared the proposed budget for the fiscal year beginning July 1, 2023 highlighting changes from the previous year.
- b. Monica
  - i. Explained "per caps" and announced Marianne Kaletzky's change of title from Executive Secretary to Executive Director (ED) and salary increase now based on a 12 rather than 10 month year and in line with other local union EDs.
  - ii. AFT submits our budget to the CFT before Fall in order to receive funding from including the per caps rebate toward our ED's salary.
  - iii. AFT's legal expenses are unpredictable; this year we ran higher fees because we took one grievance all the way to arbitration re. the work from home stipend.
- c. The EC voted to increase the 2022-2023 conference budget line item from \$4K to \$9K for Union Summer School this June in Los Angeles. The 2023-2024 budget was approved with 15 in favor.

**9. Discussion: [draft 2](#) of 2026-27 Academic Calendar ([draft 1 available here](#))** Joaquin Rivera

- a. Suggestions from members taken when Draft 1 was shared with the EC have resulted in Draft 2, the Fall semester starts Aug 13th/ends Dec 18, begins Spring flex days on Jan 14/15, with classes starting Jan 19/ending on May 26 with split finals.
- b. Rivera is working with District on Draft 3 that would have flex days on Jan 19/20 after MLK weekend, giving almost 4 weeks for Winter break, taking us to finals during May 24-28. This evens out the number of classes on various days of the week, benefiting faculty teaching asynchronous classes who have been losing pay. Feedback on Draft 3:
  - i. It's: difficult for students who fail a Spring class to enroll for summer as they may not receive their grades in time to know they need to enroll. The close dates could also limit summer enrollment.
  - ii. Concern for faculty to prep for summer with only one week.
  - iii. Questions about how payroll schedules an asynch class as if it were meeting? Answer: it's paid as if it's a once/week evening class (despite the fact that there are no meetings). They take whatever day of the week has the fewest number of meetings. This can result in up to two weeks of less pay for adjuncts when their payday falls on a holiday. AFT met with Joe Morello and we need to verify - he says it's true and that in banner they equalize the hours so that it comes out to the total number of hours for the class regardless of holidays. He said he would make a video for faculty but has not.
  - iv. EC took a straw poll in favor of Draft (option) 3. The EC will finalize the calendar later in 2023.

#### **10. Announcement: CFT Committees. Monica Malamud**

- a. Members can participate on CFT committees and have a big impact at the state level. She currently serves as chair of the Higher Ed Issues Committee and previously served on the English Language Learner Committee. Many important issues we are working on today began as resolutions in CFT committees. Contact Monica if you're interested in serving so she can nominate you.

#### **11. AFT Appointments. Monica Malamud**

- a. Skyline Part Time rep vacancy. Suji Venkataraman was nominated. Appointed by 15 votes in favor.
- b. Canada Grievance Officer. Jessica Silver-Sharp has stepped down. For Fall 2023, it was proposed that Teeka James replace Jessica and the motion was withdrawn. Doniella Maher was nominated and appointed with 14 yes votes.
- c. AFT is expanding our current negotiations team (Rivera, Malamud and Kaletzky) to include David Hasson and Steven Lehigh. Appointed with 15 votes in favor.
- d. Campus chairs should make sure there are no AFT vacancies on their local committees.

#### **12. Comments by EC members on non-agenda items**

- a. Eric Brenner is planning the last issue of the *Advocate* to be out during finals week.
- b. Jessica Silver-Sharp reported that we approve the April EC minutes by 13 yes/1 abstention.
- c. Jessica Silver-Sharp gave an outreach report to part-time faculty in Spring

- i. Marianne and Tamara, Vera and Jessica, representing part-timers for our union across our three campuses, held a series of zoom workshops for PT faculty on the topics of Know your Contract and Claim your Benefits in March and May with 25 participants.
- ii. Workshop questions and feedback received highlighted how poorly adjunct faculty are informed by HR about their contract and benefits since adjuncts lack a new faculty academy or any comprehensive orientation. They only receive this information from Payroll when signing their hiring paperwork or if we're able to connect with them for a one-on-one conversation. Some adjuncts told us they *had not been claiming certain benefits* because they did not understand eligibility. Jessica made two recent instructional videos to share with adjunct colleagues that cover how to apply for flex day pay and the medical reimbursement stipend.
- iii. We'll hold two additional sessions in late May for faculty wanting more information or help with claiming unemployment.

The meeting adjourned for Closed Session.

### **13. Closed Session**