



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

AFT Local 1493 September Membership Meeting  
**Wednesday, September 13, 2:30-4:30 p.m. (Closed Session to Follow 4:30-5)**  
**By Zoom**

**EC Members Present:** Suji Venkataraman, Keira Travis, Jessica Silver-Sharp, Rika Yonemura-Fabian, David Hasson, Tamara Perkins, Vera Quijano, Salumeh Eslamieh, Michael Hoffman, Monica Malamud, Steve Lehigh, Joaquin Rivera, Teeka James, Bianca Rowden-Quince, Evan Kaiser, Jessica Silver-Sharp, Marianne Kaletzky (Executive Director)

**Members:** Professor Smith, Sarah Mangin, Jesenia Diaz, Sunny Martin, Elinor Westfold, Sol Puenzo, Theresa Martin, Lezlee Ware, Briana Avila, Lucia Lachmayr, David Eck, John Perez, Janet Laurin, Sumathi Shankar, Michelle (Ling) Fang, Gampi Shankar, Uzoma Nwamuo, Lori Slicton, Sue Broxholm, Rachel Cunningham, Vince Fitzgerald, Kamran Eftekhari, Nick DeMello, Cindy Moss, Bob Lee, Emily Gable, Brian Avila, Don Uy-Barreta, Elaine Francisco, Andrea Fuentes, Masao Suzuki, Tim Maxwell, Michael Stanford, Hellen Zhang, Beth LaRochelle, Jennifer van Sijll, Camille Kaslan, Guillermo Cockrum, Hongyan Meng, Matt Montgomery, Patty Hall

**Guests:** Leonor Cabrera, Eric Brenner, Katharine Harer, Carissa Cardenas, Herndon Christina, Malkiat Sandhu

**Facilitator:** Suji Venkataraman  
The meeting began at 2:34pm.

- 1. Welcome and introductions of new members.**
  - a. Members introduced themselves in the zoom chat.
- 2. Comments by AFT members (non-EC members) on non-agenda items**
  - a. Katharine Harer made a statement on behalf of herself and Eric Brenner about being no longer eligible to serve in their elected and appointed positions for the local because they fell off Skyline's seniority lists/and therefore are no longer members of AFT1493. They requested a review of President Malamud's decision to release them from their union positions last month.
- 3. Negotiations update:** status of AFT proposals; potential District call for impasse. Joaquín Rivera.
  - a. Compensation.

- i. AFT has proposed 7/5/3 (15)% raises over three years for all full-time faculty and non-instructional part-timers, and in the 3rd year, a formula based on property taxes so that if additional taxes come into the district we can get up to an additional 3% for a total of 18%; for instructional part-timers an additional 3.5%/yr in for a total of 25.5% over three years.
    - ii. The District is proposing 15% (7/5/3) with no formula in the 3rd year, and an additional 2.5%/yr for instructional part-timers for a total of 22.5% over three years.
  - b. Dual enrollment.
    - i. AFT and the District are negotiating an MOU on dual enrollment;
    - ii. The District will not agree that faculty teaching dual enrollment at high schools will be limited to the same duties as faculty on campus (in Appendix D1) or work on the same calendar as SMCCD, or have faculty roles be voluntary (opt-in); the District believes it has the right of assignment.
  - c. District has not moved on the following proposals by AFT:
    - i. All faculty can teach up to 50% online and counselors not be tied to their offices for online assignments and prof. work.
    - ii. Any PT who loses their load due to class cancellation should be given the same load as previous year.
    - iii. Academic freedom clause.
    - iv. Paid parental leave - 15 days of paid leave to new parents.
    - v. Release time for union increased to 48 units.
    - vi. Lab rates.
    - vii. 12 month contracts.
  - d. The District may call for impasse if they feel the two sides haven't made progress. A mediator would be assigned by PERB to push the parties to come to an agreement. If mediation fails, AFT goes to fact finding where a panel, made up of a representative from each party plus a neutral fact finder, hears from each side. The fact finding panel's decision is not binding. Both of the sides will decide if the fact finder's conclusions are a basis for agreement. If the union does not agree, the District can impose their last best and final offer and the union has the right to strike.
  - e. The union has not decided whether to declare impasse.

**4. Q&A with negotiators.** Monica Malamud and Marianne Kaletzky

- a. Members asked questions and received answers that clarified the impasse process, about progress in negotiations to date, and about which of AFT's proposals other districts have been known to win. AFT's negotiators have been told that the Board has rejected our proposals.
  - i. Can AFT TA on parts of the proposed contract and keep negotiating for the others? We have TA'd on a couple proposals already but if we settle now, everything else on the table waits until the next contract cycle.
  - ii. If AFT proposes to bypass impasse and settle now, can we shorten the negotiations cycle in the future and avoid the current fatigue? There are laws around timely negotiations -- contract negotiation deadlines set by unions can work against them.
  - iii. Do other Districts run dual enrollment in the same ways as SMCCD? Yes. The push for Districts to implement and expand dual enrollment comes from the state.
- b. Marianne explained options for shortening future negotiations by conducting a

strong organizing campaign, building up the stewards system, increasing political pressure on Trustees up for reelection, and other methods.

5. **\*Discussion: what direction/actions should we take at this point in our negotiations?** Marianne Kaletzky

- a. Members, including chapter chairs and stewards, brought concerns and provided feedback from their constituents regarding settling the contract and other issues related to the negotiations process and union's strategies; the majority of members seemed inclined to settle the contract now.
- b. Suji Venkataraman facilitated a breathing practice to collectively share our positive energy following challenging conversations.
- c. Members participated in on the spot surveys for AFT to determine the consensus on this item.

6. **Skyline health and safety** update - Lori Slicton, AFT Rep, Skyline College Health Safety and Emergency Preparedness Committee (HSEPC)

- a. Lori reported that on August 30 Skyline employees received (a Cleary Act mandated) email about a person who had threatened to kill two employees with a firearm on campus; the person remains at large; during and following the incident employees received no texts, no alarms were rung, and no lock downs took place. The San Bruno Police responded to the incident.
- b. Today the union contacted the San Bruno Police Department, learning additional details of the case, however SBPD claims they cannot release the police report.
- c. Prior to the incident the suspect was recently seen and captured on video in Buildings 4 and 19 and elsewhere around campus.
- d. Following the incident, AFT reps collected concerns from faculty who reported that their students didn't feel safe to come to campus, summarizing feedback at an October 5th HSEPC meeting. Their Public Safety Chief Brian Tupper stated that our students feeling unsafe represents a "classroom management" issue outside of HSEPC's purview.
- e. Faculty are encouraged to contact Lori Slicton and co-rep Jessica Silver-Sharp with any further concerns, as they continue to pursue details of how the emergency was handled in order to propose measures to improve safety going forward.

6. **\*Administrator hiring:** saying no to codified futility. - Teeka James

- a. The Board votes tonight on an updated Chancellor hiring process to give themselves the option to consider/hire candidates not forwarded to them as finalists by the screening committee. Since this process is confidential the community would not know whether the winning candidate was a finalist of the committee.
- b. Two trustees promoted the new process at the District Academic Senate this week. The Senates have objected, proposing different language. David Eck will speak out tonight for the Senate.
- c. The proposed changes would also prevent AFT from appointing a rep to the screening committee whereas previously the union had either a direct appointment to the search committee or all faculty committee members were jointly appointed by AFT/Senate.
- d. Members discussed the pros and cons of participating in a screening process where we no longer have power to appoint a union representative to the committee; during this meeting's closed session EC members made plans for Suji Venkataraman to speak out at tonight's meeting to voice AFT's opposition to the changes, namely that we believe they silence faculty voices, because the

desires of the committee could be overwritten by the BOT, and that AFT seeks clarity for how the Board would work “in consultation” with the committee in selecting the Chancellor.

7. AFT 1493 **student internship**: This item was tabled for October EC Meeting.
8. \***AFT appointments** Marianne Kaletzky & Monica Malamud
  - a. Anyone interested in serving as AFT rep to DPGC or the CSM or Cañada College Safety Committees should let the union know. AFT will continue to solicit interest in the hopes of appointing new reps at AFT’s October EC meeting.
9. **Comments by EC members on non-agenda item**
  - a. Jessica Silver-Sharp stated her support for Eric & Katharine’s statement (Item 2a) and hopes for discussion to address the new gap in organizing staffing during Closed Session rather than waiting until the October membership meeting.
  - b. Sue Broxholm suggested a book club reading *Equality for Contingent Faculty*. Jessica is facilitating the club by zoom and provided a link to join.
  - c. David Hasson and Michael Hoffman recently advocated for EC members taking turns attending BOT meetings and taking notes to share. Jessica shared a signup sheet where both EC and rank and file union members can sign up. David remarked on the usefulness of attending.

The meeting adjourned for Closed Session at 4:35pm.

## **10. Closed Session**