



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

AFT Local 1493 Membership Meeting

Wednesday, February 14, 2:30-4:40 p.m. (Closed Session to follow 4:40-5)

CSM 18-206 and Zoom

EC Members Present: Monica Malamud, Keira Travis, Rika Yonemura-Fabian, Joaquin Rivera, Mays Danfoura, Teeka James, Tamara Perkins, Steven Lehigh, Doniella Maher, Bianca Rowden-Quince, Salumeh Eslamieh, Michael Hoffman, Marianne Kaletzky (Executive Director)

Members Present: Nick DeMello, Jessica Silver-Sharp, Matt Montgomery, Ronda Wimmer, Cindy Moss, Michael Vargas, Lia Thomas, Marc Gottlieb, Rachel Cunningham.

Guests: Eric Brenner, Katharine Harer

Facilitator: Teeka James

The meeting commenced at 2:35pm.

1. **Welcome**

Teeka welcomed everyone and announced that she'll facilitate, and Doniella will assist her by monitoring the Zoom chat.

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

None

3. **Reopener negotiations on specific issues** (FT workload pilot program, PT healthcare, and evaluations) – Joaquin Rivera

The surveys on PT healthcare and the FT workload pilot program will close this Friday. We're trying to get the District to commit to meet at a regular time every week, so that we can move faster on negotiations and hopefully wrap up these reopeners this semester.

Responses so far - Workload pilot survey: over 160, PT healthcare survey: 60-70 responses.

Marianne reminded PT faculty to take the survey even if they don't qualify for benefits.

Regarding **part-time health care**, we're planning to propose that PT will be able to access district provided healthcare plans as well as keeping a reimbursement program.

For the **workload program** we had the forum and we're waiting for the result of the survey to put our proposal together.

Katharine reported that the forum last week was very good.

Q: are we negotiating the ratio of PT to FT? A: reopeners are limited to those listed above.

Evaluations:

Bianca requested that the evaluation forms that will be proposed be made publicly available. Doniella responded that they are already posted on the District Academic Senate website. Marianne added that we have the latest version of the forms in a DropBox. Bianca offered to post them.

Q: Will new forms need to be created for new positions, such as PD coordinator? A: No, there are already forms to evaluate faculty coordinators.

A group of EC members will review the version of the forms approved by the District Academic Senate in time for negotiations in March.

Doniella stated that the revised forms already have language about inclusivity and diversity.

Rika commented that it would be nice to have a list of which positions are evaluated using which forms.

Michael Vargas suggested to include a revision date at the bottom of each form.

Rika asked if the contract could be more specific in terms of evaluation timelines.

Teeka proposed that we agendaize "Evaluations" for the next AFT meeting, so we can discuss some of the issues that have been brought up.

Bianca asked if we could require that those serving on a tenure evaluation committee be required to have completed anti-bias training, mirroring the requirement to participate in hiring committees.

4. Steward reporting time – Campus chairs

Skyline: Mays reported that on Tuesday 7 stewards met. Katharine said they had a Mediterranean feast. Faculty shared that it was harder to reach part-time faculty. The issue of dual enrollment came up in their discussion. There's a high level of sympathy towards the union, but a low level of engagement. There will be an adjunct mixer in CTTL at 4pm on Friday. Stewards are planning to have a monthly meeting, probably on the 2nd Tuesday, 12-12:30.

CSM: Tamara reported on CSM steward coffee hours. Two dates/times for February: Friday, Feb 23 12-1 on Zoom

Thursday, Feb 29 2:15-3 in 16-106 (with actual coffee!)

5. *Presentation of communications survey data and **proposal for union communications** going forward – Eric, Teeka, Monica

Monica reported on the results on the communications survey that AFT conducted in December 2023-January 2024. One hundred and sixteen faculty participating, representing approximately 15% of our district faculty. Summary of survey results can be found [here](#).

Teeka went over the communications proposal that Monica, Eric and Teeka developed.

Proposal:

Website - *A small subcommittee of the EC will work with web-designer, maybe include a faculty member with web-designer expertise*

- *Ask for links to websites that folks like. We will also use the feedback we got through the communications survey.*
- *Who: first contact Ria, who worked with us before, or Design Action, who designed our current website; go out for bids if necessary*
- *Approve \$2000 for website re-design*

Advocate (online) – *one faculty as the point person (1 unit/semester), with a committee similar to comms team, reach out to those who expressed interest in the survey*

- *Built into the website, but with a special “Advocate” feel and look*
- *Plan on one issue per semester, with submissions throughout the semester (encourage faculty to submit articles, especially discussion topics at meetings). Tentatively: October and April*
- *Special issues (1 per semester) as special topics require, but with no obligation to publish special issues*

Email - *Marianne*

- *Predictable: as much as possible, any information from union should come out every Tuesday*
- *Have a footnote on every email: contact xxx to contribute article to our newsletter*

Jessica asked if we could make a printable version because classified staff used to read it too. Eric responded that it would be hard and time-consuming. Marianne proposed posting QR codes in division offices to access newsletter online.

Bianca offered support to consider alternate formats for the newsletter, so that it is easy to search and looks beautiful.

Eric reminded everyone of the importance of the Advocate to get different voices heard.

Motion: to accept the proposal as submitted

Yes: all

No: none

Abstentions: none

6. *Draft proposal from District workgroup on **class cancellations, class maximums, and class minimums** – Doniella, Rika

AFT and Senate had worked on a procedure to determine class maximums, tied to pedagogy, types of assessments, and other factors that would impact class maximums. The District refused to consider this proposal.

Instead, the Interim Chancellor wants a procedure that links class maximums, class minimums and class cancellations. Doniella reported that there are AFT representatives on this taskforce. Aaron McVean wrote the proposed policy and administrative procedure. In meetings, administrators have been silent, with faculty doing all the talking.

During Covid we had a temporary class minimum of 10 students.

Steve asked why administrators are so against the minimum of 10 students. They could keep it and it would be just a one-semester problem, because the next semester they may decide not to offer that section.

Tamara noted that class cancellations are extremely detrimental to both students and to part-time faculty.

It may be necessary to have different class minimums for in-person vs online courses.

Doniella and Rika need input by February 26.

Doniella showed a document that Aaron shared in workgroup meetings which specifies different class maximums for different types of classes.

Steve pointed out that we're a community-supported district, and we get much more funding than if we were funded through apportionment. So why is that extra money not being spent in the classroom? Where is all the extra money going?

Tamara argued that when classes are cancelled, part-time faculty have already invested time in preparing for them.

Monica proposed language to compensate faculty for some of their prep time when classes get cancelled.

Tamara asked if there is data about success rates in smaller classes. Doniella answered that that information was included in the document that AFT and Senate had worked on.

7. Designated time for **part-time issues** at membership meetings – Tamara, Vera, Jessica Silver-Sharp

Jessica went over what was discussed and decided at the December meeting on this topic.

Jessica, Tamara and Mays reported on issues that have been brought up by PT faculty:

- PT reps are getting a lot of questions about their paychecks; it's hard to understand how to read the paycheck.
- There have been cases of faculty not getting paid on the correct column.
- Part-time faculty were excluded from long-term care insurance.
- Faculty missed getting paid for flex because they are not told about it when they are

onboarded.

- Some part-timers get paid by divisions to attend division meetings, others do not.
- Some part-timers get paid to participate in committees, others do not.
- It would be good to know what they can get paid for.
- Even though part-timers are advised not to work for free, it was noted that sometimes tasks are assigned at division meetings, and by missing a(n unpaid) division meeting, a part-timer could miss out on other opportunities for paid work.
- Some part-time faculty were not clear on whether they are eligible to claim unemployment insurance benefits. Marianne offered help if someone needs to prepare for the UIB interview, or to appeal a denial.

Marianne asked for clarification about how this time on the agenda will be used for and who will be speaking on it.

Teeka said she doesn't want this agenda topic to be misunderstood as our union allowing part-time issues to be addressed only during this 15' agenda item.

8. ***March in March** – Monica

Monica gave an overview of this event, the March in March – For the Future of Education in California, which is planned for March 7 in Sacramento.

Organizers are a combination of faculty and student groups, like CFT, FACCC and the Student Senate for the CCCs.

There will be contingents from Los Angeles, Orange County, San Diego, the Bay Area Sacramento, and hopefully the Central Valley. The CFT has allocated funds to cover costs for this event, for locals who need assistance (contact Jessica Hay, Campaigns Director).

The basics in terms of logistics and expenses are already covered: permits, signage, banner, porter-potties, traffic, individual signs with March in March logo, t-shirts.

What our local could do:

- Contribute \$500 as a sponsor
- Faculty turn out
- Contact students (student trustee, Associated Students leaders, student life coordinators, clubs)
- Help spread the word, social media campaign (X: @CAMarchInMarch, FB: CA March in March)

Motion: to contribute \$500 from our solidarity fund as a sponsor

Yes: 10

No: 0

Abstentions: 0

9. ***Proposal for Executive Committee Closed Session meetings** separate from regular membership meetings – Teeka

Teeka presented this proposal. Several EC members prefer to stick to one meeting, even if it's long.

Marianne and Doniella brought up the fact that we may need more meeting time if the EC is going to be more active in directing negotiations and organizing, for example. Doniella added that this is part of a larger discussion regarding where we put our resources and how to get members more involved.

Michael would like to have more time for EC to discuss important decisions between meetings. It would also allow the EC to be more involved in everything that goes on between our monthly meetings.

Tamara's concern is that there are not many time slots left in our busy schedules to fit in another meeting each month. Would we pick a different day/time each month?

Salumeh mentioned that at the retreat we realized that we needed more time for the EC to discuss issues, so we should try to figure out how to carve out the time we need.

No action was taken and this conversation will be continued.

10. ***Committee on Political Education** – Marianne

The Committee on Political Education (COPE) is a voluntary group within our membership that works to identify new board members and helping them with their campaigns.

Faculty can sign up online, at the bottom of our local's membership form.

We have elections this year in three areas: Area 1, currently held by Lisa Petrides, Area 3, currently held by Wayne Lee, and Area 5, currently held by John Pimentel.

There is consensus that we need to work on electing good board members.

Doniella asked if it's possible to make one-time contributions to COPE. A: It is possible but would create extra reporting. Instead, people could choose to contribute directly to a candidate's campaign instead of funneling that contribution through the AFT 1493 COPE fund.

We will convene a meeting of COPE in March.

11. ***AFT appointments (if needed)** – Monica 4:35-4:40

None

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

Monica: there's a [CFT March Summit](#) in Sacramento, March 14-16, with Leadership Conference Thursday 3/14 and Friday 3/15, Community College Council meeting Friday 3/15 at 3pm, and State Council meeting on Saturday 3/16, 9am-3pm. Any EC members interested in attending please contact Monica for details. Deadline for room reservation is February 21st.