



**Minutes of
General Membership/Executive Committee Meeting
November 8, 2017—Skyline College**

EC members present: Leighton Armitage, Salumeh Eslamieh, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver-Sharp

AFT 1493 Members Present: John Calavitta

Guests present: None

Facilitator: Jessica Silver-Sharp

Meeting called to order at 2:40

- 1) Welcome and introductions
 - a) No need for introductions
- 2) Statements from AFT (non-EC) members
 - a) No non-EC members present
- 3) Minutes of October 18, 2017 AFT meeting (action item)
 - a) The minutes were approved unanimously with minor corrections.
- 4) Constitution and Bylaws revisions
 - a) We reviewed the constitution and bylaws for our local. Please review the shared Google doc if you'd like to provide additional comments. We need to have a ratification vote (by the membership of the union). We can use this as an organizing tool. Maybe we can link it to our EC election cycle. Should we do only one vote? We agreed unanimously to put these documents before the membership for ratification.
- 5) Academic calendar (2018-2019 revisions?) and 2019-2020 (action item)
 - a) We approved the 2018-2019 calendar at the last meeting. Since then, Joaquin got additional changes from the District for us to consider. Apparently the days had been miscounted. Joaquin walked us through their proposed changes, which include altering finals weeks for both semesters and the addition of César Chavez day (April 1). We agreed to the changes for 2018-2019, but we will communicate our concerns about the split finals week in December. We approved the calendars with suggested changes.
- 6) Restorative justice discussion
 - a) We discussed ideas about whether a restorative justice process would work in our District. Paul R. brought an explanatory draft for us to consider. This RJ process would perhaps attach to our grievance process. The EC needs to decide whether we want to take this on as a project as a group. This RJ proposal could become one of our reopeners. We have a box on this issue in the November issue of *The Advocate*.
 - b) We probably should reach out to CSEA to see if they are interested in adopting something like this as well. The CSM and Cañada Senates should weigh in on this, too. Paul R. offered to go to

an upcoming CSEA meeting to share this idea. Dan can talk with the AFSCME reps. This is a good issue for collaboration amongst the three unions. Dan and Monica will approach the other Senates. These conversations should be somewhat general and exploratory at this point. An ask might be a sign up list of those interested in discussing this issue in an ad hoc committee/work group (for example). We should contextualize this idea by saying the District is treating student complaints as excuses to place faculty on administrative leave. The box in *The Advocate* provides some good language to give to the Senates. We'll move on these as soon as possible.

- c) This could become something that would become an adjunct to our grievance process--an informal resolution of conflicts/complaints about faculty that are not contractual violations. We want a layer between accusation and investigation.

7) Concurrent enrollment

- a) Doniella reported that at Cañada the concurrent enrollment projects there seem to be growing in ways that might be concerning. A part-timer was approached by the principal of a public, charter school in EPA and asked if she would help them design a college-credit bearing course for their high school. The principal indicated that Cañada would pay the part-timer for her labor. Cañada said, no. These agreements are coming to us through an unofficial, free-lance process. What does the Cañada Senate say about this idea? Teeka reported that CSM is having some similar issues. We should talk about this further at our next meeting.

8) Workload committee update

- a) They haven't met, but they raised the idea of the part timers being able to take the survey as well. The conversation was over email, but Kathy Blackwood was not in favor of this idea.

9) District Participatory Governance Council

- a) The DPGC is looking at political activity again. We successfully delayed the Council's action but need to get proposed language to the group by December 4th. We will work on revisions for BP 2.30 to present at the next meeting of the DPGC.

10) Campus equity week and other Organizing activities

- a) Katharine and Michelle reported about the Equity Week events at Cañada last week. The commuting map was a thing of beauty. Students were shocked at how far faculty travel to get to work. We're going to post the fact sheet on our office doors. We'll send out an informational communication to faculty about this.
- b) No one has gotten new members. We still have fee payers who want to be members.
- c) We have to show that we have a membership form from every single member once the SCOTUS decisions come down. Monica has collected all the membership forms—she worked 8 hours over the weekend. She's cross referencing our membership list against our membership applications. We are missing membership forms for roughly 1/3 of our members.
- d) So, we want to make sure we have membership forms from everyone AND to sign up our fee payers. We need to be reminding our members of the value of the union so that our current members don't drop out when Janus comes down the pike.

11) Union communications discussion

- a) Tabled till next meeting in the interest of time.

12) Statements from EC members on Non-Agenda Items

- a) The BOT has decided to move to district elections. There are five districts. Mandelkern, Goodman, and Holoher live in the same district now. Holoher is no longer part of his former

district. There is a new district without an incumbent, so we need to find a candidate for next year. The issue passed with a 3-2 vote (Holober and Mandelkern against). Holober will be “termed out.”

13) Closed session discussion of faculty grievances and complaints

- a) We heard about faculty complaints and were updated on the progress of current faculty grievances.

Meeting adjourned 5:31