



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
January 20, 2021  
2:30pm-5:00pm  
By Zoom**

**EC Members Present:** Joaquin Rivera, Jessica Silver-Sharp, Katharine Harer, Monica Malamud, Teeka James, Eric Brenner, Doniella Maher, Rika Yonemura Fabian, Salumeh Eslamieh, Steven Lehigh, Anne Stafford, Marianne Kaletzky (Executive Secretary), Timothy Rottenberg, Shaun Perisho, Annie Corbett, Bianca Rowden-Quince, Evan Kaiser, David Lau, Kolo Wamba.

**Members Present:** Mandy Lucas, Nathan Jones, Sumathi Shankar, Masao Suzuki, Patty Hall, Cindy Moss, T. Lee, Diana Tedone-Goldstone

**Facilitator:** Annie Corbett

The meeting commenced at 2:35pm.

1. **Welcome and introductions of new EC members:** Annie Corbett, David Lau, Kolo Wamba and Tim Rottenberg
2. **Introductions of other attendees**
3. **Statements from AFT members (non-EC members) on non-agenda items**
  - a. T. Lee presented on the need for AFT to address the plight of non-emergency temporary full-time faculty members.
    - i. Many do not know if their positions will continue after Spring 2021.
    - ii. These positions violate Title V laws and give faculty “third class” status without the benefits other full-time faculty enjoy.
    - iii. Discussions on topic will continue at upcoming CAT meeting.
4. **Vote on Agenda:** The revised agenda was unanimously approved.
5. **Anti-Oppression Committee (AOC) update** Rika & Doniella reported.
  - a. AOC’s January 2021 Flex day session, focusing on class size from a pedagogical standpoint, and attended by almost 100 participants, was well received.
  - b. Additional discussion is needed to bring faculty together and engage the Senate to bring the authority to determine class size into faculty hands.
  - c. All members are invited to join AOC meetings on Fridays @ 2:30pm.

**6. AFT appointments: CSM part-time rep; Cañada PD Committee\***

- a. No nominations received for Cañada College Professional Development rep.; a mid-year appointment is needed to replace Salumeh Eslamieh, on leave.
- b. CSM is in need of a part-time representative; David Lau to reach out to colleagues.

**7. Q&A: What's in the Spring MOU? How does it differ from the Summer/Fall MOU? What types of leave are available to faculty?** Joaquin reporting.

- a. Negotiations for a Spring 2021 MOU were concluded December 23, 2021. [Read MOU highlights.](#)
- b. The same types of leave are available as in our previous pandemic related MOU's according to these provisions (<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>) including for faculty who already took leave in Fall 2020.
- c. New MOU provisions:
  - i. Faculty to begin receiving \$100/mo. stipend, pro-rated by load for part-time faculty, this month.
  - ii. All evaluations for tenured faculty and part-time faculty will cease until in-person instruction resumes.
  - iii. Faculty with PIPS and adjunct faculty newly hired this Spring or Fall 2020 will be evaluated this Spring 2021.
  - iv. Most part-timer faculty will lose their healthcare reimbursement stipend if their appointment falls below 40%, as has been the case in previous semesters. However, part-timers who started Spring 2021 teaching in-person classes will remain eligible for the stipend if their load falls below 40% due to the cancellation of in-person classes pursuant to a new health order.
  - v. Spring 2021 will not count towards the three-semester hiatus required for a part-timer to be removed from a seniority list.
- d. Provisions for class conversion pay and extra pay for classes of over 40 students remain the same as in the Summer/Fall 2020 MOU.

**8. Contract negotiations update** Joaquin reported.

- a. As of January 20, negotiators had not recently met despite AFT's scheduling efforts. AFT had not received updates or counterproposals from District negotiators, and did not have future negotiations dates calendared.
- b. On January 8, the District proposed AFT settle the contract within 30 days, offering a 2% increase for part-time faculty and stating their willingness to begin negotiations on part-time faculty parity if and after AFT agrees to settle, but without offering parity implementation details or discussion schedule. AFT turned down the District's offer.
- c. The District provided partially correct salary comparisons for full time faculty across several college districts, but the comparisons lacked part-time salary information.
- d. CAT members have met with individual BOT members to provide up to date data packets containing detailed salary comparisons.

- e. EC discussed BOT's possible engagement of a third-party consultant to conduct a salary survey. AFT considers that the salary facts are already on the table; a survey would further delay the union's ability to reach our goals and settle the contract.

**9. Discussion of 2022-2023 calendar** Joaquin reported.

- a. The calendar will be approved at the March 10, 2021 EC meeting.
- b. The Academic Senate is forming a task group to do some research about compressed calendars.

**10. Defining our union's top priorities to present to the Board\***. Katharine reported.

- a. A couple of Board members have requested AFT's top three priorities.
- b. Members discussed priorities related to "part-time and non-tenure track faculty" pay parity, health benefits and job security under an "umbrella of parity." Lack of pay for teaching double sections and lagging negotiations were also discussed.
- c. CAT will continue to discuss priorities and bring their recommendation back to the EC.

**11. Contract Action Team update / report back from Basic Aid Districts organizing meeting.** Monica reported on suggestions we learned.

- a. Members discussed pros and cons of the some of the organizing strategies learned from the meeting.

**12. Closed session.**

**The meeting adjourned at 5:25p.m.**