



**SAN MATED COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
February 10, 2021  
2:30pm-5:00pm  
By Zoom**

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

**Members Present:** Kathy Zarur, Masao Suzuki, Lori Slicton, Vera Quijano, Nick DeMello, Alpha Lewis, Gampi Shankar, Jamie Hui, Ali Shokouhbachsh, Zhanna Kotsishevskaya, Nathan Jones, Pate Hui, Tamara Perkins, Alejandra Tovar, Maryam Khan, Elinor Westfold

**Facilitator:** Doniella Maher

The meeting commenced at 2:35pm.

**1. Welcome and introductions.**

**2. Statements from AFT members (non-EC members) on non-agenda items.**

- a. Canada KAD faculty member Vera Quijano reported.
  - i. District's lack of support center for faculty with disabilities, especially invisible disabilities, is unacceptable.
  - ii. Situation of KAD courses being taught from home during pandemic is unfair to faculty and needs reassessment.
  - iii. 1 unit KAD course previously taught face to face, and now as lecture, is paid at lowest lab rate, however in the online environment entails excessive assessment. For 130 students can total 20/30hrs/wk plus other unpaid work.
  - iv. KAD class sizes must be reduced in the online environment.
  - v. District must provide KAD teachers the space needed to film their classes.
  - vi. Spring 2021 KAD classes prematurely canceled after (unpaid) prep work was accomplished.
  - vii. Members must speak out to the BOT. She has prepared a video: <https://vimeo.com/509984659>
- b. Skyline Anthropology faculty member Lori Slicton reported on the lack of adequate, timely District/campus support for faculty with disabilities, citing urgent need for disability resource center to serve district employees.
  - i. AFT must put ADA language into contract to force District into compliance.

- ii. District and Facilities teams debate distinctions between “ergonomic” and “ADA required” for adaptive furniture/equipment but arguing over who pays holds up the requisition processes and harms faculty.
    - iii. District’s recent ADA presentation/assessment excluded Health & Safety Committee input, claiming in error that employees in our District have not filed complaints.
    - iv. Other union members must join effort in calling for adequate support.
  - c. Zhanna Kotsishevskaya spoke out about lack of reasonable office space for adjunct faculty. There is no private space for student conversations.
  - d. EC to brainstorm ways to better address these situations.
3. **Statements from EC members on non-agenda items.** Doniella Maher reported.
- a. Members are encouraged to support the AFSCME nurses strike in Burlingame by joining the picket line this Thurs/Friday (5:30).
  - b. EC voted unanimously to contribute \$200 from AFT solidarity fund to strikers.
  - c. AFT to publish article about the strike in next Advocate.
4. **Campus Chair updates.** David Lau, Rika Fabian and Doniella Maher reported.
- a. CSM: D. Lau reported considering proposal of a CFT resolution to use its resources to advocate for the passage of a wealth tax to fund Covid recovery measures in higher ed, however there are CFT efforts to this end already in the works.
  - b. Skyline: AFT office hours by zoom have been well attended. Skyline reps emailed a welcome message and video to members <https://youtu.be/R47-H6qX1mc> and will begin work to provide support to adjuncts teaching Dual enrollment & Middle College.
  - c. Cañada: Members are reporting various problems re. canceled courses. Reps also in communications with Eval. Guidance Committee to resolve problems.
5. **Introduction of Grievance Officer/discussion about QOTL payment issues**
- a. QOTL payments: at CSM residual payment problems have persisted.
  - b. Coursework has been inconsistently evaluated by peers.
  - c. Batch payments missed in January are to be paid this month. Faculty experiencing problems should reach out to grievance officers.
  - d. *Advocate* article this month encourages faculty to contact their grievance officer about workplace issues. <http://aft1493.org/workplace-issues/>
  - e. Teeka James to meet with Dean Chapple to address payment problems.
6. **Check-in: monthly remote work stipend.** Jessica Silver-Sharp reported.
- a. AFT contacted HR Director Chen Yu Ho about stipend payment errors for adjunct faculty and lack of payment to some full-time faculty, which he promised to resolve.
  - b. Part-time reps or chairs will remind adjunct faculty to consult their February paystubs for corrections to January payments.
7. **Negotiations update.** Joaquin Rivera and Monica Malamud reported. SEE February 4, 2021 Negotiations report. <http://aft1493.org/aft-1493-negotiations-update/#feb4>
- a. AFT shared a detailed salary data package with negotiators detailing the District's ability to increase adjunct salaries.
  - b. Members discussed problems with the District's proposal and immediate actions CAT might consider to address them.

8. **Contract Action Team (CAT) update** (incl. Call for speakers at Board meetings; discussion of actions around non-emergency full-time temporary positions and dual enrollment)
  - a. Problems faced by Dual Enrollment faculty remain in need of solutions. CFT resolution on dual enrollment through the Higher Education Committee (chair, Monica Malamud) is expected. AFT recently submitted an RFI to the District for current dual enrollment faculty names and courses and consulted other Districts, learning that dual enrollment faculty elsewhere face similar problems.
  - b. Non-emergency full time temporary faculty positions: T. Lee presented to CAT on January 27 regarding temporary faculty's lack of rights and benefits. The District's participatory governance council is also working to write a related resolution into Board Policy.
  - c. Part time parity: More (and different) faculty are needed to speak out at BOT meetings during public comments and attend Chancellor's office hours.
  - d. Transparency: CAT members are working with Trustee John Pimentel to change BOT's procedure of preventing commenters from contributing to meetings by video. Current practice includes member's voices only unless slated for presentation.
9. **Advocate update.** Eric Brenner reported. <http://aft1493.org/february-2021-issue-44-number-4/>
  - a. Readership has been extremely low.
  - b. Solutions discussed: Individual members can share articles that are relevant to their constituencies, using them to generate discussion; encourage EC members to keep up to date on current articles; disseminate Advocate twice monthly instead of once; chapter chairs send a narrative email message highlighting articles; members share Advocate with their respective divisions.
10. **Discussion and vote on union priorities to present to the Board\*** Katharine Harer reported.
  - a. EC unanimously approved the following priorities for presentation: District must prioritize part-time parity with mirrored schedule & comply with California's 50% law.
11. **Discussion on creating a health and welfare fund within our local.** Katharine Harer & Steve Lehigh reported.
  - a. Members discussed idea of setting up a health and welfare fund based on union dues or donations for faculty facing emergencies, including lost health care stipend when teaching loads fall below 40%. Additional research on funding models used by other colleges is needed.
  - b. Steve to consult with CFT on any issues/obstacles; Marianne to see how UC-AFT operates their fund.
  - c. Additionally, AFT can appeal to the District on behalf of individual faculty in need.
12. **AFT appointments\*.** The EC unanimously approved Michael Hoffman's appointment to the PD committee.
13. **Vote to continue funding a student organizing internship with Hannah Hersey\*** Tabled for March 2021 EC meeting.
14. **Vote to approve minutes from January Membership Meeting\*** Vote to be conducted by email.
15. **Anti-Oppression Committee (AOC) update/discussion of gender-based oppression in the District and possible actions to advocate for women and non-binary faculty.** Skyline Engineering faculty member Maryam Khan reported.

- a. Within the workplace women, in addition to non-binary and queer faculty, face inappropriate, non-mutual or gender-hostile behavior not addressed by AFT contract. Employee code of conduct does not include ethical behavior guidelines for such. Faculty may feel vulnerable or fear hostility, which affects the classroom and greater community. Current avenues for solutions through HR often ineffective. Faculty also fearful from past experiences.
- b. Gender inequality and disparity is more pronounced in certain departments than others.
- c. Questions raised: How can District better support marginalized faculty, who are expected to support students like themselves (emotional labor) in extra ways that are unpaid? What have other colleges or unions done in the wake of the #MeToo movement? Can language be included in AFT contract to address gender-based hostility? Can District be made to work harder to promote inclusion, such as through safe spaces where colleagues can share what they are experiencing? How can District be made to enforce Title 9? Can we bring these issues to the Board?
- d. Members discussed gender biased oppression they have experienced during faculty evaluations and other arenas.
- e. Proposed: AFT might promote peer-based restorative justice type system that doesn't involve Administration.
- f. Proposed: AOC might consider bringing a proposal for addressing some of these problems to the EC for further study.

**16. Closed session.**

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