



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting
May 12, 2021
2:30pm - 5:00pm
By Zoom**

EC Members Present: Doniella Maher, Katharine Harer, Jessica Silver-Sharp, Rika Yonemura Fabian, Teeka James, David Lau, Shaun Perisho, Joshua Avera, David Laderman, Joaquin Rivera, Evan Kaiser, Eric Brenner, Monica Malamud, Kolo Wamba, Steven Lehigh, Salumeh Eslamieh, Eric Brenner, Bianca Rowden-Quince, Timothy Rottenberg, Michael Hoffman, Marianne Kaletzky (Exec. Secretary)

Members Present: Anne Stafford, T. Lee, Amanda Barden, Tammy Calderon, Masao Suzuki, Gerardo Pacheco, Gampi Shankar, Sumathi Shankar, Cindy Moss, Tamara Perkins, Nathan Jones, Jenna French, T. Lee, Nick DeMello, Jesenia Diaz, Kate Browne, Althea Kippes

Facilitator: Katharine Harer

The meeting commenced at 2:35pm.

- 1. Welcome & Introductions**
- 2. Statements from AFT members (non-EC members) on non-agenda items.**
- 3. Negotiations update: ratification vote results; Summer/Fall 2021 MOU.** Joaquin Rivera and Monica Malamud reported.
 - a. Members have ratified the contract with 97% yes vote. BOT to ratify tonight.
 - b. Negotiations for Summer/Fall 2021 have not begun; AFT awaiting response on dates provided.
 - c. AFT continues to review MOU survey recommendations for inclusion in Summer/Fall MOU. <http://aft1493.org/may-2021-advocate-summer-fall-2021-mou-survey/>
- 4. Covid vaccinations.** Monica Malamud reported.
 - a. While AFT has not yet taken a position, the union plans to negotiate the effects of whatever vaccination decisions are made through MOU's. The EC will also hold a special meeting in early June to decide whether to take a position on vaccinations related to our reopening campuses.
 - b. The District's current reopening plan doesn't include required student vaccinations for Fall. Regarding any faculty vaccination requirements, AFT will look at what protections are in the law for exemptions, then learn whether faculty would like the union to negotiate something different.

- c. Tonight's BOT agenda includes 60 minute discussion on reopening plans with five AFT members slated to share a variety of concerns.
- d. Trustee Pimentel co-wrote an op-ed in Daily Journal supporting re-opening.
- e. Also published this week: "San Mateo County Community College District eyes reopening: Officials favor reconsidering previous decision to keep campuses shuttered in fall."
- f. Discussion points by members:
 - i. Faculty who don't agree with vaccinations or oppose a vaccine mandate should not plan to return in person in Fall.
 - ii. The District needs a clear and fair process for those employees/AFT should advocate that no one be forced to come back in Fall or Spring or risk losing their employment.
 - iii. There are many rational reasons to distrust or oppose the vaccine.
 - iv. Faculty in contact with small infants should not be forced to risk being exposed to unvaccinated people on campus.
 - v. Concerns that students are not being required to be vaccinated for Fall; especially b/c the age range of those most likely to spread infection reflects our student population and students have not had access to vaccines.
 - vi. Our students are really struggling; for young people, mental health crisis outweighs the chance of developing bad covid symptoms.
 - vii. AFT should look into details of CSU's/UC's mandatory vaccination.
 - viii. We don't know the long term effects of COVID exposure.
 - ix. We have faculty who cannot be vaccinated, however we can create a buffer for them by being very careful.
 - x. Elementary school openings/closures; school has not been steady for our kids. Parents need support around any plans involving a return.
 - xi. We need access to facilities/safety information and plans; we hear that some of our buildings will get HVAC updates and that rooms that don't meet standards will not be used. We are not certain if ventilation standards laid out by the District are sufficiently stringent/appropriate.
 - xii. Following discussion, the EC unanimously approved the statement: "No faculty members should be required to work on campus against their will, before they feel it is safe, and no faculty member should be required to teach or work in a space that does not meet the requirements of public health authorities or risk losing their job."

5. Information on Potential Faculty Housing Survey. Kate Browne reported.

- a. Kate represents faculty on the SMCCCD housing board, tasked with communicating with our Senates and AFT about how best to gather information about what needs to change re. our employee housing program. The Board will use this information when they survey all District employees by the end of Fall 2021.
- b. A short-term task group could generate the issues for discussion, or Kate might join AFT's August retreat 2021 where this could be an agenda item for in depth discussion.

6. Update on Evaluation of Administrators and proposal for how to use survey data.

Monica Malamud reported.

- a. In the past members evaluated their Deans but were not privy to completed evaluations, unable to bring about changes. The goal of AFT's new survey is to give the District feedback on deans and other administrators but also to pressure the District to evaluate administrators more regularly.
- b. Members discussed how best to use the data AFT collects in this survey.

7. AFT appointments. All new appointments were unanimously approved.

- a. Professional Development Committee:
 - i. CSM: Teeka James, David Laderman and Tatiana Irwin will continue.
 - ii. CAN: Salumeh Eslamieh will continue; no other appointments at this time.
 - iii. SKY: Ruben Parra, Melani Espinueva-Aure, Rob Williams (Chair) will continue.
- b. Evaluation Guidance Committees:
 - i. CSM: Emily Kurland is appointed. SKY & CAN: Current appointees continue.
- c. Health & Safety Committees
 - i. SKY: Jessica Silver-Sharp & Lori Slicton appointed to represent AFT
 - ii. CSM: No new appointments as of this meeting. D. Lau to recommend members.
 - iii. CAN: The committee remains disbanded, per the District Operations Center.
- d. District Budget Committee. Steven Lehigh continues.
- e. AFT Grievance Officers, 2021-2022
 - i. CAN: Doniella Maher will continue.
 - ii. SKY: Dr. Bianca Rowden-Quince will continue.
 - iii. CSM: Teeka James will continue.

8. Anti-Oppression Committee (AOC) update. Doniella Maher & Rika Yonemura Fabian reported.

- a. AOC reported on class size survey, which AOC conducted together with DAS in late April/early May. (See *Advocate* article, <http://aft1493.org/may-2021-advocate-summer-fall-2021-mou-survey/>)
 - i. 60% said current caps did not meet their pedagogical needs. Even more thought there was an issue in how caps are decided. Qualitative responses: Members believe Deans should be required to consult with faculty for their input. 80% of people had additional comments.
- b. AOC to form task group to tackle this during Fall, working with the DAS.
- c. AOC to hold Gender Listening Space this week, a new initiative to provide support and solidarity for students, staff and faculty, co-facilitated by students. AOC to report back and form action steps.

9. CAT Update Katharine Harer reported.

- a. CAT has been organizing for tonight's BOT meeting, which will include faculty speakers Jenna French, Jessica Truglio, Ariel Smith, Rosie Bell, Katharine Harer, and M. Kaletzky.
- b. CAT has been participating in solidarity work related to CCSF's budget crisis, doing messaging, phone banking and attending a May Day march to support the Pro Act.
- c. A recent CFT article highlighted AFT1493's successful contract campaign.

10. Approval of EC April 2021 Meeting Minutes. The minutes were amended and unanimously approved.

11. Statement from EC Members on non-agenda items.

Monica Malamud reported.

- a. Monica shared a draft letter and information about recently **amended AB-375 Community Colleges: part-time employees**, which would allow part-time faculty to work 85% of full time. Approved at CFT 2021 convention.
 - i. While original legislative analysis showed this initiative would cost the state, new analysis shows otherwise; AB-375 to go through the appropriations process.
 - ii. Discussion.
 1. While we hope numbers of classes taught by individual adjuncts within one college or institution will actually increase; adversely, Districts may continue to exploit growing contingent workforce. (Therefore, we voted against this at Convention).
 2. Adjuncts trying to improve their work life in any way they can; if unions continue advocating for stronger health benefits for part-time faculty, districts won't have reason to prefer part-timers over full timers; districts will reach a tipping point and hire more full time faculty.
 - iii. College for All requires districts to have a certain ratio of part to full time faculty.
- b. CFT has requested letters of support for the legislation. EC voted unanimously to send a letter of support to CFT.

David Lau reported.

- a. CSM Faculty have reported concerns about a [program mapper](#) purchased by District that tells students about future salaries they will earn, as well as other information. The app and its visual rhetoric convey a particular ideology that favors higher salary careers like STEM, devaluing intellectual and creative majors like English and the Arts.
<https://san-mateo.preview.programmapper.ws/academics>

11. Approval of April 2021 EC Minutes. The April 2021 minutes were revised and unanimously approved.

12. Closed session

The meeting was adjourned at 5:10pm.