



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, December 8, 2021
2:30-5:00p.m.
By Zoom**

EC Members present: Timothy Rottenberg, Steven Lehigh, Katharine Harer, Joaquin Rivera, Rika Yonemura-Fabian, Monica Malamud, David Lau, Michael Hoffman, Bianca Rowden-Quince, Salumeh Eslamieh, Evan Kaiser, Eric Brenner, Doniella Maher, Josh Avera, Teeka James, Jessica Silver-Sharp, Marianne Kaletzky (Executive Secretary)

Members present: Vera Quijano, James Wong, Ronda Wimmer, Marco Chacon Jr., Nathan Jones, Suji Venkataraman, Jesenia Diaz, Eric Lohmann, Lori Slicton, Lisa Rose, Patty Hall, Rachel Cunningham, Mine Kocak, Smuathi Shankar, Sue Broxhold, Trang Luong, Paningbatan, Clair Yeo-Sugajski, Tamara Perkins, Mandy Lucas, Julia Johnson

Facilitator: **Doniella Maher**

The meeting was called to order at 2:34 p.m.

1. **Introductions**
2. **Statements from AFT members (non-EC members) on non-agenda items.** None.
3. **Presentation: CFT statewide campaign for part-time healthcare.** Chase Golding (CFT Part-Time Organizer) and John Govsky (part-time professor at Cabrillo College and Co-Chair of CFT's Part-time Faculty Committee) reported.
 - a. They are starting a statewide campaign for healthcare for part-time community college faculty. This campaign ties a lot of issues together.
 - b. Although this campaign is focused primarily on issues that affect part-time faculty, we want to involve full-time faculty and everyone who works and studies at community colleges. The better our working conditions, the better we can serve our students.
 - c. CFT represents 17,000 part-time faculty in 27 locals.
 - d. Campaign aims to increase state funding for part-time healthcare dramatically as well as developing new programs and models for PT healthcare (ex. creating a way for part-timers teaching in multiple districts to pool their time to meet eligibility thresholds, so that a PT teaching 20% in one district and 30% in another could pool them to meet a 50% eligibility threshold).
 - e. They are pursuing this campaign through the state legislature, Governor Newsom's budget, and local bargaining with coordinated statewide action.

- f. Cost to the state will be in the hundreds of millions. California is looking at a \$30 billion budget surplus.
- g. Today CFT is rolling out a link to tell Newsom he needs to allocate money for PT healthcare—leadership will send it out to members of our Local.
- h. Members should contact Monica Malamud to join the part-time healthcare committee for monthly meetings followed by report backs to share information with local. Seeking minimum of 3 part-timers and 1 full-timer from our Local to participate.
- i. One easy action is for part-timers who have stories about difficulty with healthcare tell their stories at a Board meeting, possibly starting now.
- j. Member questions/comments: What about raising the cap on PT teaching in one district from 67% to 85%? Answer: Newsom vetoed it after it passed the legislature with no “no” votes. However, CFT will continue to advocate. Costs were falsely attached to this bill to raise the cap. Resolving healthcare issues for PT would get rid of some of these costs.

4. AFT appointments Monica Malamud reported.

- a. Monica nominated Vera Quijano to serve as PT rep for Cañada for the remainder of this term (previous holder of the position stepped down and we do not have elections until May). David Lau seconded. The appointment was unanimously approved
- b. Monica moved to appoint Evan Kaiser as an organizer together with Rika Yonemura-Fabian, Jessica Silver-Sharp, and Katharine Harer. AFT would grant Evan 1 unit of reassigned time for Spring 2022 to do this work. Doniella Maher seconded. The appointment was unanimously approved.
- c. Monica will be making executive appointments of faculty to serve on the joint faculty-admin work group looking at potential further increases in lab FLC. We are confirming individually with faculty who’ve volunteered to serve, will make sure the group is a good mix representing different disciplines.

5. Negotiations Updates Joaquin Rivera and Monica Malamud reported.

- a. Negotiations for a Spring 2022 MOU are still underway. Members should reach out to Monica & Joaquin to provide input.
- b. A member asked, is there a time frame around 10 student minimum before canceled? There is not.
- c. A member asked if there is incentive for the District not to settle? Joaquin clarified that the District has not refused to negotiate; the union just hasn’t made significant improvements in all areas. The District has displayed obstinance in some areas.
- d. More details are provided on the AFT1493 website - Negotiations: <http://aft1493.org/aft-1493-negotiations-update/>.

6. Contract Action Team update (including plans for tabling). Katharine Hare reported.

CAT sent out a contract survey last week, 189 responses thus far. Please respond about your priorities for our next contract.

- a. CAT planning for in person tabling on at all three campuses flex day and first teaching days in Jan. 2022 to support members
- b. CAT plans an organizing retreat to plan on Jan 21, 3pm.

- c. Union welcome back hours are also planned for January.
- d. CAT is meeting Monday to discuss what to present at 12/15 BOT meeting and may speak out about some of these issues not solved through MOU negotiations.

7. Update: upcoming Board of Trustees election Katharine Harer & Eric Brenner reported.

- a. One Board of Trustees seat is coming open for Nov 2022 election, seat - Daly City, Brisbane, S. San Francisco; we haven't begun to reach out to potential candidates but are looking for members to join Eric Brenner and Katharine in this work. Please contact Katharine interested.
- b. James Coleman S. SF, City Council won the seat at age 21 last year. He reached out to AFT because he's running for Assembly. Article from Mercury News (get from chat). Wants input from AFT to develop his policies and best support teachers. We haven't previously endorsed someone as a local before. He wants to meet with us in January. Gave us names to contact for Board election and spoke at our 202 Social Justice teach-in.

8. Discussion and vote to approve: feedback to DPGC regarding Board Policy on SMCCCD Mission* Michael Hoffman, Rika Yonemura-Fabin, Doniella Maher, David Lau reported.

- a. A draft Mission Vision & Values document from the District's Anti-Racism Council was shared and discussed at AFT's November EC meeting. EC members were not in agreement about AFT's role in proposing feedback for changes to the document and proposed further discussion for this meeting.
- b. Discussion focused on role of union in advising the Council on this draft, and whether or not it was acceptable to have a resolution calling out anti-blackness while not acknowledging other oppressed groups. Members voiced a range of perspectives.
- c. It was agreed that while union could benefit from more discussion of labor's historical relationship to question of anti-black racism, the union will use its multifaceted platforms and groups (AOC, EC meetings, *Advocate*, resolutions etc.) for that purpose and not comment on the document officially except to say that part-time faculty of color are being exploited when the District refuses to bring up part-timers living wages and offer healthcare, and offers so few courses for its students that could foster real societal change (Black Studies, Women's Studies, LGBTQ studies, etc.).
- d. EC voted with one abstention for the AOC to begin the process of drafting a resolution for the purpose of advancing concrete measures the District could take to recommit to their equity mission if they are serious about anti-racism. EC will discuss and vote on the resolution at a future meeting.
- e. Individual members are welcome to write to the Council with suggestions independently, not representing AFT.

9. Discussion: Anti-Oppression Committee (AOC) recommendations regarding clear Title IX procedures Suji [add last name], Claire (CSEA), Julia Johnson, Rika Yonemura-Fabian reported.

- a. AFT formed the AOC in August 2020 and has focused on two initiatives 1) Reducing class size - in progress 2) Eliminating gender oppression in the workplace. They also organized a Gender Listening Space beginning last May, where they began to hear about problems with the Title IX investigation processes in our District, including lack of transparency about the process, and timeliness in responding to complaints, lack of protection for people for who file the complaint, and retaliation for parties involved. At other institutions Title IX training is mandatory and done by outside person.

- b. Title IX covers everyone in our community including administrators. Making sure there's accountability, protocols and structure to pursue meaningful investigation is very important to all.
- c. AOC shared and read aloud a comprehensive statement of demands for changes to our District's Title IX investigation progress and requested faculty input. Please send comments to Rika, Suji or Doniella.
- d. AOC will revise the statement (especially flow chart portion) for a discussion/vote at January EC meeting and to make further plans for presenting the statement.
- e. Additional ideas proposed: Include administrator evaluation, lack of process to move administrators out; reach out to CSEA, AFSCME and Senate for a broader base of support.
- f. AOC is also planning a series of events in Spring to bring attention to oppression and gender justice.

10. Presentation and vote to endorse: campaign for universal pre-K in South San Francisco* Doniella Maher reported.

- a. Doniella has been working with a group of experts and advocates on a grassroots campaign for a measure to design a universal free childcare program that programs can opt into for residents of S. San Francisco. Includes a wage increase for childcare workers to a livable way of \$45/hr through a parcel tax on corporations.
- b. The campaign will submit their proposal to the City of SSF next week and launch the campaign officially.
- c. Donations are being solicited now and there will be a future ask of the union. An additional \$10,000 is needed.
- d. Why us? Our SMCCCD students study ECE and then go into a poorly paid profession. This could be the beginning of an important movement countywide.
- e. Idea to involve our students in the campaign, and to request money from the San Mateo Labor Council.
- f. AFT voted unanimously to endorse the campaign.

11. Vote to approve November Membership Meeting minutes* Jessica Silver-Sharp

- a. The minutes were approved with one abstention.

12. Statements from EC members on non-agenda items

- a. Adjuncts are requesting information about missing stipends for work from home. Marianne reported that they are working with HR to collect information from unpaid members who should fill out the form AFT circulated. More than 40 members have responded.
- b. A faculty member reported that Building 1 is open and there's a basketball game. Faculty can see that new space.

13. Closed session

The meeting adjourned at 5:00pm.